Yearly Status Report - 2018-2019

Part A	
Data of the Institution	
1. Name of the Institution	**ST MARY'S COLLEGE**
Name of the head of the Institution	**J Mathew George**
Designation	**Principal**
Does the Institution function from own campus	**Yes**
Phone no/Alternate Phone no.	**040-23544300**
Mobile no.	**9849967801**
Registered Email	**info@stmaryscollege.in**
Alternate Email	**mathew@stmaryscollege.in**
Address	**8-3-229, Tahirville, Near Yousufguda Check Post**
City/Town	**Hyderabad**
State/UT	**Telangana**
Pincode	**500045**

2. Institutional Status

Affiliated / Constituent	**Affiliated**
Type of Institution	**Co-education**
Location	**Urban**
Financial Status	**Self financed**
Name of the IQAC co-ordinator/Director	**J.Michael Preetham**
Phone no/Alternate Phone no.	**04023545642**
Mobile no.	**9849045689**
Registered Email	**iqac@stmaryscollege.in**
Alternate Email	**michael@stmaryscollege.in**

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	https://www.stmaryscollege.in/academics/iqac/aqar-2017-2018/

4. Whether Academic Calendar prepared during the year

4. Whether Academic Calendar prepared during the year	**Yes**
if yes,whether it is uploaded in the institutional website: Weblink :	https://www.stmaryscollege.in/connect/calendar/

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	**B**	**2.42**	**2008**	**16-Sep-2008**	**16-Sep-2013**
2	**B**	**2.52**	**2014**	**21-Feb-2014**	**21-Feb-2019**
3	**B++**	**2.83**	**2019**	**09-Aug-2019**	**08-Aug-2024**

6. Date of Establishment of IQAC

6. Date of Establishment of IQAC	**10-Dec-2007**

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture

Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
Library and Sports Audit	26-Sep-2018 4	4
AAA audits for students and academic departments	20-Sep-2018 8	557
IQAC Meeting	27-Sep-2018 2	14
IQAC Meeting	03-Jan-2019 2	14
IQAC Meeting	22-Jan-2019 2	14
Meeting with Executive Board of Student Council	26-Oct-2018 1	8
[View File]()		

8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
St MARYS COLLEGE	NA	UGC	2019 0	0
[View File]()				

9. Whether composition of IQAC as per latest NAAC guidelines:	**Yes**
Upload latest notification of formation of IQAC	[View File]()
10. Number of IQAC meetings held during the year :	**3**
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	**Yes**
Upload the minutes of meeting and action taken report	[View File]()
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

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

1. Establishment of SSR Teams with team leaders. 2.Conducted Audits through AAA Cell involving all stakeholders of the college. 3. Sustaining Quality Culture through interaction with Stakeholders. 4. Encouraged staff to participate in Seminars, Conferences, FDPs on quality enhancement in order to sustain a quality

culture. 5. Encourage healthy Alumni contribution through guest lectures, participation in events and also more industry academia interaction.

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13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achivements/Outcomes
Submission of Quarterly Data by departments	Accomplished on time. Reviewed in IQAC meetings.
Setting Departmental targets on measurable metrics for the odd semester in AY2018-19	Accomplished
Identify overlap between OU syllabi and TISS/Stratadigm courses	Accomplished and Course Design formulated
Strengthening Library	Library Orientation Programme conducted, books and journals added and audits conducted
Augmenting the Counselling Cell with appointment of an additional Counsellor; provide separate space	Accomplished
Explore possibility of creating more and effective space for sports purpose	Need based arrangements made
Analyses of Commerce, English and Computers Proficiency Test Results of both Semesters	Accomplished
Identifying an NGO/Cause to be adopted by each department	All departments adopted one NGO/ Government School.
Interaction with Student Council and IQAC	Special Meeting with Executive Board of Student Council and the core IQAC Members and AAA Cell
Check Student Exchange options with California Baptist University as an additional Student Exchange Option.	Representatives from CBU visited and options looked into.
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14. Whether AQAR was placed before statutory body ?	Yes

Name of Statutory Body	Meeting Date
Governing Council	09-Jul-2021

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	No

16. Whether institutional data submitted to AISHE:	**Yes**
Year of Submission	**2019**
Date of Submission	**31-Jan-2019**
17. Does the Institution have Management Information System ?	**Yes**
If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	**The Management Information System at St Mary's College is primarily driven by an integrated Institutional Resource Planning (IRP) platform called MPower, which is powered by Fedena, the MIS software provided by Foradian Technologies. MPower access is provided on the web (irp.stmaryscollege.in), a link of which is made available on the College website and on the dedicated St Mary's College app (available on Apple App Store and Android App store). The College app is available for all staff, students and parents free of cost. Attendance is taken in every session and the attendance data is updated on the IRP, which can be accessed by teachers, students and parents. For every session that a student misses, in addition to the app notification, an SMS is triggered upon the attendance being marked. All internal exam scores are uploaded on the IRP and the students get to see the scores before the same is submitted to the University. The College Library is automated using an integrated Library Management System that is part of the MPower IRP. While books and resources can be borrowed and renewed only physically, all data is maintained digitally, and all staff members and students can see the details in their IRP account. The MIS helps all arms of the organization in maintaining and utilizing physical, academic and support facilities effectively. The HR module is operative on the IRP and all leave management, payroll management etc are done on the IRP in a transparent and effective manner. Similarly, every fee paid by a student immediately reflects on the IRP account (including app) of the parent and the student concerned, resulting in**

complete transparency. IRP also allows the payment of fees online using a Payment Gateway connected to it. Thanks to the IRP in place, a lot of processes including admissions are primarily paperless processes, thus also minimizing waste generation. All employees can see their own leave records, pay slips and employment details on their IRP. Any deductions on account of excess leave or Income Tax are also clear from their pay slips which are available to them on the IRP. The IRP ensures that realtime data is with all stakeholders and this greatly helps them to improve the efficiency of resource utilization. The MPower IRP is more than the usual Management Information System in the sense that in addition to routine modules such as Academic Administration (Attendance, Library, Examinations, Student Services etc), Human Resources, Finance, and Inventory Management in place, it also allows for collaboration and communication through options such as direct messaging, document sharing, surveys and polls, certificate issuing, task setting and creation of meetings, including Parent Teacher ones.

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

The curricula followed at St Mary's College is based on the syllabi prescribed by the Osmania University to which the college is affiliated. However, since the College has redefined the programme outcomes and programme-specific outcomes, the College has attempted to enrich the curricula by adding practical aspects as well as current developments in the field based on the inputs provided especially by the industry, especially by the external members of the IQAC. Every course in every semester has a course handout which is detailed out session-wise on the Learning Portal of the College, which is based on Moodle. Every student has access to this course handout, which describes the expected course outcomes, what is beyond the University syllabi, the detailed session plan and the list of additional resources to be used. The session plan also refers to the pedagogical tools the teacher plans to use in each session and how a particular session is planned to be conducted. One of the first steps in ensuring effective curriculum delivery at St Mary's College is defining the minimum number of sessions per course in a semester. This is done as per the prescribed norms and all course handouts consequently have session plans for a minimum of those many hours. This is excluding the time used for internal exams and evaluation of any kind. When unplanned leaves or holidays happen, the teachers take extra classes or adjust classes from other teachers who are

ahead, to catch up on the number of sessions. The second most important step the College has taken is to sequence the syllabi from foundational knowledge to application, and then use appropriate methodology to teach each part. Our teachers take all possible efforts to make classes interesting and course handouts ensure that they plan for the full course keeping in mind the complete picture instead of taking lesson plans one day at a time. This also helps them in spending longer time on parts of the syllabus which are foundational or more critical. Of course, where visual aids or multi-media can be used, attempts are made to use them in order to make learning more effective. Where possible, pre-recorded video lectures are uploaded on to the Learning Portal, thus ensuring that students who miss a particular class can catch up before they turn up for the subsequent session. Guest lectures by practitioners are added to this mix in order to keep the learning relevant and contemporary. Attendance is taken in every session and the attendance data is updated on the IRP (both web and the app), which can be accessed by teachers, students and parents. For every session that a student misses, an SMS is triggered upon the attendance being marked. More importantly, teachers share ideas with each other on what is effective and what is not. This process has been institutionalized in St Mary's College.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entreprene urship	Skill Development
R-Data	NA	30/01/2019	30	Employabil ity Entrepre neurship	YES
FRENCH L1	NA	28/01/2019	30	Employabil ity Entrepre neurship	YES
Spanish L1	NA	28/01/2019	30	Employabil ity Entrepre neurship	YES
FINISHING SCHOOL	NA	21/01/2019	30	Employabil ity Entrepre neurship	YES
Banking and Banking Operations	NA	02/07/2018	60	Employabil ity Entrepre neurship	YES
DIGITAL MARKETING	NA	09/04/2019	30	Employabil ity Entrepre neurship	YES
GLOBAL FINANCIAL MARKETS	NA	11/02/2019	30	Employabil ity Entrepre neurship	YES

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
Nill	NA	01/08/2018
No file uploaded.		

1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
BA	VOCATIONAL	02/08/2018
BBA	NA	02/08/2018
BCom	GENERAL, COMPUTERS, VOCATIONAL	02/08/2018
BSc	MECS, MSCS, BIOTECHNOLOGY	02/08/2018

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	244	Nil

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
ENVIRONMENTAL STUDIES	02/08/2018	621
GENDER SENSITIZATION	10/01/2019	621
LIFE SKILLS	02/08/2018	621
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1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BBA	(INTERNSHIP)	16
BCom	GENERAL, COMPUTERS & VOCATIONAL	111
BSc	MECs & MSCs	95
BSc	MSCs	47
BBA	NA	114
BA	VOC	55
BA	VOC	50
BA	VOC (INTERNSHIP)	10
BSc	MECs, MSCs & BT (INTERNSHIP)	5
BCom	GENERAL, COMPUTERS AND VOC (INTERNSHIP)	20
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	No
Alumni	Yes

Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
The AAA cell in collaboration with the Heads of Departments and other faculty members were responsible in the drafting, distribution and collection of questionnaires as a part of the feedback process. The feedback collected from all the stakeholders (Students, Parents, Faculty and Alumni) through questionnaires was analysed by AAA cell and the reports written were forwarded to the Head of the Institution for a plan of action to be implemented based on the crucial issues that have come to fore as resultant of the feedback process. The questionnaires contained questions about the quality of the curriculum, faculty, infrastructure, administration and other crucial aspects of the college. Based on the observations and recommendations of the AAA cell many changes were made during the 2018-19 academic year in order to increase the quality and effectiveness of many things pertaining to the academic, administrative and extra-curricular aspects of the college. The feedback collected from all the stakeholders has been primarily positive but the same has brought to light many areas that needed improvement in quality and some proactive measures to foster a better teaching-learning experience and a holistic development in the college. Based on the feedback from alumni, parents and students there have been changes implemented in physical education. A female Assistant Director of Physical Education was appointed and the sports room and sports activities have been made more gender inclusive by few arrangements to progress towards greater equity. Due to the feedback from the faculty and students the library interiors have been rearranged to create an ambience more aesthetically pleasing and conducive to study, research and read. An Assistant Librarian has been appointed for better organization and the students and faculty have been granted more access hours to visit and use the library by the new timings(8 AM to 5PM). The Library committee along with the faculties of all the departments procured many more titles to add to the existing collection. The committee even arranged a library week which had activities like poetry reading, book reading, literature quiz and other activities. The subscription to National Library and Information Services Infrastructure for Scholarly Content (N-LIST) has facilitated online access to numerous research related books, articles, and other digital resources which aid highly in the research needs of faculty. Other measures have been taken to speed up the paper work and other processes at front office and to avoid unnecessary delays and difficulties encountered by the students. The actions taken have smoothened the enhanced the work at the front desk and the information centre. Similarly many other minor improvements related to various aspects of administration, academics and extracurricular activities have been improved upon as a result of the feedback system of the college.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BCom	GENERAL	120	221	118
BCom	COMPUTERS	123	245	123
BCom	VOCATIONAL	60	66	59
BSc	MSCS	50	94	49

BSc	MECS	50	97	50
BSc	BIOTECH	40	81	40
BA	VOCATIONAL	60	110	60
BBA	NA	122	270	122
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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	1550	Nill	62	Nill	Nill

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
62	62	16	34	Nill	12
[View File of ICT Tools and resources](#)					
[View File of E-resources and techniques used](#)					

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

The mentoring system at St. Mary's College aims at enhancing the overall personality of the student which includes their academic performance, performance in extracurricular and co-curricular activities and individual personality development in order to prepare students for life ahead in every possible way. We have the teachers categorized as teacher mentors, teacher researchers and teacher administrators. The Teacher mentors are an integral part of the student mentoring system at St. Mary's college. Each class is assigned a teacher mentor who is responsible for mentoring and guiding the students. They add new and innovative ideas into their teaching incorporate different techniques to improve the interest levels of the students and guide them towards reaching their maximum potential. Timely evaluation of the tests is done to record the progress of the child. Mentors help greatly in identifying diversity in terms of learning challenges as well. They provide first hand support to the students with difficulties and give relevant inputs to subject teachers to help them be more effective in handling these students. Apart from guiding the students they also develop a personal rapport with them and remain approachable to the students to hear them and assist them if they face any personal challenges. The role of a teacher mentor at St. Mary's goes beyond the relationship with students, they coordinate with the parents of the students to get a holistic idea about the performance of the child. The teacher mentors frequently update the parents on the performance of the students, checks with the parents if the student is found struggling with aspect of attendance or performance in college. When the student requires additional help which is beyond the abilities of the mentor they approach the head of the Departments to work on them and also collaborate with each other. In order to prepare them for the world of opportunities after graduation the teacher mentors provide advice relating to selection of major, career guidance and internship opportunities. The mentors act as guides to the students during their summer and final projects and help them in finding internship and job opportunities. At St. Mary's college we have 15 student activity clubs and each club is assigned a club mentor. The clubs are students driven, however the club mentors plays a major role in guiding the students for planning and executing of various events. They nudge students towards identifying their talents beyond academics and help them in enhancing those skills. As a part of student mentoring system, St. Mary's college has a Counselling cell to support students with their personal challenges and helps them introspect and grow into better individuals. The counsellors offer one on one personal sessions and group counselling sessions to discuss various topics on

mental health and personality development with the students. Classroom interactions with students, organsing various events centred on guiding students is their hallmark.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
1550	62	1:25

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
62	62	9	9	2

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2018	NIL	Assistant Professor	NIL
2019	NIL	Assistant Professor	NIL
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2.5 – Evaluation Process and Reforms

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

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year- end examination	Date of declaration of results of semester- end/ year- end examination
BA	386	II/IV/VI	08/05/2019	26/07/2019
BBA	684	II/IV/VI	08/05/2019	26/07/2019
BCom	401	II/IV/VI	08/05/2019	26/07/2019
BCom	402	II/IV/VI	08/05/2019	26/07/2019
BCom	403	II/IV/VI	08/05/2019	26/07/2019
BSc	467	II/IV/VI	08/05/2019	26/07/2019
BSc	474	II/IV/VI	08/05/2019	26/07/2019
BSc	488	II/IV/VI	08/05/2019	26/07/2019
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

As an affiliated college, there are certain inflexibilities in our internal evaluation and the primary constraint is that the University currently does not provide for continuous evaluation. The frequency is fixed by the University. In fact, not only the frequency, but also the dates of internal assessments are fixed externally. The same is true about the variety as well. The pattern of tests are decided by the University and this is a serious constraint in using internal assessment for learning enhancement. However, the mechanism of

internal assessment is very transparent. All internal tests are objective in nature and the pattern is fixed based on the number of credits involved and not on the basis of the nature of the subject. The IRP system ensures that there is transparency in the conduct of examinations and in the announcement of results. Given that all exams are conducted as objective tests, there are hardly any disputes either. The only variety that is there is in the assignments, which carry just 5 weightage for 5 credit courses and none for 3 or less credit courses. While our teachers attempt to use these assignments to impact on learning outcomes, in effect, the low-weightage implies that the impact is often not very high.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

St Marys College prepares its academic calendar keeping in mind the almanac issued by the University each semester. However, often when the almanac is delayed, the College prepares a tentative calendar which is later modified based on the Almanac released by the University. The College strictly adheres to the dates notified by the affiliating University with regard to the conduct of internal evaluation. The Colleges academic calendar is updated whenever Osmania University notifies the dates for internal evaluation or modifies the dates. Often, when the academic calendar especially with reference to internal exams is planned, the University may not have notified the dates and so, we include tentative dates in the 7th and 14th week of a semester. We update the dates with the notified dates as and when the University issues circulars regarding these dates. This often happens after the start of a semester and often, just a few weeks before the the first internal exams are scheduled. In the past. there are semesters when the University has decided to conduct only one internal test instead of two and we have had to comply to such last-minute decisions. As far as the final examinations of each semester are concerned, those are not included in the Colleges Academic calendar and the dates of such exams are entirely decided by the Osmania University to which the College is affiliated to.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://www.stmaryscollege.in/academics/courses-offered/

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
684	BBA	Nill	67	56	83.58
488	BSc	BIOTECHNOLOGY	25	4	16.00
474	BSc	ELECTRONICS	36	10	27.77
467	BSc	STATISTICS	32	11	34.37
386	BA	VOCATIONAL	46	31	67.39
401	BCom	GENERAL	77	42	54.54
402	BCom	COMPUTERS	96	65	67.70

403	BCom	VOCATIONAL	41	19	46.34

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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

https://drive.google.com/drive/folders/1S0isYd64Bzl2Dnj_QiMkPoIwOjLPRV0n?usp=sharing

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Any Other (Specify)	0	0	0	0

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3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Converting Passion into Profession	Commerce	10/07/2018
Where Why and How To Invest	Commerce	11/07/2018
Wealth Management : Basics and Industry Trend	Commerce	13/07/2018
Digital Marketing	Commerce	18/07/2018
Accounting Standards	Commerce	20/07/2018
Career Opportunities	Commerce	01/08/2018
Further Studies From 29th August to 4th Sep, 2018	Commerce	29/08/2018
Ethical Hacking and Cyber Security Awareness	Commerce	19/09/2018
internship opportunities	Commerce	28/03/2019
Practice of Life Insurance	Commerce	10/04/2019
Emotional Intelligence	Commerce	12/04/2019
Be an Entrepreneur	Management	20/02/2019
Exploring Career Options	Management	29/10/2018
A Leadership Training Workshop	Management	28/07/2018
Challenges of Start-Ups and Venture Capitalists	Management	19/07/2018
Careers in Commerce and Management : National	Management	26/10/2018

Global		
Who Owns the Media	Social Sciences Masscommunication	27/09/2018
Montage '19	Social Sciences Masscommunication	23/01/2019

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
NA	NA	NA	02/08/2018	NA

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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsered By	Name of the Start-up	Nature of Start-up	Date of Commencement
NA	NA	NA	NA	NA	02/08/2018

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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
NA	Nill

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
International	English	3	5.76
International	Commerce	3	6.59
International	Management	2	5.87
International	Science	1	5.13

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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Sciences	2

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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
NIL	NIL	NIL	2018	0	NIL	Nill

3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
NIL	NIL	NIL	2018	Nill	Nill	00

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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	9	49	Nill	Nill
Presented papers	9	16	Nill	Nill
Resource persons	Nill	Nill	3	Nill

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3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Blood donation camp	NSS-St. Mary's with Lions club of Jubilee hills And BBR Blood Bank	2	15
NSS Day	NSS-St. Mary's	1	20
World Population Day	NSS-St. Mary's	1	10
Independence Day celebrations	NSS-St. Mary's at adopted Govt and Anganwadi school , Karmikanagar	1	37
Rashtirya Ekta Diwas	NSS-St. Mary's	1	15
Voters Awareness Week	NSS-St. Mary's	1	20
Republic Day celebrations	NSS-St. Mary's at adopted Govt and Anganwadi school , Karmikanagar	1	25
International yoga day.	NSS-St. Mary's	1	15
Arogya Bharat	NSS-St. Mary's in collaboration Ministry of Health	Nill	15

| Swach ta he seva. | NSS-St. Mary's in collaboration Ministry of Health , Government of India | 1 | 15 |

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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
NIL	NIL	NIL	Nill

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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
NA	Institution	World AutismAwareness Day	12	127
NA	Institution	World Youth SkillsDay	7	94
NA	Institution	Foreign Students Day	10	33
NA	Institution	Ethnic day	8	54
NA	Institution	Mental Health Awareness Day	5	117
NA	Institution	Idea of Beauty in Todays Youth	5	92

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3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Erasmus student exchange program	Mr. Akshat Thonangi	Funding by EU under Erasmus student exchange program	125
Erasmus student exchange program	Mr. G.Yeshwanth Goud	Funding by EU under Erasmus student exchange program	125
SUSI-2018 Student Leaders Programme on Womens Leadership	Ms Hasna Hassan	Funding by US State Departments Bureau of Educational	35

		Cultural Affairs		
SUSI-2018 Student Leaders Programme on Global Environmental Issues	Mr Sahil Ahmed	Funding by US State Departments Bureau of Educational Cultural Affairs		35

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3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Certificate course and workshops	College – Industry Interaction	National E ntrepreneurr ship Network and Wadhwani Foundation	02/07/2018	08/05/2019	314
Academic/C ertificate course	College – Industry Interaction	Cognizant Technology Solutions India Pvt Ltd	02/07/2018	08/05/2019	00
Certificate course	Imparting Vocational Education	Stratadiam Education and Training Pvt Ltd	02/07/2018	08/05/2019	22
Internship - on Campus	College – Industry Interaction	Amazon Development Centre(India) Pvt Ltd	02/07/2018	08/05/2019	52
Online Learning Portal	Academic C ollaboration	Wadhwani Foundation	02/07/2018	08/05/2019	00
Data Maintenance	Institutio nal Resource Planning	Foradian, Technologies Pvt Ltd	02/07/2018	08/05/2019	1550
Exchange of expertise in improving the language skills of students	Academic C ollaboration	Kasturba Gandhi Degree PG College	02/07/2018	08/05/2019	00
Student exchange for Scholarly interaction, cultural Exchange and collaborativ	Academic C ollaboration	Beijing Information Science Technology University	02/07/2018	08/05/2019	00

e research					
Student exchange for Scholarly interaction, cultural Exchange and collaborativ e research	Academic Collaboration	California Baptist University	02/07/2018	08/05/2019	00
Student exchange for Scholarly interaction, cultural Exchange and collaborativ e research	Academic Collaboration	Budapest Metropolitan University	02/07/2018	08/05/2019	02
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Stratadiam Education and Training Pvt Ltd	16/04/2018	To Conduct Certificate Course on Banking and Banking Operations	22
The Chartered Institute for Securities and Investment(CISI), London	31/07/2018	To Conduct Certificate Course on Introduction to Securities and Investments (International)	Nill
Amazon Development Centre(India) Pvt Ltd	07/11/2018	Work from University (WFU) for selected Students	52
Budapest Metropolitan University	31/07/2018	International Faculty Exchange programme March 2018 to July 2018	2
National Entrepreneurship Network	01/04/2018	To Conduct Business Quiz AND Deliver Guest Lectures etc.	314
Foradian, Technologies Pvt Ltd	10/08/2018	Online Admissions, Easy Accessability to Teachers and Upload of all documents such as Course Handouts, Assignments etc	1612

Innovative Technologies	04/07/2018	To Conduct Workshops and Inhouse Projects etc.	61
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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
6507000	6029680

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
Video Centre	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Existing
Seminar halls with ICT facilities	Existing
Classrooms with Wi-Fi OR LAN	Newly Added
Classrooms with Wi-Fi OR LAN	Existing
Seminar Halls	Existing
Laboratories	Existing
Class rooms	Newly Added
Class rooms	Existing
Campus Area	Existing
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4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
FEDENA ERP	Fully	3.6.4	2016

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	3035	781830	723	158810	3758	940640
Reference Books	790	332354	90	25650	880	358004
e-Books	25000	35400	25809	35400	50809	70800

| e-Journals | 6293 | Nill | 6293 | Nill | 12586 | Nill |
| CD & Video | 27 | 12360 | Nill | Nill | 27 | 12360 |

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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
J MICHAEL PREETHAM	LEADERSHIP-SOFT SKILLS LESSON FOR SEM-II STUDENTS	MOODLE	20/02/2019

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4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	200	138	2	11	10	13	28	400	0
Added	19	8	0	0	1	0	10	0	1
Total	219	146	2	11	11	13	38	400	1

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

400 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Mass Communication Lab	https://youtu.be/7Q0deAAGIhw
Digital Class Room	https://youtu.be/eom7x61_wDw
Theatrix	https://www.youtube.com/watch?v=-yWoFZR5x5k
Computer Lab 1 2	https://www.facebook.com/stmaryscollegeyousufguda/videos/815623775523758/
Conference Room-1	https://youtu.be/JbZrDxqBx68

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
30	3968718	30	3345403

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Library DDC – (Dewey Decimal Classification) System arrangement is followed for books arrangement giving easy access, also allowing new book numbering and checking the new volumes. New students are informed about procedures, rules and the system to be followed for lending books, return policies, writing log and register. Staff may avail 3 books at a time for 30 days and may renew it to continue further. Two books allowed per student and must be returned within 10days, reminders are sent through email informing the late returns. In case of lost book the student is requested to replace the same book or must pay cost of the book as a fine. Log Register and Day to Day register are maintained along with the IRP system of the organization. Two librarians are available for longer functioning of library and for staff access to the library. Sweeping Dusting and Mopping is conducted daily for floors and windows by housekeeping staff . Outdated magazines were given away and damaged books are sent for binding and renewal. Computer Lab The Computer Labs are utilized mainly for computer science classes, certification courses, workshops, seminars, after class hours for study purposes. Students are required to write their Name and details with the system number used on the log register. Students may only carry a pen and notebook - no water eatables chewing gums or personal belongings allowed inside the computer labs. Students use a student profile to Login. Physical damage/ system issues and rectifications if any are addressed immediately. Formatting of Systems is done once in two years. Housekeeping Maintenance Sweeping, Mopping and dusting of the entire premises is done daily. Benches, tables, chairs and computer systems are cleaned on daily basis. The Admin department ensures a hygienic environment on the campus for the overall good health of all users. Sports Indoor sports facilities such as Chess and Carom Boards are provided. Provision for singles and doubles game in Table Tennis is provided adjacent to the Sports Room. Outdoor Facilities for Volleyball, Basket Ball, Table Tennis Courts and Cricket practice Nets with ground marking for Shuttle Badminton, Throw ball and 5 aside Football matches is provided. Tennikoit ring, Frizbees, Skipping Ropes, Yoga Mats and medicine Ball for fitness and Wellness is also available for Students and Staff. There is also a sports club called 'EDFIT' which provides opportunities for sports enthusiasts to participate through the year Sports Facilities are accessible for students after college hours and during substitution hours. An attendance register is maintained for substitution hour classes and a log register is maintained for the sports equipment usage by students, alongside submission of ID cards which are returned on retrieval of items. Equipment damaged is stocked separately. New Stock requirement is raised annually depending on the usage/ wear and tear. Besides Equipment Issue Register and Stock Register are also maintained

https://www.stmaryscollege.in/the-college/infrastructure/

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	INSTITUTIONAL SCHOLARSHIPS	134	2165360
Financial Support from Other Sources			
a) National	NIL	Nill	0

| b)International | NIL | Nill | 0 |

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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Library Week-2019	28/01/2019	120	Initiative of Department of Social Sciences, Masscom and Life Skills
Gender Sensitization	02/07/2018	440	In House Ms. Seema and Ms. Mercy
Life Skills Sessions	02/07/2018	480	In House Ms. Seema and Ms. Mercy
Support Group Solipsis	02/07/2018	6	In House-Ms Seema
Counselling	02/07/2018	52	In House-Ms Seema Ms. Mercy
Yoga Session	06/07/2018	15	International Yoga Trainer,Nidhi Murarka
Civil Services Study Circle	02/07/2018	10	Initiative of the Department of Social Sciences, Masscommunication and Life Skills

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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2018	Civil Services Study Circle	10	10	Nill	Nill

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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
5	5	7

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed
AMAZON, HGS, UBER, ICICI PRUDENTIAL, SKILL STRIDE	370	66	TCS, ATMECS, UX Reactor	55	7
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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2019	1	BSc	SCIENCES	UNIVERSITY OF MYSORE	MSC EMBRYOLOGY
2019	1	BSc	SCIENCES	JAIN UNIVERSITY	MSC CLINICAL PSYCHOLOGY
2019	1	BSc	SCIENCES	PONDICHERRY CENTRAL UNIVERSITY	M.SC IN BIOCHEMISTRY AND MOLECULAR BIOLOGY
2019	1	BSc	SCIENCES	AMRITA VISWA VIDYA PEETAM, COIMBATORE	MSC IN DATA ANALYTICS AND APPLIED STATISTICS
2019	1	BBA	MANAGEMENT	HUMBER COLLEGE, ONTARIO, CANADA	FINANCIAL PLANNING
2019	1	BSc	SCIENCES	UNIVERSITY OF SALFORD	INTERNATIONAL BUSINESS MANAGEMENT
2019	1	BSc	SCIENCES	LA TROBE UNIVERSITY	MASTERS OF BIOTECHNOLOGY MANAGEMENT
2019	1	BBA	MANAGEMENT	UNIVERISTY OF CINCINNAT ISCHOOL OF MEDIA	MASTERS IN BUSINESS ANALYTICS
2019	1	BBA	MANAGEMENT	GEORGIA STATE UNIVERSITY UNIVERSITY	MS MARKETING
2019	1	BBA	MANAGEMENT	CENTRAL QUEENSLAND UNIVERSITY	MASTER OF BUSINESS ANALYTICS

5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
GMAT	1
CAT	2
GRE	1
TOFEL	1
Any Other	20

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
The Annual Club day	Institutional	159
Vox Populi -The Principal's Quiz	Institutional	38
Dazzlers- intra college dance competition	Institutional	87
Spectra Club-World Earth Day	Institutional	37
Department of Commerce- World Creativity and Innovation Week	Institutional	53
Department of Languages- Suravaani Vilasaha	Institutional	76
EDFIT-Friendly Cricket Match for Women	Institutional	40
Rizeni- The Management Study Circle, organised Board not Bored	Institutional	49
Department of Social Sciences, Masscom and Life Skills-Model Press Conference	Institutional	47
Department of English Languages-CONFLUENCE	Institutional	143

5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	GOLD	National	1	Nill	6731	VARUNI JAISWAL
2018	SILVER	National	1	Nill	6776	CH

| | | | | | | | **ANUSHA** |

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

St Mary's College has an elected Student Council with an Executive Board that has a President, a Vice-President, Secretary and Joint Secretaries in addition to Executive Members. The Student Council was established to develop student initiative, responsibility, and leadership to create an avenue for student representation, to encourage extracurricular activities, and to promote the general welfare of the College family and the wider community. Every class elects its Council members, and the Council members in turn elect the elect the Executive Board. The Executive Board is responsible for the day to day running of student activities on campus and is advised by the Head – Student Activities Alumni Relations. The Executive Board of the Student Council meets at least once a fortnight during the semester. The General Body of the Student Council ordinarily meets twice a semester. The Student Council of St Mary's College has four constituent organizations (Programme Councils), viz the BA Student Council, the BBA Student Council, the BCom Student Council and the BSc Student Council. The Programme Councils play the same role at the Department-level as the Student Council plays at the College-level. The Council members also ensure that information dissemination among students about curricular, co-curricular and extracurricular activities are smooth and transparent. They also play a role in conflict resolution, grievance redressal and in ensuring fairness in campus life. The Student Council in 2018-19 was headed by Ms Harika Akkiraju of III BBA as President and Mr G V Manish Reddy of III BSc MSCS as Secretary. The President and Secretary of the Student Council are members of the IQAC. One or two of them are also part of statutory bodies such as the Internal Complaints Committee and the Anti Ragging Committee. The Student Council works directly with the Principal and the Head of Administration. The Programme Councils work with the Heads of the Departments concerned. The Student Council and the Department Councils play a crucial role in all aspects of St Marys College.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

Our Alumni are our pride. They continue to help the College maintain its reputation long after they have graduated. St Mary's College Alumni Association is registered under the Telangana Societies Act. The General Body of the Alumni Association meets at least once every year. The Office-bearers meet as often as they deem fit to do so. The annual gathering usually sees about 100 alumni returning to their Alma Mater. In addition, the Alumni Association of the College have their own networking space on social media such as Facebook, LinkedIn and 100Pins. These fora are used by the Alumni to share vacancies and career opportunities. Members of the Alumni continue to contribute to the College in terms of ideas and act as resource persons for various sessions. Occasionally, some of them sit on the recruitment interview panels as well. It is a matter of pride that many of the alumni have done extremely well in their fields (Eg. Sportspersons like Sania Mirza, Ashwini Ponnappa, Film stars like Naga Chaitanya, Ram Charan Tej, Rana Daggubati) and some of them also continue to recruit students from the campus for their initiatives. St Marys College Alumni Association currently does not have any chapters. As most of our alumni are still relatively young with the senior most alumni having graduated only 14 years ago, the College has not sought any financial support from the alumni. But, our alumni has made us proud by their standing in the society and by their work. They have also contributed by non-financial means and by involving in

5.4.2 – No. of enrolled Alumni:

1350

5.4.3 – Alumni contribution during the year (in Rupees) :

0

5.4.4 – Meetings/activities organized by Alumni Association :

03

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

Two key practices of decentralization and participative management in St Mary's College are (a) Leadership Circles and (b) Empowered Heads with Academic and Administrative role demarcation. St Mary's College's management philosophy has in its core a concept of leadership at all levels and as a corollary, every issue is attempted to be resolved at the lowest possible level of leadership. Escalation to the next rung is only when it is unavoidable and aggregate units or multiple departments are involved. Consequently, Heads of the Departments are empowered leaders who enjoy a reasonable amount of autonomy within the overall framework. St Marys College is run by the St Marys Educational Society, a Society founded by teachers and is run by teachers and to that extent, has a teacher-perspective on all matters. The Founder of the Society is the Chairman of the College Governing Council and the Secretary of the Society is the Correspondent. The Chief Executive Officer of the Group of institutions of the Society is the Director of the College and the Management Representative in the IQAC. The Principal reports to the Director. This teacher-perspective ensures that teachers are trusted with authority commensurate with their responsibilities. The concept of Leadership at all Levels is practiced and represented by Leadership Circles at the College, the Department, the Class and Club levels. The Principals Leadership Circle has all Heads of the Departments and functional heads as members. Each of the Heads of the Departments has their team members as part of their Circle. In turn, eventually, each Class Mentor has her students in their circle. All decisions at the relevant level are taken collectively by the respective Leadership Circle. The concept of Leadership Circle also means that when the Principal is away even for half a day, one of the Heads of the Department, by rotation, becomes the In-charge academic head for the day. Similarly, when a Head of the Department is on leave, one of his/her team members become in-charge Head for the day or days. This process ensures that all members of a Circle are aware of the roles and responsibilities of their leader and that information flow is ensured on a timely manner. The HR policy too is decentralized, and leaves are approved by the immediate reporting manager and not by the Head of the Institution. The empowered Heads lead five faculties or teaching units (Languages, Commerce, Management, Sciences, and Social Sciences), two academic support units (Examination, Research) and two extension units (Placements Corporate Relations, and Student Activities Alumni Relations). These ten units have considerable operational and administrative autonomy. In St Marys College, there is also a clear demarcation between Academic teams and Admin teams to ensure that academic staff are not burdened by non-academic administrative activities such as housekeeping or security management. Administrative operations are headed by a person with over a decade of administrative experience abroad and in India with a global financial institution.

6.1.2 – Does the institution have a Management Information System (MIS)?
Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Admission of Students	Admission processes are online, and the forms are accessible through the college website. Applicants who are clear about their programs can apply online, while students who require inputs to decide on their program of interest are encouraged to fill in the enquiry form online. Counselors reach out to students who are filling the enquiry forms. Applicants meeting the eligibility requirements are called for interviews (offline or online). Admission is based on merit. Eligible students who need financial assistance are encouraged to apply for scholarships to the St Mary's Foundation, which conducts scholarship eligibility tests to decide on scholarships.
Human Resource Management	The decentralized Human Resource Management system ensures that the best resource is allotted to where the need is. All vacancies are notified by the Departments to the HR Manager through Principal. Vacancies are advertised in newspapers and on the website. Recruitment process includes multiple rounds of interviews and the candidates are assessed for merit and fit with the organization. Teacher and staff training as well as career development of employees is part of the organization's commitment to excellence. Appraisal system is performance-oriented and objective through well-defined processes. OKR framework is followed in alignment with organization's vision and mission.
Teaching and Learning	Quality improvement in teaching-learning process has been attempted through institutionalizing student feedback for teachers as well as peer feedback. Both the feedback systems are oriented towards learning outcomes and student experience. While student feedback provides anonymous quantitative and qualitative feedback to teachers, the peer feedback is structured to ensure the sharing of

	best teaching practices as well as the development of improved teaching-learning processes and classroom management strategies. Peer feedback based on classroom observation is personalized and qualitative and the process helps both the observer and the observed. The Learning Portal, based on Moodle LMS, makes a significant difference.
Curriculum Development	St Marys College, as an affiliated college of Osmania University, follows the syllabi prescribed by the University as the base for the curricula followed. However, the College has attempted to enrich the curricula by adding practical skills as well as current developments in the field. Based on global and national benchmarks as well as industry expectations, programme outcomes and programme-specific outcomes are redefined. The gap that is identified between the aggregate of course outcomes and the redefined programme-specific outcomes are bridged by value-added courses and certificate courses developed with industry inputs.
Examination and Evaluation	The Prime responsibility is conducting of all examinations (Both Internal and External Exams) in equitable and systematic manner under the directions of the Chief Superintendent of Examinations (Principal) along with the Head of Examinations. Responsibilities: • A proficiency test is conducted for the freshly admitted students. • Along with the Course coordinators the Internal (I II) exams • Analyses the exam results is done and submitted to the Principal The Head Examinations holds a pre-exam meeting to brief the members of faculty with regard to the examination procedures and invigilators' responsibilities.
Research and Development	Research Committee, headed by Head-Research and Consultancy, is responsible for the research activities in the College. The college encourages the teachers to attend international and national workshops/conferences and present research papers and the expenses are borne by the College. It is a policy decision at St. Mary's, that a teacher should present to the in-house peers before they present in the

	external seminars. Faculty members are also motivated to offer their expert services as subject experts in public academic platforms. The college thus promotes a healthy collaborative research culture with intra department partnership encouraged.
Industry Interaction / Collaboration	St Marys College encourages its students to pursue internship in industries and they have been taken to many industrial visits while they are still pursuing their graduation in order to gain practical exposure. Amazon has set-up a base on campus, the first of its kind outside the United States, to allow for Work From University (WFU) post college hours. The College also offers several certificate and value-added programmes for students, often in partnership with industry. The placement cell works towards internship and placement of the students in leading companies. Teachers are encouraged to participate in FDPs and Guest Lectures from industry experts is promoted.
Library, ICT and Physical Infrastructure / Instrumentation	Library quality improvement is driven by the Library Committee with members from various academic departments. Library week places the focus on Library development and there is a continuous process by which book suggestions and procurement ideas are received by the library. ICT and Physical Infrastructure including Lab instruments are managed by the Departments directly. The concerned Academic Departments and the Student Council work with the Administration Department for the upgradation and maintenance of the Library, ICT and Physical Infrastructure through the year. An independent audit by the AAA Cell assesses if the stated outcomes are actually met or not.

6.2.2 – Implementation of e-governance in areas of operations:

E-governace area	Details
Student Admission and Support	The admission process is almost completely online through the IRP. The enquiry and application forms are linked to the website from which prospective students can access them. The interview process can be online or offline and usually offline for students who walk-in to the campus. However, the rest of the process

	including fee payment is completely online. Student support services are enabled on the IRP and they can request them online. Academic support is arranged on the Learning Portal, which is a LMS based on Moodle, the access to which is again provided through a sign-in on the website.
Examination	Internal exams are scheduled first and then marks are entered and published on the IRP before being submitted to the University. This allows students and parents to check for any discrepancy and appeal to the examination grievance mechanism. The IRP thus ensures transparency and fairness with respect to examinations.
Planning and Development	St Mary's College uses a full-fledged Enterprise (Institutional) Resource Planning software (ERP/IRP) powered by Fedena, a product of Foradian, for the entire gamut of academic and administrative operations. The IRP forms the basis for all resource planning and is used by all stakeholders with varying access rights to it. The more extensive web-version is complemented by a user-friendly College app that aids in daily use. While planning and development still involves physical meetings and paperwork, most of it is for approvals and statutory compliances. The groundwork and preparation are done on the software in a decentralized manner.
Administration	HR processes, inventory management and infrastructure allotment are done through the IRP. While leave application and approvals can be done on the app, inventory management and infrastructure allotment can only be done through the web-version of the IRP. There is greater scope for E-governance in Administration, and we are working on that. Approvals for procurement etc are currently being done over email but those will soon be built into the IRP.
Finance and Accounts	Fee collection is completely through the IRP. Students can pay fees online on their app or web-login through RazorPay payment gateway or offline at the College office and payment gets reflected in their IRP accounts immediately. Physical receipts are generated through IRP. Similarly, all

	salary payments are made through bank transfer to employee salary accounts resulting in payslips being generated on the IRP. For vendor payments and for expense accounting, Tally software is used along with the IRP. When it comes to Finance and Accounts, E-Governance is extensive and nearly full-fledged, ensuring transparency and efficiency.

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Joseph Christadoss T	Attended National Seminar on Protest Writing/Loyola College, Chennai/21 Jan19	NA	4261
2019	Akshara Singh	Participated in a One-week FDP for Women Faculty on "Current Trends in Teaching Methods and Strategies in Higher Education-2019 @ NIT Warangal, during 28th January to 2nd February, 2019.	NA	1500
2019	Jyotsna	Participated in a One-week FDP for Women Faculty on "Current Trends in Teaching Methods and Strategies in Higher Education-2019 @ NIT Warangal, during 28th January to 2nd February, 2019.	NA	1500
2018	Gaddam Chris Lenina Peters	Attended 7-Day Faculty Development	NA	2000

		Program on 'Multimodality, Multimodality in Literature, Cinema and the Allied Arts from 1st to 7th August, 2018		
2018	P Kayal	Presented a paper in IEEE International Conference in Machine Learning and Data Science (ICMLDS)-December, 2018, Hyderabad. On 'Knowledge Discovery using Fuzzy Associative Subspace Ensemble Classification	NA	7075
2018	Dodla Jayalaxmi	Attended International Conference on Innovation and sustainability of new Business, Organised by Immanuel B-School, Hyderabad.	NA	2000
2018	S Kavitha Srinivas	Has presented a paper on "Changing Consumer perceptions towards Organised Retailing in Hyderabad city -An Empirical analysis." in the 6 th International Conference on the title "Strategies for business Excellence: Challenges amp Opportunities "	NA	1000

2018	S Kavitha Srinivas	Has presented a paper in the National seminar on " Human Future in Digital Era –Issues ,Challenges amp strategies " titled " Digital Technology amp Human Face" on the 31 st October ,2018, Organised by the Department of Commerce amp Managemen	NA	1000
2018	Sri Sai Chilukuri	Attended FDP on Computerized Accounting using Tally, organized by the Department of Commerce, Osmania University and Tally Education Pvt. Ltd. on 20th July, 2018	NA	3495
2019	Vunnava Amulya	Attended Seminar on Econometrics for Business Research Organized by : Department of Management, Pondicherry Central University	NA	4500
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2018	Staff Orientation Program	NIL	08/06/2018	08/06/2018	62	Nill

| 2018 | NIL | Staff Orientation Program for Non Teaching Members | 08/06/2018 | 08/06/2018 | Nill | 91 |

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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Business Analytics	3	21/12/2018	27/12/2018	6
Building a Virtual Learning Environemnt	2	19/12/2018	19/12/2018	1
Smart Teaching Learning Techniques	2	18/12/2018	19/12/2018	2
Evolution Technologies in Telecommunication	1	29/12/2018	29/12/2018	1
Tally	1	20/07/2018	21/07/2018	2
Faculty Summit-Disruptive Trends in Commerce Education	1	04/08/2018	04/08/2018	1
Commerce Laboratory- Connecting Theory to Practice	1	02/02/2019	02/02/2019	1
Catch the Change- A walk through GST Tally	6	10/01/2019	10/01/2019	1
Teacher Mentorship towards Students Skill Development	1	09/01/2019	09/01/2019	1
Business Intelligence for Profits	1	02/08/2018	02/08/2018	1

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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):			
Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
62	62	91	91

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
1.Teacher Training 2. Research Training 3. Academic Study Leave 4. Doctoral Research Leave 5. Conference, Seminar Workshop Participation Funding On Duty facilities 6. Additional Increments for PhD and higher qualifications 7. Publication Incentives 8. Staff Children Education 9. Maternity Paternity Leaves 10. Bereavement Leaves 11. Health Insurance 12. Accident Insurance 13. Sick Leave 14. Gratuity 15. Employer Contribution to PF 16. Leave Encashment 17. Tag A Friend Referral Scheme	1.Career Enhancement Programmes 2. Staff Training 3. Academic Study Leave 4. Soft Skills IT skills Training 5. Staff Children Education 6. Maternity Paternity Leaves 7. Bereavement Leaves 8. Health Insurance / ESI 9. Accident Insurance 10. Sick Leave 11. Gratuity 12. ESI / Employer Contribution to PF 13. Leave Encashment 14. Salary Advance Loan Scheme 15. Tag A Friend Referral Scheme 16. Institution-provided uniforms for housekeeping and security staff	1.Scholarships for Academic Excellence 2. Scholarships for Sporting Excellence 3. Incentives for 100 Attendance 4. Fee Aid and Concessions for Needy Students 5. Shantaram Award for the Best Student Citizen 6. Awards for the Best Outgoing Students 7. Funding for participation in fests and sports competitions 8. Training Programmes 9. Felicitation for Student Achievers 10. Tie-up with Fehmi Care Hospitals for priority treatment and emergency aid 11. Counselling support 12. Study Circles

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

St Marys College is part of a group of institutions run by the St Marys Educational Society, which is a Christian Minority Educational Society with all its finances audited and accounted. All institutions run by the Society including the Sancta Maria International School, St Marys College and St Marys Junior Colleges are reputed and has a name for being excellent and transparent. As public institutions with celebrity alumni, every small thing about these institutions are scrutinized by news media. The Society raises all its finances from fees and is not dependent on any grant or contributions from the government or any other source. The Society has also raised debt for infrastructure augmentation from public and private sector banks, who in turn have done due diligence on the financial health of the Society and its institutions before lending money. All salaries are paid through online banking and salaries are credited into the accounts of the staff maintained in Bank of Baroda (a Public Sector Bank), which has a branch on campus. The institution does not collect any money without issuing a receipt. Every fee paid by a student immediately reflects on the IRP (both web and app) of the parent and the student concerned, resulting in complete transparency. The institution does not accept any donation or contributions. All expenditures are accounted and audited by the Society.

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

Name of the non government	Funds/ Grnats received in Rs.	Purpose

funding agencies /individuals		
NIL	0	NIL

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6.4.3 – Total corpus fund generated

7.5

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	Nill	Yes	AAA CELL
Administrative	No	Nill	Yes	AAA CELL

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

1. The Institution conducts Parent Teacher Meeting in order to update parents about their wards progress. 2.The Class Mentors contact parents on a regular basis and maintain records of their communication with them 3. Regular feedback is also taken from parents through the AAA Cell.

6.5.3 – Development programmes for support staff (at least three)

1. Dr. P. Pavan Kumar, Senior Faculty, St.John Ambulance conducted a session to all supporting staff on the topic College related emergencies First Aid on 07.01.2019 2. Mr. Melwin from Vista Hyderabad conducted a session on Communication Skills for Office Staff on 07th January, 2019 3. The WEC, St. Mary's College invited Dr. Mamtha Raghuveer Achanta, founder of Tharuni Organisation for an interactive session with the women staff and supporting staff on 4th Oct, 2018. 4. Mr. Humla Guru, Chairman, Lead World Foundation. Freelance Soft Skills Trainer, Life Coach And Motivational Speaker conducted a session on Nenu Saitham (Motivational Speech) on 5th January, 2019 5. Ms. Sushmita, Consultant Dietician in Infosys , Clinical Dietician at Sunshine Multispecialty hospital conducted a session on Health and Hygiene on 5th January, 2019 6. Mr. Ebenezer, (Senior Faculty in English Dept. – SMC) conducted a session on ULLASAM (Happiness Quotient) on 5th January, 2019 7. Mr. Kasi Vishwanath, (Technical and Channel Manager – N computing) conducted a session on NCOMPUTING (for TECH STAFF) on 5th January, 2019 8. Mr. Senthil Kumar,Asst Manager – Avon Housekeeping Services conducted a Departmental Workshop on Better House Keeping New Technologies on 6th January, 2019 9. Mr. Hari Prasad, Operations Manager,Quess Corporation Limited conducted a Departmental Workshop on Hassle Free Adhesive Steps in Maintenance on 6th January, 2019 10. Mr. Aruna Dalai, Security Manager in Google. Also worked as Manager in Reliance Global corporate Security conducted a Departmental Workshop on Expect the Unexpected in Maintenance on 6th January, 2019

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Strengthening the AAA Audit Process with more focus on data driven quality enhancement measures for all stakeholders 2. Impetus on pre-seminar and post workshop in house presentations by the research cell for greater collaboration and enhanced quality standards in research articles and presentations 3. Introduction of OKRs (Objectives and Key Results) for all teachers for intra-department association among peers.

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes

b)Participation in NIRF	No	
c)ISO certification	No	
d)NBA or any other quality audit	No	

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	Library Sports Audits	26/09/2018	10/09/2018	26/09/2018	4
2019	IQAC Meeting	22/01/2019	22/01/2019	22/01/2019	14
2018	IQAC MEETINGS WITH EXTERNAL MEMBERS	27/09/2018	27/09/2018	27/09/2018	14
2019	IQAC MEETINGS WITH EXTERNAL MEMBERS	03/01/2019	03/01/2019	03/01/2019	14
2018	Meeting with Executive Board of Student Council.	26/10/2018	26/10/2018	26/10/2018	8
2018	Conducted AAA audits for students and academic departments	10/09/2018	10/09/2018	20/09/2018	557
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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
International Womens Day	08/03/2019	08/03/2019	36	22
International Mens Day	19/11/2018	19/11/2018	35	20
Issues women face	27/07/2018	27/07/2018	10	80
What Women should be aware	01/05/2019	01/05/2019	10	75

of						

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
0.54

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	3
Provision for lift	Yes	3
Ramp/Rails	Yes	3
Braille Software/facilities	No	Nill
Rest Rooms	Yes	3
Scribes for examination	Yes	3
Special skill development for differently abled students	No	Nill
Any other similar facility	Yes	3

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2018	Nill	1	21/07/2018	1	COMMUNITY SERVICE	VISITED ORGANISATIONS TAKING CARE OF : ORPHANS, DESTITUTES, DIFFERETLY ABLED AND A GOVERNMENT SCHOOL IN THE VICINITY AND CONTRIBUTE IN CASH AND KIND.	259
2019	Nill	1	15/04/2019	4	Plant a Tree	planting saplings	43

							in the park adjacent to the campus	

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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
NIL	02/07/2018	NIL

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
VISUAL THINKING	06/07/2018	06/07/2018	23
CLASS ROOMS TO NEWS ROOMS	26/07/2018	26/07/2018	26
DISRUPTIVE INNOVATION	17/01/2019	17/01/2019	22
DIET AND YOU	23/08/2018	23/08/2018	30
DECONSTRUCTNG THE WORD AND THE VISUAL	09/08/2018	09/08/2018	17
PROPAGANDA AND POST TRUTH-FAULT LINES IN CLASSROOMS AND BEYOND	07/02/2019	07/02/2019	24
GENERATION Z	25/10/2018	25/10/2018	27
ART OF LIVING	28/03/2019	28/03/2019	107
THE WOW OF POSITIVE ATTITUDE	31/01/2019	31/01/2019	35
DOWRY FEMINISM	20/08/2018	20/08/2018	75

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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

Digitization and reduced paper-use due to IRP-cum-LMS - Increased of LED lighting - Solar fencing - Student-adopted green initiatives - Installation of water-saving faucets in toilets

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practice I 1. Title of the Practice: Celebrating International Days on Campus. 2. Goal: St. Marys College, and its parent body, the St. Mary's Educational Society, aim to foster the highest standards in students holistic development. The College wants to create global citizens rooted in Indian ethos. This is also aligned with our focus on student experience and comprehensive learning. 3. The Context: To prepare students to be part of the international community, the college celebrates a host of international days with an array of cultural, social and diverse themes. This is to enable our students to experience and understand the world community better and appreciate the diversity that exists in the world. The world outside campus is increasingly multi-cultural and it is important that students are equipped to live and work in a competitive and multicultural world. 4. The Practice: While

planning for the following semesters, Principals Leadership Circle, comprising all Heads of the Department, identify around 8 international days to be celebrated on campus, to promote cultural, social and global ambience in the institution and list them to be celebrated by departments as their initiative. The Department of English and Languages have celebrated the 'Bastille Day' and 'International Mother Language Day' in the last few years. The Department of Commerce has celebrated the 'International Day for the Girl Child' and the International Day of Happiness in two different years. The Counselling Cell celebrates 'Suicide Prevention Day' and the Gratitude Week. The Department of Management has celebrated the 'World Food Day'. The Foreign Students Cell organised the 'International Students Day', which was a celebration of the culture and history of all nations represented by students on St Marys College campus. Men staff and the Staff Association organise the 'International Womens Day' every year. 'The World Statistics Day' was celebrated by The Department of Sciences. Each of these occasions result in the institution being decked up in varied hues, festive atmosphere and lot of fun element on each of these occasions. These days are a sight to behold and the media coverage of many of these events is a clear indicator of the impact it had on the students, teachers and also the society at large. On some of these days, not just the departments, but even student clubs aligned their events to observe the spirit of the day. Often, students would come up with self-decided dress codes and would event put up food stalls which serve food that fits the theme of the day. 5. Evidence of Success: A clear indication of the success of these days is the huge participation for each of the events. Furthermore, the gusto displayed by the organising committee and the participants are evident in abundant measure by all. The sense of belongingness, camaraderie, team work and excitement were an integral part of all the international day celebrations. Student feedback indicates that the celebration of these international days contribute to student experience and comprehensive learning. 6. Problems Encountered and Resources Required: Managing the crowd on some of these days was not very easy, but the departments used the student volunteers who showed tremendous organization skills. Minor hurdles which existed were overcome by the enthusiasm of the participants. All in all, these international days created a positive atmosphere in the college and the resultant congeniality and camaraderie among students was a sight to behold. Best Practice II 1. Title of the Practice: Staff Colloquia 2. Goal: Healthy exchange of ideas, information and scope for peer-learning rooted in respect, a key value of the College, through inter-disciplinary presentations is the purpose behind having a colloquium session every fortnight. 3. The Context: Colloquia are arranged once every fortnight to enable individuals from different department to express their ideas on a theme of their choice. Most of the topics for presentation are chosen to appeal to other colleagues from different departments and the relevance of these topics and the content presented are always beyond the limits of a particular field of study. 4. The Practice: Each Department gets its turn by rotation and the Colloquium dates are included in the Academic Calendar. Staff members from a department who is keen on presenting their ideas approach the Head of the Department, weeks in advance of their departments turn. The HoDs give chance to all their faculty members who show interest. The HOD discusses the proposal presented with the teacher who is keen on presenting a topic, and works with him or her in customising it to the broader audience. The HOD initiates the colloquium session by introducing the speaker and the topic, followed by the actual presentation and talk. The practice involves a healthy exchange of ideas, followed by questions and suggestions in the question-answer session. The presentation itself spans between 30 to 45 minutes followed by the QA session subsequent to which the IQAC takes a feedback of the session. The feedback is analysed and results sent to the presenter by email. This helps the presenter also work on ideas enabling him or her to develop them further for research or publication. 5. Evidence of Success: Evidence of

success of this practice is gauged by the healthy interaction which occurs both during, after and beyond the date of presentation as well. There are professional disagreements too across departmental boundaries and this augurs well for the knowledge community which sometimes is starved of this aspect, especially in undergraduate colleges. Despite the busy schedules of teachers caught up in academic activities, club activities and other mentoring and research roles, most teachers make it a point to attend Colloquia sessions. Often, discussions continue in the cafeteria or in the staff dining room, where teachers continue to interact. The impact of this on the ambience is more than subtle and a culture of open exchange of ideas and thoughts benefit the teacher and the taught, auguring well for the College. 6. Problems Encountered and Resources Required: There are occasions where strong academic disagreements among members on particular ideas have become sharp and emotional, at least temporarily, but professional behaviour sooner than later overcomes such emotional reactions and relations have eventually remained cordial. The other main problem is our lack of control over the College academic calendar, which is changed by the affiliating University with very little notice. This often implies that planned Colloquia sessions have to be rescheduled at short notice, which dampens the spirit of the ones who have prepared well in anticipation of the event.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

https://www.stmaryscollege.in/best-practices/

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

St Mary's College's vision is 'To be an institution acclaimed globally for comprehensive education and exceptional student experience'. The three distinctive aspects of this vision are its global perspective, the focus on comprehensive education and the prioritization of student experience. The institution thrives on exceptional classroom experience and does everything it can to ensure that students get the best of the learning ambience. The classes are interactive with a constant endeavour to train students for the global challenges which lay ahead of them. It's not just the use of technology which is the focus, but a clear analysis and understanding of the outcomes of the teaching -learning process which takes precedence here. This gives teachers a clear idea of how, where and when the entire process is succeeding or not succeeding, and how the students are going to benefit from it. The feedback mechanisms, staff colloquia, constant brainstorming among colleagues to improve the class quality, inputs from the Student Council and individual students, parent inputs and alumni interaction too go a long way in ensuring that the best educational practices are available to students. The right mix of experience and youth among the teachers and absolute parity when it comes to a blend of male and female teachers imparting top notch education, makes the college the ideal choice for more than one and a half thousand students who study here. Student experience is of paramount importance to every member of the teaching fraternity and the college management too shares the same viewpoint. The students would vouch for the fact that there is an adequate mix of rules with fun, freedom with restriction and congeniality with control. Preparing students for the future involves equipping them with the knowledge, know-how, skills and attitude to be winners in life. Comprehensive education is also about helping them to understand their peers better, working together in teams and having the sensitivity to understand others. To accomplish our dynamic vision, with every advancing semester, we earnestly aim to raise the bar and set high standards for ourselves, so that our students have the best

possible holistic experience with us. The Counselling Cell, the Placement Cell and a host of club activities with a healthy Mentor-Mentee ratio, International Student Exchanges, Study Circles, Foreign Language training, Finishing School, Certificate Programmes, Cultural Events and International Day Celebrations, all combine to make the institution an ideal place to pursue their undergraduate studies. Over time, the College has become one of the most sought-after co-educational undergraduate colleges in the Twin Cities and that we see as a vindication of our performance.

Provide the weblink of the institution
https://www.stmaryscollege.in/institutional-distinctiveness/

8.Future Plans of Actions for Next Academic Year

In line with our vision to provide comprehensive education and exceptional student experience of global standards, we are planning to do a gap analysis of our programmes and courses in comparison to benchmarked programmes and courses globally. The objective is to assess the programme and course outcomes from a normative perspective and then see how to ensure ideal outcomes in our context. Since we recognize that as an affiliated college, we are partially constrained by the university syllabus, we will focus more on certificate and value-added courses in addition to skill modules to bridge the gap. We are also planning to provide a greater impetus to field projects and internships and industry-led workshops. The need to strengthen the industry-academia connect in our specific context is appreciated by all our stakeholders. To ensure that our faculty members are able to also contribute to the industry better, we are encouraging our staff to pursue their PhD and also conduct research that is industry relevant. In the same context, we intend to identify relevant organizations with which we could have a mutually beneficial relationship and strengthen and build such relationships, and also sign and execute MoUs at the local, national and international levels. To ensure that students missing classes due to unavoidable reasons don't lose the necessary foundational knowledge for mastery in the relevant subject, we plan to get more video lectures and dynamic e-content on to the College's learning portal (LMS). For this, teachers are being encouraged to make use of the Digital Room and the Recording Facilities available with the Mass Communication lab, and record video lecturers to be placed on the LMS alongside other quality content available from the best of the universities worldwide. Groundwork for this is already on in 2018-19. We also plan to strengthen our student activity clubs. The Student Council and the club office-bearers will be empowered to make a difference and grow as tomorrow's leaders. Finally, what the College is able to do is based on what our teaching and non-teaching staff are able to accomplish. Recognizing that varied personal interests and objectives could give different individuals different sense of fulfillment and satisfaction, and given that a commitment to happiness is a core value of the organization, we plan to move away from a KRA-based HR approach to one-based on an individual-centric Objective and Key Result (OKR) framework. We believe that this will help our academic and administrative staff align their individual interests and goals to the organization's vision and mission. This also would enable individuals to define their own success parameters within the framework of the College's goals. We believe that the growth of the College is the result of the growth of our individuals, both staff and students, and our plan is to make sure that we provide the best possible support to every individual and ensure their success.