



SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

**BISHOP ABRAHAM MEMORIAL COLLEGE,
THURUTHICAD**

**BISHOP ABRAHAM MEMORIAL COLLEGE, THURUTHICAD P.O.,
PATHANAMTHITTA (DIST.)**

689597

<https://bamcollege.ac.in>

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

July 2022

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Envisioned to impart value-based integral education and uphold social justice, Bishop Abraham Memorial College stands upright on the hill top of a remote village as a beacon of knowledge and wisdom catering to the needs of the youngsters of an indigent rural population around. For a period of more than 5 decades, the institution has paced a long way to up grow from a modest rural learning centre into a modern higher education centre with excellent teaching faculty, essential infrastructural facilities and a full-fledged library. The multifarious activities in a holistic atmosphere certainly proffer an integral value-based education necessary for the multifaceted personality development of students. Through a series of curricular, co-curricular and extracurricular activities, students are brought up self-confident, employable, serviceable, and capable of undertaking various social responsibilities. It is an undeniable truth that the management, staff, students and other stakeholders have tremendously contributed to the growth of the institution as a renowned higher education centre. The institution has taken remarkable measures to sustain and enhance its quality in all possible aspects ever since its first cycle of accreditation in 2009.

The college has undergone two cycles of NAAC accreditation: accredited with B grade (I cycle of accreditation in 2008); B grade (II cycle in 2015).

The College offers 4 Postgraduate and 8 Undergraduate programmes, and department of Commerce is an approved research centre for pursuing doctoral research programme. The college offers 10 Certificate programmes. There are 909 students in the academic year 2021-22, of whom 11 are full-time research scholars and 3 are doing part-time research. The library system provides over 5000 books subscribing 20 academic journals, 45 periodicals, N-LIST and INFLIBNET. The campus is supported with 3 independent high speed internet connections.

Vision

Our students should grow in wisdom and virtue to share with others,” You shall know the truth and truth shall make you free”. We diffuse spiritual thoughts that enable them to understand each one’s life in the light of supreme reality. We aim to build up sound inter-personal relationship and cater to the multidimensional growth of personality – physical, mental, and spiritual.

Mission

The college aims to impart world-class education of the highest standard, sound learning, to build up character and instill the highest moral and spiritual values, uphold social justice and to share with others the fullness of life. Through various curricular and extra-curricular Programmes, we help to grow and mature our students to become well educated, learned, self-confident, knowledgeable, capable, responsible, reliable, employable, morally upright, and caring young adults to become successful in life to serve the community and the country.

The college shall have the following objectives as its mission:

Objectives

- Achieve academic excellence.
- Uphold moral and spiritual values.
- Inculcate a sense of social justice.
- Teach the value of self-reliance and service.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- The college is situated in a calm and quiet eco-friendly atmosphere favorable for the holistic development of stake holders.
- The college traditionally maintains a strong close-knit teacher-student relationship enabling the teacher to act as a mentor/guide in solving the academic/personal problems of students.
- Participative decentralized management providing free exchange of ideas facilitates concerted decision-making at various levels.
- In addition to the traditional teaching-learning method, student centric approaches such as assignments/seminars/projects/viva-voce/interactive learning with the help of ICT enabled resources keep teaching-learning sound and effective.
- The college has a full-fledged automated library provided with N-list facility, INFLIBNET and stocked with thousands of volumes, periodicals, journals etc.
- Spiritual/moral discourses by luminaries during Chapel services, and eloquent lecture series to commemorate the legendary social and spiritual leader Bishop Abraham Marthoma and the founder of the college Rev. T. C. George make education value-based and meaningful.
- The college provides 18 Endowments to students instituted by stakeholders.
- The college Alumni keeps a close attachment by extending its earnest service in providing financial assistance to poor students and other facilities to the college and by organizing a grand annual get together of its members, their families, former faculty, representatives of the management and other stakeholders.
- More than 68% of the faculty are Ph.D holders.
- Service to community is ensured through programmes organized by NSS and NCC.
- The college is almost self-sufficient in infrastructural facilities, and there are two women's hostels with all modern facilities.
- Continuous supply of water and electricity is ensured by erecting 5 big rain harvesting units of 625000 litres capacity, and installing solar panels 28 KW and 4 generators.
- The Physical Education Department provides rigorous coaching to players. The Handball team has bagged remarkable achievements so that they have been selected in the University and Kerala state teams at times.
- The college is going ahead with an ambitious project of Polyhouse precision farming and drip farming to develop agricultural habits and skills in students. The college was awarded the 3rd Best Private Institution in Pathanamthitta District for the successful cultivation of vegetables under Vegetable Development Scheme of the Department of Agriculture during 2012-13.

Institutional Weakness

- Even if the general library and the libraries of PG departments have sufficient books in stock, other UG departments fall short of sufficient books for ready reference.
- The landscape of the campus permits only a limited space for additional building facilities.
- A strong Institution-Industry interface is required to ensure that curricula incorporate challenges of the industry.
- Student employability across all streams and fellowships/scholarships to students are required to be increased in proportion to the growth of the institution.
- The diverse alumni base is yet to be fully tapped for benefit and progress of the institution and students.

Institutional Opportunity

- Since the number of faculty members holding Ph.D. is getting large, the PG departments of the college have the opportunity of being upgraded into research centres in near future.
- Since agriculture has turned to be one of the thrust areas of extracurricular activities, there is the opportunity for the college to take up many agricultural projects helping students to be trained in so many agricultural skills including seed preparation, marketing of seeds and vegetable production.
- Strong support from Alumni, former faculty members and other well-wishers of the college has enhanced the opportunities for assisting students with more endowments, scholarships and other facilities.
- The accreditation by NAAC has enabled the college to avail development grants and UGC sponsored programmes.

Institutional Challenge

- The most astounding challenge is the social, economic and educational backwardness of students.
- The proliferation of professional colleges including Engineering and Medical colleges all over the state reduces the availability of meritorious students to study pure sciences.
- Another impending challenge is the proposed projects to start a few additional colleges in the same district. One of the projects is said to be only 10 km far away from the college.
- The college is very far away from the town, and public transportation facility is limited. This compels candidates to choose other colleges for higher education.
- Under CBCSS, teachers and students are always very busy with so many academic activities that it is difficult to find sufficient span of time for extracurricular activities.
- Teachers have to take special classes and additional classes due to the loss of working days

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The College is affiliated to MG University, Kerala and thus we follow the curricula and syllabi prescribed by the University for all the programmes being offered. As an initiative to enhance the employability of the students, we have offered certificate courses, add-on programme and capability enhancement programmes during 2020-21.

Academic calendar is prepared in the beginning of the academic year. The College Council makes sure that it is

adhered. Teaching plans prepared by the faculty helps in completing all the academic and co-curricular activities well on time. Both UG and PG programmes follow the Choice Based Credit System. The details of various programmes, POs, PSOs, COs, syllabus, details of internal assessment etc. are made available in the Website. Faculty members use ICT enabled teaching methods for the effective delivery of the curriculum. Remedial classes, Industrial visits and field visits are arranged to students whom they are relevant. Question Bank containing model question papers and old university question papers are made available in the college departments and library. Two internal test papers (one by the department and the second by the internal examination committee in centralized mode) and assignments are conducted as part of continuous evaluation. Students are motivated to use e-resources like N-list and e-books available in the library. College has proper forums to resolve the grievances. Student feedbacks are analyzed by the IQAC and handed over to the teachers through the Principal. Outcome Based Education (OBE) is in practice. The college has a well-structured feedback mechanism from various stakeholders towards improving teaching learning process.

College has its own software to record students' details and attendance. An admission register is kept in the department also. Some of the faculty members serve as members of board of studies in MG University and in question setting of the universities and in various autonomous colleges. Experience gained by these faculty members are shared with other faculty members to improve the overall quality of the academic process of our college. Due to Covid-19 pandemic, classes and internal assessments were conducted in a common online platform owned by the institution, Microsoft Teams.

Teaching-learning and Evaluation

BAM College is committed towards providing need-based support services to students with an aim of keeping them motivated and equipped to pursue both academic and personal goals.

To identify slow and advanced learners, departments conduct an entry level test.

Teaching-learning is student centric and innovative, fostering the critical thinking and scientific temper of students. We conduct interdisciplinary and socially oriented certificate programmes. Bridge courses are conducted for UG programmes. Each member of the faculty is assigned mentorship. Remedial classes are engaged on holidays. WWS, SSP etc. were at work. Peer teaching is promoted at all levels. Assignments and seminars are done to improve presentation skills and to strengthen their research aptitude. The college offers financial assistance and free books for deserving students. Hostel facility is provided in the campus. Intensive training sessions are organized for students to hone their skills by the career guidance cell and entrepreneur development club. College provides required academic support for differently abled students.

Since the implementation of OBE, College adopted student centric methods in addition to the class room teaching. Experiential Learning, Guided Projects and Participative Learning are a part of the curriculum. Students are encouraged to participate in college as well as inter-collegiate level competitions for enhancing their experience.

The institution conducts online education through MS-TEAMS. Several online tools are also used for lectures, discussions, and assessments. IQAC has organized training programmes, invited talks, national and international conferences and webinars using ICT tools.

College strictly adheres with the internal assessment system mandated by the University. Each department prepares a teaching plan which helps to complete all academic activities well in advance to the internal

examination and end semester examinations. The departments conduct parents' meeting regularly.

Teachers and students are encouraged to attend/organize national and international Seminars, Conferences and Workshops.

The college maintains a general library automated with LIBSOFT and renovated with N-list facility, other internet facilities and other e-learning resources. A system of keeping gate register and a practice of giving out Best User Award has been instituted in the library.

IQAC takes feedback responses and makes suggestions for improving teaching and learning.

Research, Innovations and Extension

Efforts are constantly made by the institution to inculcate an interest in the students and the faculty for doing research. The college organized Conferences, Seminars and a national level FDP. International and National Conferences/Seminars were organized by various departments. Several research articles/ papers, published and edited books/ chapters in books have been contributed by our faculty members in various disciplines during last 5 years. Economics, Chemistry, Physics and Commerce departments have established linkages/collaborations with leading institutions/organizations.

ED Club, setup in the college under the scheme of Department of Industries & Commerce, Government of Kerala, organizes various programmes to inculcate entrepreneurship qualities, to sensitize industrial scenario of the state, to nurture the latent entrepreneurial talent, develop awareness among its members, the attitudes, values, and skills of successful entrepreneurs around the globe etc. College has also taken measures to implement NISP. Several programmes were organized for promoting Innovation and Initiatives for Creation and Transfer of Knowledge.

The Community Lab in the Department of Chemistry renders service to the local rubber cultivators by doing DRC test. The Department of Commerce renders tax consulting. The institution acts as a consulting agency for local community to visit and learn Poly House Farming.

The institution promotes social responsibility among its students through the extension activities and outreach programmes. Various environment awareness programmes, blood donation service, student participative farming and other community service activities carried out through NSS and NCC lead to the holistic development of students. Extension activities mainly focused on Community interventions in COVID 19 situation. Students of NSS participated in many prestigious projects of Anchappam, a social collective effort to mitigate social injustice by offering the marginalised sections with economic access to food. College in association with Community Health Centre, organized COVID 19 Antigen Test, for the public in the neighbourhood to participate in the same.

As part of the science, humanities and commerce popularization programmes of the government of Kerala, the institution did several residential camps among the government and aided school students with the funding of State Institute of Educational Technology and Samagra Siksha Kerala, Govt. of Kerala.

Infrastructure and Learning Resources

Sprawling over 22.5 acres of land, the college is almost self-sufficient to meet the requirements of all activities. There are separate rooms for the Manager, Principal, departments, IQAC, NSS, NCC, Career Guidance and Placement Cell, guestrooms, a security room, recreation rooms for women students, seminar halls, dining halls, laboratories, vehicle parking shed, a college bus, ATM facility, solar energy facilities, generators, a staff co-operative society, rain water harvesting units, an open stage, a sports pavilion and a sports stadium for conducting athletics and games, an auditorium with a seating capacity of thousand etc.

The total number of class rooms and seminar halls in the campus is 35. Each PG Department is equipped with smart board to integrate technology in teaching with classroom practices. All classrooms are provided with furniture, fans and lights. The College has two Computer Labs with 51 systems endowed with licensed software to offer practical sessions and has seven science laboratories. The college also has an Instrumentation Center and internationally accredited herbarium for promoting research-oriented projects for students.

The College has two girl's hostels in the campus, a Canteen and a staff co-operative society. The society provides financial assistance to the needy. 24-hour safety is ensured by security services.

The general library is automated with LIBSOFT, and students are provided with barcoded ID cards. Students and staff have accessibility to N-list facility.

Management has started Digitally Empowered Education (DEE) in 2018 to make our campus a connected campus. 3 high-speed Optical Fiber Cables connect our campus to the Internet. Departments are provided with secure Cloud space with redundancy and remote backup and connected to central Server Computer and the Internet through OFC-LAN providing Gigabit connectivity. All are provided with campus wide WiFi connectivity. Microsoft Campus License enables to provide e-mail on the college domain and Microsoft (Office) 365 application free of cost to all stakeholders.

Overall maintenance of the campus is done by the maintenance team appointed by the management. On an average, 51.44% of the expenditure excluding salary is for maintenance of physical and academic support facilities in the last five years.

Student Support and Progression

The College extends all possible support to students in academic guidance and progression to higher studies. Prospectus and calendar include details of curricular, extra-curricular and co-curricular activities. Tutorial/remedial classes, field studies/projects, workshops, seminars and internships are integral components of curricula.

The college ensures accountability by analysing the feedback of stakeholders. The college is keen on providing all possible welfare schemes to students. 20% of merit seats are reserved for SC/ST students. SC/ST/OEC/OBC students get fee concession and stipend. EWS students get full fee concession under KPCR. Seats are reserved for candidates who have excelled in sports. 3% of the total seats are reserved for Divyangjan students.

An average 50.05% of the students receive scholarships of Central/State Governments and National agencies. The College has 18 endowments by philanthropists.

Slow learners are brought up through remedial coaching while advanced learners are motivated to enhance knowledge, go for higher studies and appear for competitive examinations. The orientation programme is

virtually a counselling programme for freshers. There is a sound teacher-student relationship so that students are free to confide their problems with teachers. Career Guidance/Placement Cell plays a significant role by conducting personality development programmes. Psycho-social and personal counselling is effected through the Student Counselling Centre.

The College has an active Students' Union elected in Presidential system, whose objective is to train the students in the duties, responsibilities and rights of citizenship, to promote their multi-faceted talents etc. All the students enrolled shall have the right to vote and contest in the union election.

The college envisages to achieve its Mission through active student participation in college life and community by ensuring adequate representation of students in various administrative bodies like IQAC, ICC, Grievance Redressal and Anti-ragging Committees etc.

The activities of student organization/Clubs foster students' leadership skills and commitment to the society.

Alumni association serves as the platform for the former students. Alumni groups of each department conduct meetings every year in co-operation with the Department Associations. In this pandemic situation, our alumni and faculty members have extended their financial aid to students lacking data packages and digital devices for online learning.

Governance, Leadership and Management

BAM College has clearly stated vision and mission and it is reflected in its all activities. Principal plays a crucial role in managing the administrative/academic activities. The guidelines/instructions of Government/UGC are implemented scrupulously. The College Council, the principal academic body exercise general supervision over the academic programmes and makes sure that the college functions in line with the vision and mission.

The governing council of the college meets periodically to take all major Policy decisions. Staff recruitment is based on merit and in accordance with the rules and regulations of the UGC/University/State Government. Reservation policies are observed for all recruitments. UGC regulations are applicable for CAS promotions.

The college has a well-organized/decentralized and participative management strategy for the benefit of students. College has constituted several committees to supervise various administrative activities and to maintain discipline. Students' Union/ Student Support Cell, Arts Club, subject Associations also have major role in implementing the policies taken by the council. Student representation is ensured in most of the committees.

The college is very much responsive to the infrastructural and learning resource requirements. The IQAC recommends new facilities or upgradation of the existing ones. The Manager/Principal releases necessary funds. The transaction of financial resources is transparent and conducts systematic internal and external audits. Internal audits are done by reputed chartered accounts. External audits are carried out by Government agencies namely AG's office and Directorate of Collegiate Education. All the funds of the Institution are received/disbursed/spent through PFMS of the Ministry of Finance.

Major sources of Funding are Salary grants by state government/UGC/Fee from self-financing programmes/Funds for books and journals/Maintenance grants/Alumni fund/Student fee/PTA

contribution/Hostel fee/Scholarship grants/Endowment fund/General donation (if any) etc. A major portion of the income from self-financing programmes is utilized for payment of salary and maintenance of infrastructural facilities or learning resources in the self-financing sector.

The institution has effective welfare measures for teaching/non-teaching staff. Management has initiated 'Digitally Empowered Education', a project to improve the ICT facilities and reduce the effect of digital divide. Staffs are given BYOD facility and subscription to Microsoft 365 license and licensed Windows operation system, free of cost.

Institutional Values and Best Practices

BAM College started its dedicated service to the cause of higher education. The peaceful and rural atmosphere has been a stage setter for the unique formation that we stand for. While giving a free rein of thought, we make the students understand eternal truth which are far beyond the flights and falls of intellect.

The institution promotes gender sensitivity through initiatives for creating safe/secure/healthy atmosphere in the campus. Statutory committees comprising of female faculty members are constituted as per the UGC/State Government/University guidelines. Women Cell is always available to solve problems of girl students. All the required facilities are provided in common rooms for girls.

The College has established an integrated sustainable waste management approach and adopted Green Protocol as its most fundamental ethical pivot of its functioning. The institution has partnered with local panchayat to manage the waste.

The campus provides a wholly cultural, regional and linguistic inclusiveness to all stake holders, based on mutual respect, effective relationships and clear communication. The institution follows reservation policies of the Government/University. Reservation is strictly followed in staff appointment also. Deserving students are helped to secure various scholarships by Central/State governments and other agencies. Various endowments/scholarships are also instituted by the college with the support of stakeholders. Academic/non-academic/socio-cultural activities organized in the Institution promote harmony among members. The organizations/clubs regularly organize programmes to uphold values of social inclusion/cultural harmony/national integration.

The college has undertaken various energy conservation/water conservation initiatives. Currently we have capacity to store over 6.25 lakh liters of water and successfully installed a 28KVA solar grid panel in the campus. We utilize electrical power from our solar plants with energy storage. We reduce energy consumption by using energy efficient LED lamps, sensor-based energy conservation etc. Solar water heater is used in college hostel.

The college is disabled friendly by providing ramps in most of the buildings, disabled friendly washrooms, signages and more.

The code of conduct for students/teachers are published in the college calendar.

The best two practices should be appraised in this context which have fostered BAM's reputation and growth are Umbrella Cell Approach and Implementation of Green Initiatives.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	BISHOP ABRAHAM MEMORIAL COLLEGE, THURUTHICAD
Address	Bishop Abraham Memorial College, Thuruthicad P.O., Pathanamthitta (Dist.)
City	Mallappally
State	Kerala
Pin	689597
Website	https://bamcollege.ac.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal(in-charge)	Alex Mathew	469-2682820	8078067820	-	principal@bamcollege.ac.in
IQAC / CIQA coordinator	Rani R. Nair	469-6551532	9496551532	-	rani.nair@bamcollege.ac.in

Status of the Institution	
Institution Status	Grant-in-aid

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	Yes Minority Educational Institution Certificate.pdf
If Yes, Specify minority status	
Religious	Evangelical
Linguistic	
Any Other	

Establishment Details				
Date of establishment of the college	28-06-1965			
University to which the college is affiliated/ or which governs the college (if it is a constituent college)				
State	University name	Document		
Kerala	Mahatma Gandhi University	View Document		
Details of UGC recognition				
Under Section	Date	View Document		
2f of UGC	26-09-1989	View Document		
12B of UGC	26-09-1989	View Document		
Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Details of autonomy	
Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?	Yes autonomydoc_1656460373.pdf
If yes, has the College applied for availing the autonomous status?	No

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Bishop Abraham Memorial College, Thuruthicad P.O., Pathanamthitta (Dist.)	Rural	22.5	11759.88

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BSc,Botany	36	Plus two	English	32	8
UG	BSc,Chemistry	36	Plus two	English	20	8
UG	BA,Economics	36	Plus two	English	40	36
UG	BCom,Commerce	36	Plus two	English	50	48
UG	BCom,Commerce	36	Plus two	English	60	33
UG	BA,History	36	Plus two	English	40	36
UG	BSc,Mathematics	36	Plus two	English	24	5
UG	BSc,Physics	36	Plus two	English	24	10
PG	MSc,Botany	24	Graduation	English	25	19
PG	MSc,Chemistry	24	Graduation	English	15	9
PG	MA,Economics	24	Graduation	English	19	14
PG	MCom,Commerce	24	Graduation	English	19	15
Doctoral (Ph.D)	PhD or DPhil,Commerce	60	M Com	English	4	3

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				7				34			
Recruited	0	0	0	0	3	4	0	7	16	11	0	27
Yet to Recruit	0				0				7			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				10			
Recruited	0	0	0	0	0	0	0	0	2	8	0	10
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				24
Recruited	19	2	0	21
Yet to Recruit				3
Sanctioned by the Management/Society or Other Authorized Bodies				1
Recruited	0	1	0	1
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				1
Recruited	1	0	0	1
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				2
Recruited	2	0	0	2
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	2	2	0	9	5	0	18
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	1	0	6	6	0	13
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	2	2	0	4
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	4	10	0	14
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	5	3	0	8	

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	99	0	0	0	99
	Female	85	0	0	0	85
	Others	0	0	0	0	0
PG	Male	9	0	0	0	9
	Female	48	0	0	0	48
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	2	0	0	0	2
	Female	1	0	0	0	1
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	14	15	10	8
	Female	27	34	21	23
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	0	3
	Others	0	0	0	0
OBC	Male	5	10	8	9
	Female	10	19	24	14
	Others	0	0	0	0
General	Male	41	50	43	68
	Female	107	85	87	133
	Others	0	0	0	0
Others	Male	49	53	56	53
	Female	67	62	86	53
	Others	0	0	0	0
Total		320	328	335	364

Institutional preparedness for NEP

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>The Vision of National Education Policy, to provide high quality education to develop human resources in our nation as global citizens, is well taken by the institution. The college aims to impart world-class education of the highest standard to grow and mature our students to become well educated, learned, self-confident, knowledgeable, capable, responsible, reliable, employable, morally upright, and caring young adults to become successful in life to serve the community and the country. All programmes are designed by the affiliating university in such a way that students get maximum flexibility to choose elective courses offered by other Departments. The College has various Add-On Certificate Courses</p>
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	<p>which have been started with the aim of enhancing and enriching the learning experience of students. These courses cater to the various academic and vocational needs of the students and helps to develop the necessary skills for various vocations and careers. With this aim, the College has opted for a variety of Open Courses for the final year students. Thus, students shall have the option to do courses offered by other departments. A session has been organized about NEP during the National level faculty development programme organized by the college in association with GAD-TLC and MHRD.</p>
2. Academic bank of credits (ABC):	<p>B A M College is an official member of the National Academic Depository which is a government endeavour to offer an online repository for all academic awards under the Digital India Programme.</p>
3. Skill development:	<p>Skills and knowledge are the driving forces of economic growth and social development for any country. In the higher education sphere, knowledge and skills are required for diverse forms of employment in the sector of education, health care manufacturing and other services. Taking note of the requirement for skill development among students, Bishop Abraham Memorial College has introduced 4 certificate courses in the academic year 2019-20 and 10 certificate courses in the academic year 2020-21. Walk with a Scholar (WWS) is a project to excel meritorious students, in learning through specialized mentoring programmes, of the UG Programmes to provide guidance to frame their future. Scholar Support Programme aims to overcome the academic weakness of students who belong to the bottom of the merit hierarchy at the time of admissions. ASAP (Additional Skill Acquisition Programme) is the foremost among leadership training programmes and skill development programmes conducted. For career development of the students, a career and placement cell has been established in the college. The cell periodically conducts career orientation classes and employability skill development training. In order to promote the entrepreneurial skills of the students, an entrepreneurship development club has been instituted in the college in association with Industries Department of the Govt. of Kerala. The club is actively organizing different training programmes to inculcate the entrepreneurial spirit among the students.</p>

<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>The promotion of Indian arts and culture is important not only for the nation but also for the individual. Cultural awareness and expression are among the major competencies considered important to develop in children, in order to provide them with a sense of identity, belonging, as well as an appreciation of other cultures and identities. It is through the development of a strong sense and knowledge of their own cultural history, arts, languages, and traditions that children can build a positive cultural identity and self-esteem. Thus, cultural awareness and expression are important contributors both to individual as well as societal well-being. In order to preserve and promote culture, BAM College tries to promote our Indian heritage and traditions through various activities under the leadership of NSS, NCC, Department Associations, Sahithya Vedi etc.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>Our institution has made changes in the learning environment based on the changes made by the university. Since the implementation of Outcome Based Education, Bishop Abraham Memorial College adopted more student centric learning methods in addition to the class room teaching. All the 13 programmes being offered as outcomes-based education (OBE) which are designed keeping in mind the regional and global requirements. Mahatma Gandhi University has implemented outcome-based education with clearly stated Programme Outcomes, Programme Specific Outcomes and course outcomes. All courses are designed with outcomes centered on cognitive abilities namely Remembering, Understanding, Applying, Analysing, Evaluating and Creating. This approach helps to identify a student's strengths and weaknesses.</p>
<p>6. Distance education/online education:</p>	<p>Due to Covid -19 pandemic, educational institutions in the country has increasingly involved in using the digital platforms for engaging classes, conducting examinations, conferences and meetings. The use of digital technology is gradually changing the entire concept of education. The college's MOODLE platform, Portal for Online Education (POEd) etc. provides various online educational programs which are utilized by Faculty, Students, and others across India. Our POEd team is in the process of adding many more courses to this program. All these efforts enabled the college to start online classes within a</p>

few days of the directive from the University & Government at the time of Covid-19 lockdown during the academic year 2020-21. The Microsoft Teams app available in Microsoft Campus License was utilised for the purpose. The institution took special care to implement blended learning to ensure that all students benefited simultaneously. The College and the staff association were keen on providing necessary technological support to many deserving students with the facilities in cash and kind so as to reduce the digital divide.

Extended Profile

1 Program

1.1

Number of courses offered by the Institution across all programs during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
327	327	327	327	327
File Description		Document		
Institutional data prescribed format		View Document		

1.2

Number of programs offered year-wise for last five years

2020-21	2019-20	2018-19	2017-18	2016-17
12	12	13	12	12

2 Students

2.1

Number of students year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
909	953	986	1000	983
File Description		Document		
Institutional data in prescribed format		View Document		

2.2

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
77	77	77	77	77

File Description	Document
Institutional data in prescribed format	View Document

2.3

Number of outgoing / final year students year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
330	328	334	307	306

File Description	Document
Institutional data in prescribed format	View Document

3 Teachers

3.1

Number of full time teachers year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
51	51	51	51	49

File Description	Document
Institutional data in prescribed format	View Document

3.2

Number of sanctioned posts year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
53	61	56	61	54

File Description	Document
Institutional data in prescribed format	View Document

4 Institution

4.1

Total number of classrooms and seminar halls

Response: 35

4.2

Total Expenditure excluding salary year-wise during last five years (INR in Lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
141.0692382	74.67943	144.09950	206.58470	87.66061

4.3

Number of Computers

Response: 81

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

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

Response:

Bishop Abraham Memorial College, Thuruthicad is affiliated to Mahatma Gandhi University, Kottayam, Kerala and thus the curricular aspects of the college are governed by the university statutes and regulations. The college has various well-structured processes for the effective implementation and delivery of the curriculum.

Academic Calender

Academic plan for the year is prepared jointly by Academic committee and IQAC in the beginning of the academic year. This plan is published as Academic Calendar for the year after getting approval from College Council. By conducting regular review meetings, the College Council make sure that the Academic Calendar is adhered.

Teaching Plan and Curriculum Delivery

Faculty members prepare their teaching plans considering the Academic Calendar which helps in completing all the academic and cocurricular activities well on time. Both UG and PG programmes follow the Choice Based Credit System (CBCS). Faculty members use ICT enabled teaching methods for the effective delivery of the curriculum. Remedial classes are arranged for slow learners. Industrial visits and field visits are arranged to students whom they are relevant. Further, a Question Bank containing model question papers and old university question papers are made available in the college departments and College library.

Two internal test papers (one by the department and another by the internal examination committee of the college in centralized mode) and assignments are conducted as part of continuous evaluation. Marks obtained in the internal assessment is consolidated and published on department notice boards at the end of each semester.

Use of Online Resources

Website: The details of various programmes, courses, programme outcomes, programme specific outcomes, course outcomes, syllabus and details of internal assessment are made available in the College Website.

TCS: College has its own software Total Campus Solution (TCS) to record students' details and attendance. The students' details are entered in the admission register at the time of the admission by college office. An admission register prepared by the class teacher is also kept in the department.

LMS and Other Resources: The college has Microsoft365 licence (Open value subscription - Level E) which is made available to students and faculty members. During the period 2020 June to 2022 January, when offline classes were not possible due to Covid-19 pandemic, classes and internal assessments were conducted on Microsoft Teams which is a part of Microsoft 365 package. Students are motivated to use e-resources like N-list facility and e-books available in the main library. We are also in the process of setting up a our own MOODLE portal (poed.bamcollege.ac.in) for effectively incorporating online mode into our curriculum delivery system.

Some of our faculty members serve as members of Board of Studies and Board for question paper setting in the affiliating university (Mahatma Gandhi University, Kottayam). Some of our teachers are also members of the Board for question paper setting in various autonomous colleges. Experience gained by these faculty members are shared with other faculty members to improve the overall quality of the academic process of our college.

File Description	Document
Upload Additional information	View Document
Link for Additional information	View Document

1.1.2 The institution adheres to the academic calendar including for the conduct of CIE

Response:

Academic plan for the year is prepared by Academic Committee of the college in the beginning of the academic year and is published as Academic Calendar for the year after getting approval from College Council. University's Academic Calendar is referred while prepare the college academic calendar to avoid confusions. Faculty members prepare all their plans as per the Academic Calendar. Link to Academic Calendar is given in our college website for the easy reference of students. IQAC ensures that Academic calendar is prepared on time. The College Council conducts review meetings and make sure that the Academic Calendar is adhered.

The activities of the clubs, cells, associations etc. are planned at the beginning of the academic year and carried out in the most efficient manner. Teachers are given charge of various activities and there is a very efficient mechanism in which the entire college fraternity contributes. The Governing Council, College Council, Grievance Redressal Cell, Women's Cell, elected staff Council members, student representatives in the various committees, associations etc. are part of this self-regulating mechanism which play pivotal roles in the day to day functioning of the college.

The details of various programmes, courses, programme outcomes, programme specific outcomes, course outcomes, syllabus, and details of assessment process for all the programmes are made available in the College Website.

An Internal Examination Committee is constituted for ensuring the quality of internal assessment. Two internal test papers (one by the department and the second by the internal examination committee of the college in centralized mode) are conducted in a semester as part of continuous evaluation. Marks obtained

in the internal assessment is consolidated and published on department notice boards at the end of each semester.

The college has proper forums to resolve the grievances raised by students. A three tier Grievance Redressal System is operational in the college for Internal Assessment.

Feedbacks are collected from students through college's website and is analyzed by Student Support Cell of the college. The report of feedback analysis is handed over to IQAC and the Principal for taking appropriate measures for improving the teaching learning process in the College.

Academic Audit is done by the academic committee to ensure proper functioning of all departments.

File Description	Document
Upload Additional information	View Document
Link for Additional information	View Document

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 last five years

1. Academic council/BoS of Affiliating university
2. Setting of question papers for UG/PG programs
3. Design and Development of Curriculum for Add on/ certificate/ Diploma Courses
4. Assessment /evaluation process of the affiliating University

Response: A. All of the above

File Description	Document
Institutional data in prescribed format	View Document
Details of participation of teachers in various bodies/activities provided as a response to the metric	View Document
Link for Additional information	View Document

1.2 Academic Flexibility

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

Response: 100

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

Response: 12

File Description	Document
Minutes of relevant Academic Council/ BOS meetings	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document
Link for Additional information	View Document

1.2.2 Number of Add on /Certificate programs offered during the last five years

Response: 16

1.2.2.1 How many Add on /Certificate programs are offered within the last 5 years.

2020-21	2019-20	2018-19	2017-18	2016-17
10	6	0	0	0

File Description	Document
List of Add on /Certificate programs	View Document
Brochure or any other document relating to Add on /Certificate programs	View Document
Any additional information	View Document
Link for Additional information	View Document

1.2.3 Average percentage of students enrolled in Certificate/ Add-on programs as against the total number of students during the last five years

Response: 7.53

1.2.3.1 Number of students enrolled in subject related Certificate or Add-on programs year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
245	102	0	0	0

File Description	Document
Details of the students enrolled in Subjects related to certificate/Add-on programs	View Document
Any additional information	View Document

1.3 Curriculum Enrichment

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

Response:

As mentioned in its mission statement, the college is committed to offer world-class education of the highest standard, sound learning, to build up character and instill the highest moral and spiritual values, uphold social justice and to share with others the fullness of life.

The diverse programmes offered in the various disciplines have incorporated the cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum. As per the new UGC regulation, Environment Studies and Human Rights has been incorporated into the fifth semester UG syllabus. For both UG and PG programmes there are exclusive courses offered across various semesters sensitizing students in areas like Gender Studies, Renewable Energy, Econometrics, Nationalism and Civic Sense, Human Rights, Environmental Impact Assessment, Ethical Agriculture, Food Technology, Business Etiquette, Analytical Chemistry etc. Many courses offered in various Programmes have incorporated the cross-cutting issues relevant to gender, environment etc. into the curriculum. The programmes are structured in such a way that students acquire the basic concepts of the cross-cutting issues.

The college is affiliated to Mahatma Gandhi University, Kottayam and we follow the syllabus and curriculum given by the university. The college cannot add additional topics to the syllabus. But various programmes related to crosscutting issues are including in regular activities of various clubs and associations in the college. The NCC and NSS units of the college engage in social awareness, cultural programmes, Legal Awareness Programme and awareness on Drug Abuse. Different functional cells and clubs of the college engage in various schemes and programmes related to these cross-cutting issues. The women cell of the college provides training to girl students. The institution gives equal opportunities to students irrespective of the gender in department activities, student union elections and various cell / club activities. Energy conservation club, Nature club, Bhoomithrasena are active in the campus. Green protocol is strictly abided by the institution.

The Institution also offers Moral and Value Education to all the students through classes and training programmes. Various career guidance programmes are organized to inculcate professional ethics in students. The college chapel itself is a regular platform to enlighten students by moral, spiritual and ethical values. Value based spiritual messages are delivered in the chapel every morning and every afternoon interval.

The Women Cell in the college is committed to the creation of gender awareness among staff and students. Its activities aim at empowering women students through education, participation and leadership. In

addition to the programmes on its own initiative like the celebration of International Women 's Day and other awareness programmes, the cell always motivates girl students to take part in as many activities in the campus as possible.

The college has adopted various effective waste management, energy and water conservation practices which demonstrate their importance to students. Proper waste collection and disposal system and landscape of campus are implemented to control water drainage and soil erosion. The college has been successfully maintaining a Rain Harvesting system and has installed Solar Plants.

File Description	Document
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View Document
Any additional information	View Document

1.3.2 Average percentage of courses that include experiential learning through project work/field work/internship during last five years

Response: 5.5

1.3.2.1 Number of courses that include experiential learning through project work/field work/internship year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
18	18	18	18	18

File Description	Document
Programme / Curriculum/ Syllabus of the courses	View Document
MoU's with relevant organizations for these courses, if any Average percentage of courses that include experiential learning through project work/field work/internship	View Document
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View Document
Any additional information	View Document

1.3.3 Percentage of students undertaking project work/field work/ internships (Data for the latest

completed academic year

Response: 41.14

1.3.3.1 Number of students undertaking project work/field work / internships

Response: 374

File Description	Document
List of programmes and number of students undertaking project work/field work/ /internships	View Document
Any additional information	View Document

1.4 Feedback System

1.4.1 Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders 1) Students 2)Teachers 3)Employers 4)Alumni

Response: C. Any 2 of the above

File Description	Document
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View Document
URL for stakeholder feedback report	View Document

1.4.2 Feedback process of the Institution may be classified as follows: Options:

- 1.Feedback collected, analysed and action taken and feedback available on website**
- 2.Feedback collected, analysed and action has been taken**
- 3.Feedback collected and analysed**
- 4.Feedback collected**
- 5. Feedback not collected**

Response: C. Feedback collected and analysed

File Description	Document
URL for feedback report	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average Enrolment percentage (Average of last five years)

Response: 92.5

2.1.1.1 Number of students admitted year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
320	328	335	364	355

2.1.1.2 Number of sanctioned seats year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
368	368	368	368	368

File Description

Document

Institutional data in prescribed format

[View Document](#)

Any additional information

[View Document](#)

2.1.2 Average percentage of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (exclusive of supernumerary seats)

Response: 76.62

2.1.2.1 Number of actual students admitted from the reserved categories year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
60	62	48	60	65

File Description

Document

Average percentage of seats filled against seats reserved

[View Document](#)

Any additional information

[View Document](#)

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners

Response:

Bishop Abraham Memorial College is committed towards providing need-based support services to students with an aim of keeping them motivated and equipped to pursue both academic and personal goals. To identify slow and advanced learners, departments conduct an entry level test and a personal interview for the newly admitted students.

Certificate Courses: Certain departments conduct interdisciplinary and socially oriented certificate programmes of varying duration for different batches during off hours.

Bridge Courses: To get over the disparity and discrepancy of knowledge among the beginners due to the absence of uniformity in the syllabi of Higher Secondary curriculum, bridge courses are conducted before the commencement of UG and PG programmes.

Mentoring: Each member of the faculty is assigned mentorship of a fixed number of students from each class to attend their emotional well-being. The mentor acts as a guide, coach and role model for the mentee.

Counselling: Besides mentoring, the college offers the service of a professional counsellor if required.

Remedial Classes: Special classes or Remedial classes are engaged on Saturdays and on some holidays to students who are weak in studies. Special attention to sports students and who lose classes due to medical reasons.

SSP & WWS: Scholar Support Programme aims at equipping promising students with supplementary knowledge and Walk With the Scholar is a mentoring programme for advanced students.

Peer Teaching: Peer teaching is promoted at UG and PG levels. Topics related to subjects on the curriculum and those relevant to human values, eco-awareness, national integration etc. are assigned to perceptive students for peer teaching.

Assignments and Seminars: Done in each semester to train students in presentation skills and to strengthen their research aptitude. Assignments are valued promptly and corrections or improvements are suggested.

Sensitization on Cross-cutting Issues: The Women Cell is committed to create gender awareness among staff and students, to empower women students through education, participation and leadership. The cell always motivates girl students to take part in as many activities in the campus as possible.

Financial Assistance: the college offers financial assistance and free books for deserving students. Hostel facility is provided in the campus on a no-profit basis.

Aptitude and Placement Training: Intensive training sessions are organized for students to hone their skills

by the career guidance cell and entrepreneur development club.

Library: Students are encouraged to make maximum utilization of facilities available at the library, especially reference amenities. Advanced and relevant books are suggested by the faculty according to their area of expertise.

Recognising Student Achievers: Every academic year a grant Merit Day celebration in association with the Founder's Day is organized to commend students who win laurels in university examinations, sports events, youth festivals etc., merit events are organized at department and college levels.

Support for Differently-abled: College provides required academic support for differently abled students. Scribe support is provided as per university rules for eligible students for attending examinations. Ramp facility is also provided for accessing 50% of the buildings. Sign boards are also fixed all over the campus.

File Description	Document
Upload any additional information	View Document
Past link for additional Information	View Document

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

Response: 17.82

File Description	Document
Any additional information	View Document

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

Response:

The institution has made changes in the learning environment based on the changes made by the university. Since the implementation of Outcome Based Education, Bishop Abraham Memorial College adopted more student centric learning methods in addition to the class room teaching.

The college provides infrastructural and technological support to the departments for the effective implementation of student centric learning methodologies. Student presentations are part of the learning process. ICT aided assignments and seminar presentations have become a common feature of all the departments. Students are encouraged to participate in college as well as inter-collegiate quiz competitions and programmes for enhancing their experience. To get a deeper understanding of the subject and gain hands-on practical experience on theoretical aspects, under graduate students undertake group projects and post graduate students undertake individual projects under the guidance of faculty members of department.

Peer teaching and group discussions are also encouraged.

Experiential Learning, Guided Projects and Participative Learning are a part of the curriculum. Students are encouraged to take up internships during their vacations, thereby translating the classroom knowledge into practice. Students are exposed to industrial realities and to interesting facts and technologies through study tours and industry visits. The departments conduct scientific exhibitions / workshops making learning student-centric and inculcating research aptitude. The institution conducted several exhibitions to showcase the technologies to the general public. Various campus journals, magazines, wall magazines etc. encourage the students to unravel their talents. To encourage the scientific temper of the students the College conducts Science Day celebrations every year.

Personal and collective responsibility are inculcated among the students by operating various clubs.

Nurturing human values in students are the most essential objective education. Students are involved in the activities like, Red ribbon club, Pain and palliative care, Swachh Bharath, “Home for your friend” programme etc. Blood donation camps, Medical camps and AIDS awareness programmes are regularly conducted by NCC and NSS.

Several green initiatives are functional in the campus as a part of environmental literacy. We observe World Wetland Day, International Ozone Day, World Environment Day etc. and conduct cleaning drives.

An Entrepreneurship Development Club (ED Club) is setup in the college under the scheme of Department of Industries & Commerce, Government of Kerala.

In 2019 and 2020, the college conducted seven residential camps, “Sasthrajalakam and Sasthrapadham” to students of class IX and XI from various government / aided schools of Pathanamthitta district. The programmed was funded by the government of Kerala. Our PG students act as mentors to the school students and UG students were the trainers in the camp. They have been given certificates and remuneration.

File Description	Document
Upload any additional information	View Document
Link for additional information	View Document

2.3.2 Teachers use ICT enabled tools for effective teaching-learning process.

Response:

The Information and Communication Technology- based learning has greater importance in the current situation. Microsoft Campus License paid for by the management enables the college to provide Faculty, Staff & Students e-mail on the college domain and Microsoft (Office) 365 application free of cost to the faculty and students and setup virtual classrooms using Microsoft Teams. Online tools like Google Classrooms, Zoom, etc. are also used by faculty members for lectures, discussions and examinations. Online tools for assessments like Kahoot, Quizizz, etc. are also used. IQAC has organized three training

programmes during the academic year 2020-21 for improving online teaching of faculty members.

Seminar hall, post graduate classrooms etc. are equipped with ICT tools. Invited talks, national and international conferences and webinars are conducted using ICT tools. College Library has books, e-journals and online books which in turn assist the productivity of the academics to a great extent. The Academic community can access e-books, theses database, journal, database, e-journals and other e-resources from any terminal.

File Description	Document
Upload any additional information	View Document
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View Document

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

Response: 18:1

2.3.3.1 Number of mentors

Response: 51

File Description	Document
Upload year wise, number of students enrolled and full time teachers on roll.	View Document
mentor/mentee ratio	View Document
Circulars pertaining to assigning mentors to mentees	View Document

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Response: 89.05

File Description	Document
Year wise full time teachers and sanctioned posts for 5years(Data Template)	View Document
List of the faculty members authenticated by the Head of HEI	View Document

2.4.2 Average percentage of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)**Response:** 39.13**2.4.2.1 Number of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
24	21	17	18	19

File Description	Document
List of number of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. and number of full time teachers for 5 years (Data Template)	View Document
Any additional information	View Document

2.4.3 Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)**Response:** 10.04**2.4.3.1 Total experience of full-time teachers**

Response: 512

File Description	Document
List of Teachers including their PAN, designation, dept and experience details(Data Template)	View Document
Any additional information	View Document

2.5 Evaluation Process and Reforms**2.5.1 Mechanism of internal assessment is transparent and robust in terms of frequency and mode****Response:**

As per MG University regulations, CIE has different components such as internal examinations, assignments, attendance, seminar and viva voce, with fixed weightages to each component. Different measures are taken at various levels to ensure that internal assessment is transparent and robust.

Bishop Abraham Memorial College strictly adheres with the internal assessment system mandated by the Mahatma Gandhi University. The main components of internal assessment are Attendance, Assignments, Seminars, and Internal Examinations. The information on internal assessment for various programmes are conveyed to students through Hand Book, College website and orientation programmes organised for first year students.

Syllabus and Schedule: Each department prepares a teaching plan at the beginning of every semester in accordance with the Academic Calendar approved by College Council. This helps to complete all academic activities well in advance to the internal examination and end semester examinations. The tentative dates of test papers are planned well in advance by the Internal Examination Committee and College Council. The time table is displayed on the notice boards.

Attendance Report: The College maintains a digital attendance platform for ensuring the accuracy of student attendance which is a component to internal assessment. Monthly shortage list is monitored by respective class teachers.

Assignments: Assignments are given after the completion of each module which help the teacher to ensure the consistency of the students and quality of the continuous evaluation process. Resubmission of assignments is made necessary if certain students fail to meet the assessment criteria.

Seminars: Seminar or presentation as part of continuous evaluation are held under the guidance of the teacher. Students of 5th and 6th semesters of under graduate programmes and all semesters of post graduate programmes are asked to deliver seminars on topics assigned to them, the schedule of which is prepared in advance. The seminar presentation is evaluated on the basis of the nature of presentation and language competence. Students who need improvement are given a second chance to present their seminar.

Projects: Topics for the Projects may be given to the students in advance and time limit is given. Students are directed to submit Projects duly checked and corrected by the teachers concerned.

Internal Examination: An internal examination is conducted by the department. A second internal examination is conducted in centralized manner well in advance to the University examination. The timely evaluation of answer scripts is ensured to maintain a consistent academic track of the students. Retest examinations are conducted for students who have not attended the internal examination on genuine grounds.

Grievance Redressal and Feedback System: The institution has a three-tier transparent mechanism to address student grievances. In Student Feedback form question regarding conduct of continuous evaluation is included and necessary steps are taken to refine the continuous evaluation system according to the feedback from students. The departments conduct parents' meeting every semester for discussing the student performance.

CCTV Surveillance: CCTVs are installed in the examination halls to ensure utmost transparency as per the directions of High Court of Kerala and Mahatma Gandhi University.

File Description	Document
Any additional information	View Document
Link for additional information	View Document

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

Response:

Bishop Abraham Memorial College adheres to the academic calendar in keeping with the University's Academic Calendar in advance to the academic year, and conducts Internal and Model examinations on time. The college has a transparent mechanism to address examination related grievances. The Grievances Cell of the college, constituted by representatives of the faculty members handles the grievances.

The college has a three-tier transparent mechanism is in place to address student grievances related to internal evaluation. The college also has an Internal Examination Committee appointed by the Principal for timely conduct and monitoring of the internal examination process. The internal marks obtained by students are uploaded to university portal only after resolving all the grievances. An Internal Examination Co-ordinator verifies all the uploaded marks before forwarding the same to University.

To ensure transparency, the details of internal assessment is explained in Student Handbook and is also displayed on college website. The College adheres to an academic calendar prepared well in advance. In case of grievances, students can approach the teacher concerned. Those students who prefer to lodge their grievance through online mode can use the link provided in college website.

The exam timetable is prepared by the Internal Examination Committee in consultation with all Departments and is displayed on the notice boards. The timely conduct of internal examinations is ensured by the internal examination committee. Students who fail to attend the internal assessments are given a second chance for completing their assessment.

Apart from internal assessments and assignments students are also asked to present seminars, submit assignments and prepare slide presentations on various topics. Experiential learning like field projects and internships are promoted in some departments.

After completing the internal assessments Teacher in-charge of a course consolidates the scores of students and the same is tabulated in Internal Marks Form (Form A) provided by the University. Form A is published on the notice board of the department concerned. Students can approach Teacher-in-charges with their grievances, if any and the issue is handled by the teacher-in-charge concerned at this level.

In the second level, all 'Form A' sheets are collected by the Class Teacher and is then consolidated to Form B which is again displayed on Department Notice Boards. Students can approach their class teachers and HoDs if they still have any grievance regarding their internal assessment.

If the grievance could not be redressed at these two levels it is reported to the principal. When an unresolved grievance reaches the principal, minor cases are resolved by the principal and in severe cases Principal forwards it to College's Grievance Redressal Cell.

File Description	Document
Any additional information	View Document
Link for additional information	View Document

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.

Response:

Course Outcomes, Programme Outcomes and Programmes Specific Outcomes and are the basic requirements for implementing OBE. Assessing the knowledge and skills acquired by the students of a specific course/ programme is key to successful implementation of OBE. MG University has various faculties and Board of Studies for each programme. The Board is responsible for periodically revising the syllabus and defining the set of POs, PSOs and COs accordingly.

All these informations are communicated to the stakeholders through different media like website, prospectus/handbook, public display of notice boards and social media. MG University maintains a website which provides COs, POs and PSOs of every course /programme offered. They are framed by Board of Studies in consultation with experts and discussed in workshops. The College website also provides COs, POs and PSOs of every course/programme offered by the college. Orientation programme and Bridge Course are conducted in the beginning of an academic year.

Mentors ensure that each student has a fair idea about the syllabus, COs, POs and PSOs.

File Description	Document
Upload COs for all Programmes (exemplars from Glossary)	View Document
Upload any additional information	View Document
Past link for Additional information	View Document

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

Response:

Bishop Abraham Memorial College has a well-planned mechanism to evaluate the attainment of course outcomes and Programme outcomes. Departments use various assessment tools like tutorials, assignments, project works, seminars/ presentations, department-wise internal examinations, etc for evaluating attainment of Course Outcomes.

The assessment tools are Internal and model examinations, Assignments, Seminars, Projects, University examinations, Viva-voce, Analysis of examination results, Feedback, Analysis of status of higher education and employment etc. Suggestions are taken from alumni also.

Assignments: Assignments are conducted after the completion of certain modules which help the teacher to ensure the attainment of course outcomes. After adequate discussions on assignment topics, students are asked to submit the same. Resubmission of assignments is made necessary if certain students fail to meet the assessment criteria.

Seminars: Seminar or presentation as part of continuous evaluation are held under the guidance of the teacher. The seminar presentation is evaluated on the basis of the nature of presentation and language competence. Students who need improvement are given a second chance to present their seminar.

Internal Assessment: An internal examination is conducted by the department. A second internal examination is conducted in centralized manner well in advance to the University examination. The question papers for internal examination are prepared such that it can be used to assess the attainment of Course Outcomes. The timely evaluation of internal, model and other examination papers as ensured to maintain a consistent academic track of the students and to provide them effective feedback. Retests are conducted for students who have not attained a preferred level in the internal examination.

Viva-Voce: It is an integral part of student evaluation where the objective analysis and evaluation attainment of programme outcomes are done. The language and communication skills of students are also tested.

Feedback system: Feedbacks are collected from students and the College intermittently evaluates feedbacks from students and necessary steps are taken by the principal to rectify the drawbacks pointed out by the respondents.

File Description	Document
Upload any additional information	View Document
Paste link for Additional information	View Document

2.6.3 Average pass percentage of Students during last five years

Response: 58.75

2.6.3.1 Number of final year students who passed the university examination year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
173	174	244	194	162

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
329	333	333	307	309

File Description	Document
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View Document
Upload any additional information	View Document
Paste link for the annual report	View Document

2.7 Student Satisfaction Survey**2.7.1 Online student satisfaction survey regarding teaching learning process****Response: 3.2**

File Description	Document
Upload database of all currently enrolled students (Data Template)	View Document

Criterion 3 - 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, Chairs in the institution during the last five years (INR in Lakhs)

Response: 35.75

3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
0	6.86	15.69	10.88	2.32

File Description	Document
List of endowments / projects with details of grants	View Document
e-copies of the grant award letters for sponsored research projects / endowments	View Document
Any additional information	View Document

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

Response: 11.76

3.1.2.1 Number of teachers recognized as research guides

Response: 6

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.1.3 Percentage of departments having Research projects funded by government and non government agencies during the last five years

Response: 25

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

2020-21	2019-20	2018-19	2017-18	2016-17
0	1	3	2	4

3.1.3.2 Number of departments offering academic programmes

2020-21	2019-20	2018-19	2017-18	2016-17
8	8	8	8	8

File Description	Document
Supporting document from Funding Agency	View Document
List of research projects and funding details	View Document
Paste link to funding agency website	View Document

3.2 Innovation Ecosystem

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

Response:

An Entrepreneurship Development Club (ED Club) is setup in the college under the scheme of Department of Industries & Commerce, Government of Kerala. The Entrepreneurship Development Club of Bishop Abraham Memorial College, Thuruthicad was registered with District Industries Centre, Pathanamthitta in 2015 (Register No. EDC/PTA/31/2015 Dated 17.11.2015). ED Club organises various programmes. with the objective to inculcate entrepreneurship qualities, to sensitise industrial scenario of the state, to nurture the latent entrepreneurial talent, develop awareness among its members of the attitudes, values, and skills of successful entrepreneurs around the globe etc. College has also taken measures to implement National Innovation and Start-up Policy. A senior faculty member Dr. Jessyamma Kurian was nominated by the principal to coordinate the implementation of NISP. IQAC also encourages Departments to take initiative for creation and sharing of knowledge by organising workshops seminars, etc. The institution has strengthened its ICT infrastructure for enabling it to conduct online programmes in current situation of COVID.

Programmes Organised for Promoting Innovation and Initiatives for Creation and Transfer of Knowledge during 2020-21 are:

- A National Level Workshop on Virtual Lab was organised by Department of Physics on 06/11/2020.

- Two-Week National Online Faculty Development Programme on ‘Innovative Practices for Academic Excellence’ from 18th to 30th January 2021. The programme was organised in association with Guru Angad Dev Teaching – Learning Centre of MHRD.
- Two-day webinar conducted by District Industries Centre, Pathanamthitta in Zoom Platform on 15 & 1-6 February 2021 at 7.00 PM to 9.30 PM.
- A talk on “An Induction to Entrepreneurship Development Program” by Dr. Aneeshkumar G.S (Coordinator, ED Club) on 12th March 2021.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

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

Response: 6

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

2020-21	2019-20	2018-19	2017-18	2016-17
6	0	0	0	0

File Description	Document
Report of the event	View Document
List of workshops/seminars during last 5 years	View Document
Any additional information	View Document

3.3 Research Publications and Awards

3.3.1 Number of Ph.Ds registered per eligible teacher during the last five years

Response: 3

3.3.1.1 How many Ph.Ds registered per eligible teacher within last five years

Response: 15

3.3.1.2 Number of teachers recognized as guides during the last five years

Response: 5

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	View Document
Any additional information	View Document
URL to the research page on HEI website	View Document

3.3.2 Number of research papers per teachers in the Journals notified on UGC website during the last five years

Response: 1.23

3.3.2.1 Number of research papers in the Journals notified on UGC website during the last five years.

2020-21	2019-20	2018-19	2017-18	2016-17
19	12	11	11	09

File Description	Document
List of research papers by title, author, department, name and year of publication	View Document
Any additional information	View Document

3.3.3 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.26

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 last five years

2020-21	2019-20	2018-19	2017-18	2016-17
09	2	1	0	1

File Description	Document
List books and chapters edited volumes/ books published	View Document
Any additional information	View Document

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 last five years.

Response:

The mission of Bishop Abraham Memorial College includes building up of character and instilling high moral and spiritual values in students. We envision that it will enable them to uphold social justice and to share with others the fullness of life. As curricular training alone will not help us to fulfil our mission, the college gives high priority for organising extension activities. The departments, National Service Scheme (NSS), National Cadet Corps (NCC), various clubs and cells organises various extension programmes in the locality around the college.

NSS and NCC are the main organisers of extension activities. Personality development through community service is the main objective of NSS. Students who join NCC are given rigorous training to make them good citizens. Being a part of various extension programmes organised by the college will help students become more socially responsible citizens. The extension programmes are organised such that students get exposure to socially relevant issues and can contribute their part in addressing the issues. Various environment awareness programmes, blood donation service to community, student participative farming and other service-oriented activities provide sufficient opportunities for the holistic development of students.

During the last five years the college has collaborated with various government departments and non-government organizations in conducting various programmes. Extension activities during the last five years focused on community interventions in COVID 19 situation, interventions during floods in Kerala in 2018 and 2019, creating awareness on organic farming and awareness drive about the importance of election process as part of Systematic Voters' Education and Electoral Participation (SVEEP) a flagship program of the Election Commission of India for voter education, spreading voter awareness and promoting voter literacy in India. The NSS and NCC units of the college also contributed in Haritha Kerala Mission and Life Mission of Government of Kerala. NSS unit also actively participated in Open Defecation Free (ODF) campaign, Pulse Polio Immunisation campaign, Health and Hygiene messages and Swachh campaigns in the rural regions around the college

List of External Agencies with which the college has collaborated

- Election Commission of India (SVEEP)
- Government of Kerala – Haritha Kerala Mission, Life Mission, Green Sabarimala Project, Sasthrajalakom, Sasthrapadham
- Excise Department, Government of Kerala
- Suchitwa Mission, Pathanamthita

- Kalloppara Grama Panchayath
- Primary Health Centre, Kalloppara
- Department of Agriculture, Government of Kerala
- Mahatma Gandhi University, Kottayam (in Jaivam 2017 project)
- Kudumbasree, Kalloppara
- Vasan Eye Hospital
- Anjappam (a food aid project in Kerala for the benefit of the economically backward)

Summary (2016-2021)

Total number of activities : 61

Total number of students' participated : 3107

Number of programmes organized by NSS : 48

Number of programmes organized by NCC: 11

Number of programmes organized by College/Departments: 3

File Description	Document
Paste link for additional information	View Document

3.4.2 Number of awards and recognitions received for extension activities from government/ government recognised bodies during the last five years

Response: 0

3.4.2.1 Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

File Description	Document
Number of awards for extension activities in last 5 year	View Document
e-copy of the award letters	View Document

3.4.3 Number of extension and outreach programs conducted by the institution through NSS/NCC,

Government and Government recognised bodies during the last five years**Response:** 62**3.4.3.1 Number of extension and outreach Programmes conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
13	14	5	15	15

File Description	Document
Reports of the event organized	View Document
Number of extension and outreach Programmes conducted with industry, community etc for the last five years	View Document
Any additional information	View Document

3.4.4 Average percentage of students participating in extension activities at 3.4.3. above during last five years**Response:** 64.55**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 last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
651	804	213	709	730

File Description	Document
Report of the event	View Document
Average percentage of students participating in extension activities with Govt or NGO etc	View Document
Any additional information	View Document

3.5 Collaboration

3.5.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship per year**Response:** 4**3.5.1.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year-wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
4	0	0	0	0

File Description	Document
e-copies of related Document	View Document
Details of Collaborative activities with institutions/industries for research, Faculty exchange, Student exchange/ internship	View Document

3.5.2 Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the last five years**Response:** 1**3.5.2.1 Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
1	0	0	0	0

File Description	Document
e-Copies of the MoUs with institution/ industry/corporate houses	View Document
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	View Document

Criterion 4 - 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.

Response:

The college is very keen on adopting changes and innovative methods for enhancing teaching and learning more effective; it always maintains a thrust to upgrade facilities as and when required. The management either improves the existing infrastructural facilities or creates new ones as and when required. Departments put forward their requirements to the Principal while the College Council and the general staff propose the general requirements in their meetings. The IQAC suggests/recommends modification or creation of infrastructural facilities. In consultation with the management, plans are chalked out carefully/meticulously implemented/evaluated with utmost care.

In a land area of 22.5 acres, the campus has all the building and other infrastructure facilities to conduct curricular and extracurricular activities. At present the campus is almost self-sufficient to conduct the existing programmes at UG and PG levels. To support academic programmes, all departments have been provided with desktops, laptops, internet facility and printers. An eco-friendly campus is maintained by installing solar power units in the hostels and administrative blocks, and constructing a few rain water harvesting units and a Polyhouse.

Classrooms: The college has 8 UG programmes which requires 24 classrooms and 4 PG programmes which require 8 classrooms. Every PG department has one classroom with ICT facilities. All classrooms are provided with required number of furniture, fans and lights.

Laboratories: The purchase of all equipment shall be made available as per the norms by the government. Timely maintenance is the norm of the institution. Arrangements are made for the waste disposal and daily cleaning of the laboratories. Science departments have six laboratories with sophisticated instrumentation and computational facilities. The college has two Computer Labs with 51 systems endowed with licensed software to offer computer literacy and practical sessions. The college also has an Instrumentation Center and internationally accredited herbarium for promoting research-oriented projects for UG and PG students.

Auditorium and Seminar Halls: A main auditorium and two seminar halls are available to conduct seminars, workshops, etc.

Learning Resources: The college has a library which provided books and e- resources to students. Departments also have Department Libraries. Students may avail the support of both Main Library and Department Libraries for enhancing their learning experience. Departments are equipped with desktops, laptops, internet facility and printers.

The college provides necessary facilities as and when a physically challenged student joins for any programme. Necessary facilities like seating arrangement, scribes and extra time are provided in university examinations. Sign boards and ramp with rails are fixed in the campus.

Support Facilities: There are two women hostels backed up by solar facilities in the campus which can

accommodate up to 100 students. 24-hours power supply, TV and reading rooms are also provided in the hostels. Two air-conditioned guest rooms, rooms for labourers and construction workers, a Chapel for prayer and meditation in the campus are available in the campus. The college has a Canteen and a staff co-operative society. The cooperative society is providing financial assistance to the needy students.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

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

Response:

Bishop Abraham Memorial College has adequate facilities for cultural activities, sports, games, etc. The facilities include an Auditorium with a seating capacity of thousand, an Open Stage, a sports pavilion and a sports stadium for conducting athletics and games events.

College provides space for cultural activities, sports, games and has a physical education department which produces students for the university and state level teams. The college promotes students' participation in extracurricular activities like sports and games and cultural activities by providing time and infrastructural facilities for practice and rehearsal, giving attendance and additional or extra time for submitting assignments and projects, partly meeting expenses for the competitions, providing uniforms and by felicitating students' achievements.

Sports and Games: The Department of Physical Education is very much committed to encouraging and promoting students' talent in sports and games. It has a beautifully maintained Sports Ground, which can be used for conducting Athletics, Handball, Football, Cricket and Volleyball games. The Annual Sports Meet of the college is also conducted at this ground. The ground is also used by local Sports Clubs and schools for a variety of sporting activities.

The Handball team of the college has bagged prestigious achievements in intercollegiate competitions. The players have been selected to the University and Kerala State Handball teams several times. Some of the players have been recruited to defence services, and some others have become Physical Education teachers. The achievements of the students in multiple sports activities point to the dedicated service of the Physical Education department.

Cultural Activities: The college has an auditorium, two halls for performances and an open stage. With the help of these facilities various cultural activities are conducted by department associations. The college Arts Club conducts a mega programme of annual Arts Festival. In this event students are divided into four Houses and various literary and performance competitions are conducted. The winning House is bestowed with a rolling trophy. The best performers are sent to University Youth Festival. Students are given opportunity to express their literary creativity through College Magazine, manuscripts, wall magazines, etc. College Student Union (a representative body elected by students), various clubs and associations

organises cultural events.

Yoga: The Institution promotes Yoga among students and staff to bring balance to body and mind. Yoga sessions are conducted on the campus for the benefit of students under the supervision of a Yoga teacher. The International Yoga Day is observed on the campus every year.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.1.3 Percentage of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc. (Data for the latest completed academic year)

Response: 28.57

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 10

File Description	Document
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.1.4 Average percentage of expenditure, excluding salary for infrastructure augmentation during last five years(INR in Lakhs)

Response: 54.99

4.1.4.1 Expenditure for infrastructure augmentation, excluding salary year-wise during last five years (INR in lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
77.44809	48.56653	73.89678	130.69532	35.46354

File Description	Document
Upload Details of budget allocation, excluding salary during the last five years (Data Template)	View Document
Upload audited utilization statements	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS)

Response:

The college has an advisory committee, consists of the Principal, Librarian, and representatives of faculty and students to make the library user friendly. It is on the advice of the committee that funds allocated for purchasing books are utilised to meet the requirements of various departments. The library is equipped with all IT facilities.

Library has an area of 308.25 sq. m. with a seating capacity of 75. It is automated with LIBSOFT. Students are supplied with barcoded ID. All have accessibility to N-list facility.

Software: LIBSOFT

Automation: Fully automated

Version: Server Version 5.1

Automation Year: 2011

Link: <https://bamc.libsoft.org>

Implementation Year: 2014

Maintenance and Upgradation: Periodical Updating during Annual Maintenance.

Features of LIBSOFT.

- Integrated: - The same set of data is used to perform several functions. Eg., the same record as we enter at the time of acquisition of books, Journals and Membership details must be used for the other library housekeeping operations like Issue/Return/Renewal/Reservation/Cataloguing/Information Retrieval process.
- Security: - To have data security and to provide access to the required files on a selective basis, LIBSOFT has been organized into two modules-System Administrator Module and User Module with different password and restricts user access.
- LIBSOFT can store more than 10 lakhs of books/Journals.
- Information Retrieval (OPAC): - Performing search, both for simple queries and queries containing Boolean operators, using all field names. Search result can be sorted/printed in different formats. The query facilities available in the package are excellent, up-to-date and enable to serve the users

with more accurate Information very fast. The search expression can be made by selection and the search is quick. It provides effective inter-linking of different functions.

- More User-friendly: - The User can operate LIBSOFT in three different ways:-
 - By Using mouse
 - By Using Pull-down menus (Alt + Underlined character)
 - By Using Shortcut Keys (Control Key + Underlined character).

It Provides Graphical User Interface in all functions.

- Data conversion from other software packages into LIBSOFT is possible. LIBSOFT is built using library standards and protocols such as MARC 21, z39.50 ensuring interoperability between LIBSOFT and other systems and technologies, while supporting existing workflows and tools
- Data validation facility:- In the data entry section, Correct data will be accepted.
- It provides different print formats.
- Stock verification: Stock verification can be conducted easily
- LIBSOFT supports report generation
- Multi-user Facility & Network Implementation.
- Software consistency.
- Bar-coding Facility
- RFID Facility
- Web OPAC: Access to Library Catalogue (OPAC) through Web. This includes web OPAC Software with Web Space and Web Database Space. Link address <https://bamac.libsoft.org> for Library Catalogue Search
- Digital Library
- Gate Register
 - Recording of Member Entry, Exit with Date & Time using Barcoded ID-Card
 - Display of Member Details with Photo
 - Detailed Report of Members Visit in the Library.

The final step towards the automation process was the installation of an e- Search facility with which students can easily and economically carry out all their searches. Thus, the automated library plays a key role in the academic process of the college.

File Description	Document
Upload any additional information	View Document
Paste link for Additional Information	View Document

4.2.2 The institution has subscription for the following e-resources

- 1.e-journals
- 2.e-ShodhSindhu
- 3.Shodhganga Membership

- 4.e-books
- 5.Databases
- 6.Remote access to e-resources

Response: C. Any 2 of the above

File Description	Document
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership , Remote access to library resources, Web interface etc (Data Template)	View Document

4.2.3 Average annual expenditure for purchase of books/e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)

Response: 1.4

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

2020-21	2019-20	2018-19	2017-18	2016-17
0.78161	0.94214	2.54131	1.80689	0.91678

File Description	Document
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the last five years (Data Template)	View Document
Audited statements of accounts	View Document

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

Response: 0.31

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

Response: 3

File Description	Document
Details of library usage by teachers and students	View Document

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Response:

With the advent of new information and communication technology and its sophisticated devices, information is at one 's fingertip; students and teachers largely depend on internet facilities provided in each department and in the library. In all the departments, conventional face-to-face teaching and learning is blended with computer media facilities and other ICT facilities. N-list facility in INFLIBNET is also available in the college. PG class rooms are provided with Smart Boards. The reference section in the library is also equipped with net printing facility. The campus is fully Wi-Fi networked one. The IT infrastructure of the institution is under constant upgradation with newly emerging technologies.

College management has started the programme, Digitally Empowered Education (DEE) in 2018. The objective of this programme is to make our campus a connected campus. The project is funded by the management and a dedicated IT Cell monitors all the activities under this project. The IT infrastructure of our college is constantly monitored and updated by our IT Cell. Now, 3 high-speed Optical Fiber Cables (OFC) connect our campus to the Internet. All departments are connected to our central Server Computer and the Internet through OFC Local Area Network (LAN) providing Gigabit connectivity. Departments are provided with secure Cloud space with redundancy and remote backup. Faculty and Students are provided with campus wide Wi-Fi connectivity.

Microsoft Campus License paid for by the management enables the college to provide e-mail on the college domain and Microsoft (Office) 365 application free of cost to all stakeholders. IQAC has conducted training programmes for faculty members and students for equipping them to effectively use the ICT tools provided by the college. IQAC has also organised a National Level Online FDP in collaboration with GAD-TLC on 'Innovative Practices for Academic Excellence' through college's Portal for Online Education (POEd). The training programs and courses offered through POEd are utilized by Faculty, Students, and others across India.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.3.2 Student - Computer ratio (Data for the latest completed academic year)

Response: 11:1

File Description	Document
Student – computer ratio	View Document

4.3.3 Bandwidth of internet connection in the Institution

Response: D. 5 MBPS – 10 MBPS

File Description	Document
Upload any additional Information	View Document
Details of available bandwidth of internet connection in the Institution	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Average percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years(INR in Lakhs)

Response: 14.31

4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year-wise during the last five years (INR in lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
38.24693	4.08106	38.18954	22.67013	1.32418

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View Document
Audited statements of accounts	View Document

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.

Response:

Bishop Abraham Memorial College has a well formulated procedure for the maintenance of its infrastructure facilities and campus in general. Budgetary provisions are made for regular checking, repairs and corrective measures. College Planning Board and Purchase Committee are constituted for monitoring the process.

General Maintenance: An annual maintenance schedule is developed in which the maintenance team looks into the general aspects of infrastructure maintenance. White washing, painting, pruning of trees, clearing of drainage system, cleaning roofs, maintenance of washrooms etc are done during holidays.

Classrooms: The classes are properly maintained with the support from the departmental staff. The maintenance team responds immediately in case of any maintenance issues. The institution includes

students in making the classroom a nice place to learn and live. Dust bin is kept in each class room.

Library: There are individual departments libraries with proper stock and issue register. The college has a fully automated common library also. The library staffs are responsible for the maintenance of the documents.

Laboratories: The purchase of all equipment for the science laboratories is made from standard scientific companies as per the norms by the government. Timely maintenance is the norm of the institution. Arrangements are made for the waste disposal and daily cleaning of the laboratories. Laboratories are under the strict supervision of the Head of the Department/Teacher assigned by Head and laboratory assistants. All the maintenance works are reported to the administrative staff by the respective heads of the departments.

Sports Games and Fitness: The College sports and games facilities are maintained by the Department of Physical Education.

Hostel: The college has two hostels for girls on the campus. Warden, Cook and other support staff are appointed by the management for carrying out day to day operations of hostels. Hostel Advisory Committee monitors the proper functioning of the hostel.

Housekeeping: A house keeping team conscientiously engage in keeping the campus clean, green and safe.

Electrical and Plumbing: A team under the leadership of an electrician looks into the maintenance of electrical devices. Annual check-up of all electrical equipment for its efficiency and safety and day to day repairs are done in a systematic manner. The team also provides support in the area of light and sound especially during meetings, seminars, conferences, cultural events in the conference rooms, seminar halls and auditorium. 20 kVA solar grid panel installed in the campus is also maintained by the team. Maintenance including weekly cleaning of panels is done under the supervision of electrician.

ICT and Networking: The maintenance of Computers, ICT facilities in class rooms and networking is done by an IT technician appointed by the management. Technically skilled personals are also hired if necessary. The College website is updated and maintained by a team of faculty members and IT technician.

Maintenance by external agencies: CCTV Cameras, UPS, Air Conditioners and fire safety equipment are maintained in collaboration with experienced agencies with annual contract. The library software is also maintained with the help Annual Maintenance Contract.

File Description	Document
Paste link for additional information	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during last five years

Response: 50.36

5.1.1.1 Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)

2020-21	2019-20	2018-19	2017-18	2016-17
301	320	399	708	726

File Description	Document
upload self attested letter with the list of students sanctioned scholarship	View Document
Upload any additional information Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years (Data Template)	View Document

5.1.2 Average percentage of students benefitted by scholarships, freeships etc. provided by the institution / non- government agencies during the last five years

Response: 3.05

5.1.2.1 Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)

2020-21	2019-20	2018-19	2017-18	2016-17
27	44	34	21	21

File Description	Document
Upload any additional information	View Document
Number of students benefited by scholarships and freships institution / non- government agencies in last 5 years (Date Template)	View Document

5.1.3 Capacity building and skills enhancement initiatives taken by the institution include the following

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: B. 3 of the above

File Description	Document
Details of capability building and skills enhancement initiatives (Data Template)	View Document
Any additional information	View Document
Link to Institutional website	View Document

5.1.4 Average percentage of students benefitted by guidance for competitive examinations and career counselling offered by the Institution during the last five years

Response: 25.98

5.1.4.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
443	71	0	320	410

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	View Document
Any additional information	View Document

5.1.5 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Response: A. All of the above

File Description	Document
Upload any additional information	View Document
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View Document
Details of student grievances including sexual harassment and ragging cases	View Document

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Response: 5.44

5.2.1.1 Number of outgoing students placed year - wise during the last five years.

2020-21	2019-20	2018-19	2017-18	2016-17
16	15	18	22	16

File Description	Document
Upload any additional information	View Document
Self attested list of students placed	View Document
Details of student placement during the last five years (Data Template)	View Document

5.2.2 Average percentage of students progressing to higher education during the last five years

Response: 86.06

5.2.2.1 Number of outgoing student progression to higher education during last five years

Response: 284

File Description	Document
Upload supporting data for student/alumni	View Document
Details of student progression to higher education (Data Template)	View Document

5.2.3 Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT-JAM/CLAT/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.)

Response: 40.71

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: IIT/JAM/ NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations, etc.)) year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
3	7	19	20	11

5.2.3.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
11	29	23	41	53

File Description	Document
Upload supporting data for the same	View Document
Number of students qualifying in state/ national/ international level examinations during the last five years (Data Template)	View Document
Any additional information	View Document

5.3 Student Participation and Activities

5.3.1 Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter-university/state/national / international level (award for a team event should be counted as one) during the last five years.

Response: 41

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) year-wise during the last five years.

2020-21	2019-20	2018-19	2017-18	2016-17
0	18	16	4	3

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national/international level during the last five year	View Document
e-copies of award letters and certificates	View Document

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

Response:

The institution is very particular in promoting Students' participation in co-curricular and extracurricular activities. They are encouraged to join NSS/NCC/associations/clubs/take part in seminars/debates/quiz/other literary programmes.

Bodies with Student Representation

Student Council, representative body of students elected by student voters through secret ballot, plays a vital role in various administrative and academic bodies of the college.

The Union executive body consists of Chairman, Vice-Chairman (Reserved for woman), General Secretary, two Union Counsellors, Arts Club Secretary, Magazine Editor, two Lady Representatives and UG and PG class representatives. The General Secretary is the executive head, and Counsellors represent the college in the University Union Council. The Arts Club Secretary organizes cultural/extracurricular activities while the Magazine Editor publishes the College Magazine. Student Union organizes cultural and extracurricular activities of students.

Students Support Cell offers academic/non-academic guidance to all the students and co-ordinates with

various Committees/Associations/Clubs/Cells for effective implementation of student support programmes. It also conducts Entry Level Aptitude Test (ELAT) for newly admitted students in association with Departments and monitors all student support activities like Scholar Support Programme (SSP), Walk With a Scholar (WWS) etc. in the college.

Women Studies and Development Centre of the college is committed to empower women students through education, participation and leadership. Its activities aim to uphold the values of womanhood and make women students self-reliant and self-confident. All the women students are members of the Cell.

Tourism Club was started as a unit of District Tourism Promotion Council, Pathanamthitta. The main motto is to promote internal tourism. It conducts seminars and adventurous activities and arranges student tours. The club has 25 student members and functions under the guidance of a faculty member.

National Cadet Corps (NCC) is India's largest youth organization, which imparts continuous training to attain its motto of national unity and self-discipline. It also helps to develop qualities of character/courage/comradeship/discipline/leadership/secular outlook/spirit of adventure/sportsmanship and the ideals of selfless service among the youth to make them useful citizens. The NCC functions in two wings- Men's and Women's.

National Service Scheme (NSS) has been functioning in the college since 1975. It is a voluntary organization designed to create community consciousness among the students and to channelize their energy and enthusiasm into constructive fields. At present two NSS units of 100 volunteers each are functioning in the college. Each of the two units is under the leadership of a Student Volunteer Secretary.

Department Associations: There are eight academic associations representing 8 departments in the college. All the students of a programme are members of their department association, which organizes lectures/seminars of academic importance and conducts other co-curricular and extracurricular activities.

Ethic Committee of the college motivates students to abide by the rules and regulations of the college. The committee consists of the Principal, Vice President of PTA, a member of the Panchayath, and representatives of teachers and students.

Other Bodies with Student Representation are Cultural Forum, ADIC-BAM, Energy Conservation Club, Nature Club, Bhoomithra Sena, Red Ribbon Club, Cultural Forum, Debate & Quiz Club, Entrepreneurship Development Club etc.

File Description	Document
Paste link for additional information	View Document

5.3.3 Average number of sports and cultural events/competitions in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 5

5.3.3.1 Number of sports and cultural events/competitions in which students of the Institution

participated year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
5	5	4	6	5

File Description	Document
Upload any additional information	View Document
Report of the event	View Document
Number of sports and cultural events/competitions in which students of the Institution participated during last five years (organised by the institution/other institutions (Data Template)	View Document

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****Response:**

B A M. College Alumni association serves as the platform for the former students. Each department has separate Alumni groups and the B A M College Alumni Association functions as the coordinating forum. Association meetings are conducted at each department every year in co-operation with the Department Associations. Even though we have lacked a registered alumni association, our former students and faculty visit the college frequently, interact with faculty and students and cooperate with the development programmes of the college by extending their philanthropic support. In this pandemic situation, our alumni and faculty members have extended their generous financial aid to students lacking data packages and digital devices for online learning.

File Description	Document
Paste link for additional information	View Document

5.4.2 Alumni contribution during the last five years (INR in lakhs)

Response: A. ? 5 Lakhs

File Description	Document
Upload any additional information	View Document
Link for any additional information	View Document

Criterion 6 - 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

Response:

Bishop Abraham Memorial College started its dedicated service to the cause of higher education on 28th June 1965. The college is named after Bishop Abraham Mar Thoma Metropolitan, the saintly soul who dedicated his life for spreading the values of the Kingdom of God. Far from the maddening crowd of towns and cities, still unpolluted with the infiltration of the vile and vicious influences, the B. A. M. College is perched upon a lovely hill. The peaceful and rural atmosphere has been a stage setter for the unique formation that we stand for. While giving a free rein of thought, we make the students understand eternal truths which are far beyond the flights and falls of intellect. During the years of service, the college has opened and continues to open new vistas of knowledge in our efforts to empower the rural youth through education.

The College Council, chaired by the principal, meets at least once in a month to discuss and evaluate the functioning of the institution. All Heads of the Departments (HoDs) and elected representatives of the staff are members of the Council. Utmost care is taken in making sure that the functioning of the college is in line with the vision and mission of the institution. Staff meetings are held regularly. The Manager of the college finds time to interact with teachers, collect their suggestions and also address their complaints, if any.

The policy of the college was developed in tune with the institutional vision and mission.

Vision

Our students should grow in wisdom and virtue to share with others," You shall know the truth and truth shall make you free". The college envisions the integral education of the students of a rural population. This vision is realised through sound and effective teaching learning together with a manifold of activities necessary for the physical, mental and spiritual personality development of the rural youth. The college always focuses its attention on the realisation of this vision by making most of the calm and quiet village atmosphere that it is gifted with. We diffuse spiritual thoughts that enable them to understand each one's life in the light of supreme reality.

Mission

The college aims to impart world-class education of the highest standard, sound learning, to build up character and instill the highest moral and spiritual values, uphold social justice and to share with others the fullness of life. Through various curricular and extra-curricular Programmes, we help to grow and mature our students to become well educated, learned, self-confident, knowledgeable, capable, responsible, reliable, employable, morally upright, and caring young adults to become successful in life to serve the community and the country.

The college shall have the following objectives as its mission:

Objectives

- Achieve academic excellence.
- Uphold moral and spiritual values.
- Inculcate a sense of social justice.
- Teach the value of self-reliance and service.

File Description	Document
Paste link for additional information	View Document

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

Response:

Bishop Abraham Memorial College is named after Bishop Abraham Mar Thoma Metropolitan, the saintly soul who dedicated his life for spreading the values of the Kingdom of God. It is owned by the Bishop Abraham Memorial Trust Association registered under the Travancore-Cochin Literary, Scientific and Charitable Societies Act (Act XII of 1955 as S No. 3 of 1965).

Principal being Head of the institution plays a crucial role in managing the administrative as well as academic activities of the institution and providing necessary directions/guidance. The guidelines/instructions of Government/UGC are implemented scrupulously. IQAC focuses on implementation of quality sustenance measures in the college. The College Council is the principal academic body consisting of all the heads of the department, elected teaching faculty etc., The College Council exercise general supervision over the academic programmes and policies of the institution.

The institution has a well organised decentralized and participative management strategy. College has constituted Planning Board, Academic Committee, Library Advisory Committee, Purchase Committee, Admission Committee, UGC Cell and Research Committee to monitor and supervise various administrative activities. Ethics Committee, Anti-ragging Committee, Internal Complaints Committee (ICC), Sexual Harassment Prevention Committee, and Student Grievance Redress Cell are set up according to the norms set by the authorities for maintaining discipline. Students' Union, Student Support Cell, Arts Club, various Clubs and subject Associations also have major role in implementing the policies taken by the council. The various programmes conducted by the department are planned and organized by students under the guidance of the faculty helps to develop the leadership qualities and organizing skills of the students. Student representation is ensured in various administrative bodies. Endowment and Puraskaram Committee, Cocurricular Activities Committee, Extension Activities Committee, Media and Publication Cell and Committee for Green Campus Initiatives are also constituted for the smooth implementation of various programmes.

The institution ensures participation of all stakeholders in the proper functioning. Active participation of the students in various committees of the college itself shows the decentralized and participative management implemented in the institution. Stakeholders of the institution include alumni, parents, local bodies etc. involves actively in the routine affairs of the College.

Above all, a Governing Council consisting of experts, Manager, Principal and selected faculty members is also functioning in the institution. Various sub-committees of the Governing Council provide guidance in various administrative and academic activities of the college.

Important policy decisions are taken by the governing body and the academic and administrative matters are decided by the Principal, in consultation with the college council. They are executed through Heads of the Departments, the administrative office, or through the various conveners or coordinators of committees, cells, clubs and associations. Institution thus successfully delegates responsibility and enhances the quality of the college through effective decentralization.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.2 Strategy Development and Deployment

6.2.1 The institutional Strategic / Perspective plan is effectively deployed

Response:

Curriculum is designed/implemented by the university. Faculty members actively participate in the workshops conducted by the University for revision/restructuring of UG/PG curriculum. College designed and delivered ten certificate/add-on courses during 2020-21. The college has a good number of faculty members being part of BoS in MG University and in the list of question bank setters of various autonomous colleges/universities.

Curriculum based teaching, giving equal importance to blackboard/ICT enabled teaching is practiced by the faculties. The academic calendar is prepared at the start of the year for the smooth conduct of curricular/extracurricular events. Students are motivated through group discussions/assignments/seminars/debates/symposia/quiz/role plays/study trips/field visits/extension programmes/remedial teaching/state government programmes like WWS/SSP etc. IQAC gather teaching/learning feedback from students in a structured questionnaire to take quality improvement measures.

The college conducts two internal examinations. The knowledge level of a students is constantly gauged through surprise tests/open book tests/spot tests/problem-solving sessions. The teachers analyse the performance of students after each examination and PTA meetings are conducted to assist the teaching-learning process.

Teachers are kept updated about available research projects and encouraged to attend seminars/present papers/publish in journals. Students are given opportunities to do their projects in various research institutes or conduct Seminars/conferences/workshops to pave path in research and advancement in different fields.

College uses Library Management Software LIBSOFT. Smart Class rooms/Well-equipped science laboratories/up-gradation of Internet facilities/computational facilities of departments/INFLIBNET enabled learning more efficient. College management started Digitally Empowered Education(DEE) program, the first step of which was to make our campus a connected campus as early as 2018. Three high-speed Optical Fiber Cables(OFC) connect our campus to Internet. The departments are connected to our central Server Computer and the Internet through OFC-LAN providing Gigabit connectivity. Departments are provided with secure Cloud space with redundancy and remote backup for storing teaching material. Faculty and Students are provided with campus wide WIFI connectivity. Microsoft Campus License paid for by the management enables the college to provide e-mail on the college domain and Microsoft(Office) 365 application free of cost to all.

The college recruits/promotes teaching and nonteaching staff as per UGC/State Govt./University norms. The teaching staff attend orientation/refresher/short-term courses to upgrade their subject knowledge. Students being the prime human resource, the college strives to develop the resource through various activities. Council meets monthly for assessing the various programmes conducted and to chalk- out other activities.

The college admits students through online centralized admission process (CAP) of M G University. The admission procedures are conducted/led by a team of members of the faculty supported by the administrative staff. Merit/ quality is strictly maintained in admission to Management Quota. Transparency is maintained throughout the admission processes. The principal conducts personal meeting with the parents of admitted students.

The College has been working diligently towards aligning the academic and extra-curricular activities towards an industry-oriented engagement with the objective of achieving high standards of intelligence and employability skills among the students. Industry interaction is also promoted through encouragement of internships during the holidays and vacations, industrial visits, interaction with experts and invited talks.

File Description	Document
Paste link for additional information	View Document

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

Response:

Bishop Abraham Memorial College is owned and managed by the Bishop Abraham Memorial Trust Association registered under the Travancore Cochin Literary, Scientific and Charitable Societies Act. As the appointing authority, Manager visits the College regularly and interacts with teachers, supporting staff, students and other stakeholders. The College has a governing council, which meets periodically to take all major Policy decisions of the College. Being the head of the institution, the Principal has a positive role in keeping his surveillance all around. The policy decisions of the Management Committee communicated through the Governing Council and worked out into plans with the suggestions of the College Council, are all implemented through departments, committees of staff, individual members of faculty, administrative office and so on. The Manager and the Principal monitor and supervise the implementation and execution

of all the plans and decisions regarding infrastructural facilities and administrative matters and co-ordinate the various activities thereof. The members of faculty are informed about these decisions by Heads of Departments. The suggestions and remarks of faculty members, HoDs, the IQAC and the College Council are communicated to the manager through the Principal and subsequent decisions of the Management Committee are implemented by the manager and the Principal with the help of Departments and faculty members.

Staff recruitment is strictly based on merit and in accordance with the rules and regulations of the UGC, University and the State Government. All the reservation policies are observed for all recruitments. All UGC regulations endorsed by the Government of Kerala are applicable for CAS promotions.

The Principal is the authority of academic administration of the College. The academic council, consisting of the Principal, Heads of Departments, representatives from the office, Librarian and two elected teacher representatives, helps the Principal in the academic administration. The IQAC members are selected from management, teaching staff, non-teaching staff, students, alumni, local body members etc. Regular IQAC meetings are conducted to discuss issues related to quality improvement.

Departments function under the leadership of Head of the Departments. All faculty members in the department are assigned various responsibilities of curricular and co-curricular activities undertaken by the department. Various committees are entrusted with the coordination of co-curricular and extra-curricular activities. They co-ordinate with faculty co-ordinators and student representatives of various clubs and associations to organize various activities arranged in accordance with the vision and mission of the college.

Student representatives in college union, IQAC and on other committees like student support cell, Internal Complaint Committee, Anti-ragging Committee, Differently-abled student Welfare Committee etc. will address their specific issues. SC, ST and OBC Complaint Committee are functioning to monitor the progress of such students.

Staff association comprising teaching staff will discuss general matters for their welfare and make recommendations to the principal.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document
Link to Organogram of the Institution webpage	View Document

6.2.3 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above	
File Description	Document
Screen shots of user interfaces	View Document
Details of implementation of e-governance in areas of operation, Administration etc	View Document
Any additional information	View Document

6.3 Faculty Empowerment Strategies

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

Response:

All the faculty members and non-teaching staff are eligible for various welfare schemes that are introduced by the state or central governments, affiliating University and the management periodically. Some of the welfare schemes available are asunder.

- All the staff members are beneficiaries of GI (Group Insurance), SLI (State Life Insurance) and Personal Accident Insurance Schemes.
- All teaching and non-teaching staff have Statutory / mandatory scheme subscription (PF / EPF / Insurance / Gratuity).
- All the staffs are eligible for various types of leaves such as like maternity/Paternity leave, specified under Kerala Service Rules.
- They are also eligible for Earned leave encashment.
- For all the staff coming under the Self-Financing Section there is an ESI (Employees State Insurance) scheme.
- The B A M College Staff Co-operative Society Ltd. (No. PT 80) runs a store which provides stationery and other articles at a subsidized rate. Deposits and loan facilities are also available through the Society.
- Canteen facility is provided in the campus by which the staff and students can access quality food and beverages at a subsidized rate.
- ATM is housed in the campus for providing better service to the college community.
- Children of non-teaching staff are given preference for admission to various programmes in Management and Community Quotas.
- Management has initiated 'Digitally Empowered Education', a project to improve the ICT facilities on campus and reduce the effect of digital divide. Staff are given Bring Your Own Device (BYOD) facility and subscription to Microsoft 365 licence and licenced Windows operation system, free of cost.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.3.2 Average percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years**Response:** 3.14**6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
0	8	0	0	0

File Description**Document**

Upload any additional information

[View Document](#)

Details of teachers provided with financial support to attend conference, workshops etc during the last five years

[View Document](#)**6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years****Response:** 1.2**6.3.3.1 Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff year-wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
4	1	0	0	1

File Description**Document**

Upload any additional information

[View Document](#)

Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff

[View Document](#)**6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).**

Response: 22.48

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

2020-21	2019-20	2018-19	2017-18	2016-17
13	16	11	09	08

File Description	Document
Details of teachers attending professional development programmes during the last five years	View Document

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

Response:

The institution has two performance appraisal systems to assess its human resource regularly.

1. In order to assess the worth, breadth and depth of their own multiple roles and responsibilities, teachers prepare self-appraisal reports which are essential for promotion to higher grades as per the norms of university and government. These reports are verified and recommended by Heads of Departments and submitted to the principal for further verification. The reports submitted to the principal and countersigned by him are then forwarded to the Manager for his perusal. The Manager intimates the principal his inferences on the appraisals and his decisions are put to further discussions and review at the meetings of the College Council. Teachers are well informed of the details of discussions and review made on the decisions of the manager at these meetings.

2. A performance appraisal system as envisaged by UGC is introduced and annual appraisal feedback of the teachers, overall feedback of the college and student satisfaction survey are regularly collected on a semester basis and evaluated by the IQAC. The feedbacks collected thus are compiled, analysed and handed over to the faculty in private through the principal. A copy of the report shall be forwarded to the manager by the principal.

After scrutiny of teachers' appraisal reports, the management has taken a few remarkable decisions as following:

1. To upbuild and upkeep a research culture among teachers by upgrading PG departments into research departments and letting the teachers into research activities like pursuing research degrees, publishing research works and undertaking research projects.

2. To introduce innovative teaching-learning practices by expanding more ICT facilities.

3. To divide and assign duties and responsibilities to suit the calibre, aptitude, efficiency and skill of

teachers.

4. To make the most of the potential capacity of individual teachers for the good of the institution and its stakeholders.

5. To extend maximum possible support to all activities like seminars, workshops and other training programmes for improving the quality of teachers.

Apart from these, every member of the teaching faculty is supposed to maintain a Teacher Performance Record (TPR) which functions as a daily assessment record. These records duly verified by the heads of the departments are annually submitted for the assessment of the Principal. At the time of promotion, the members of the faculty are requested to produce it before the Manager. Thus, the college has established a multi-tiered and faultless assessment mechanism.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

The College conducts systematic internal and external audits to supervise the flow of funds and ensure efficient management of financial resources. Internal audits of the College are done by the reputed chartered accountants. External audits are carried out by Government agencies. College faces external audits at three levels- by the Deputy DCE, Kottayam; by the DCE and the Accountant's General's Office, Trivandrum. They visit the college and during this onsite visit they verify all the documents including the bills and vouchers, asset registers, cash books and ledgers, Library registers, log books etc. They also verify documents related to seminars and workshops conducted by the college and sponsored by UGC, DST, KSCSTE etc. The audit team will also look into equipments, instruments, books and other permanent assets. Other assets such as new buildings, renovation work, software development is also looked into. All the funds of the Institution are received and disbursed/ spent through Public Financial Management System (PFMS) of the Ministry of Finance.

The audit of the year 2018-19 by the Deputy DCE, Kottayam was conducted on 30/04/2019 and no audit objections were found.

The audit of the year 2019-20 by the Deputy DCE, Kottayam was conducted on 30/04/2020 and no audit objections were found.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

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

Response: 64.88

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

2020-21	2019-20	2018-19	2017-18	2016-17
1.17181	2.85195	17.51245	42.50745	0.83175

File Description	Document
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the last five years	View Document
Annual statements of accounts	View Document

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Response:

The college is very much responsive to the infrastructural and learning resource requirements forwarded to the Principal by departments or staff. The IQAC also makes suggestions and recommendations for introducing new facilities or upgrading the existing ones. The Principal brings the requirements to the notice of the Manager. It is in consultation with the Manager that plans are drawn up and necessary funds are either released from the management fund or made available from UGC or RUSA. The plans are implemented accordingly and their implementation is monitored every so often. The transaction of financial resources is transparent and audited by a Chartered Accountant every year, but all government fund transaction is audited by AG and DC or DD at the time of change of Principal. The expenses are met from the institutional resources and maintenance grant from government. The remaining all other expenses are met out of the management fund. All financial resources of the college are credited on the official account of the Principal. The Manager, who mobilises all resources in the campus, endorses drafts/cheques through which all payments towards purchase, construction etc. are made. However, it is the Principal who signs the cheques for UGC grant payments, transaction of PTA funds, TA/DA to resource persons, expenses for college bus service etc. Updated accounts of all funds concerned with academic activities and the balance sheet thereof are kept in the office by the head accountant.

Major Institutional Sources of Funding are Salary grants by state government, UGC grants, Fee for self-financing programmes, Funds for books and journals, Maintenance grants, Alumni fund, Student fee, PTA contribution, Hostel fee, Scholarship grants, Endowment fund, General donation (if any) etc. Deficit in any account is adjusted from the Management Fund. A major portion of the income from self-financing programmes is utilized for payment of salary and maintenance of necessary infrastructural facilities or learning resources in the self-financing sector.

File Description	Document
Paste link for additional information	View Document

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

Response:

The IQAC plays an important role in the enhancement of quality in the educational services provided by the institution. The major initiatives include: Devising quality strategies, Monitoring the extension and outreach programmes of the departments of the college Evaluating curricular and co-curricular activities, promoting high professional standard in teaching, ensuring stakeholder participation, introducing best practices, organising workshops and seminars, introducing quality initiatives like accreditation and ranking, e-attendance, feedback analysis, etc.

IQAC emphasizes the following key aspects to exalt the entire quality system:

Faculty Development: All the faculty members are encouraged and supported to participate in Orientation, refresher courses, Workshops, Seminars and conferences related to the teaching learning process and research. IQAC also conducted training/orientation programmes for teaching faculty, administrative staff and students every year. Also conducted a 2-week online national FDP on 'Innovative Practices for Academic Excellence' for faculty members.

Academic Audit: Since 2019, AA is conducted at the end of the year by academic committee constituted by the IQAC to maintain quality in the institution. The committee visits each department and evaluates the performance of the teachers in group and in person. The evaluation is based on the pro forma submitted by the department.

Green, Energy and Environmental Audits: The criteria, methods and recommendations used for auditing are based on the identified threats. The following audits: Auditing for Water Management, Auditing for Energy Management, Auditing for Waste Management, Auditing for Green Campus Management etc.

Feedback System: Feedbacks are collected from stakeholders regularly. The collected feedbacks are analysed with the help of Student Support Cell. IQAC has also designed and implemented an online feedback collection system integrated with college website.

Infrastructural Augmentation: IQAC monitors the availability of various Physical facilities, ICT facilities, and library facilities in the campus. Proposals are submitted to the College Council and management about the infrastructure augmentations required.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

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 (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Response:

IQAC prepares academic calendar at the beginning of every academic year. Teachers are also insisted to prepare a Course Plan every semester so as to evaluate the progress of the curriculum in tune with the academic calendar. IQAC communicates its policies regarding remedial coaching, mentoring etc. to all teaching departments at the beginning of the academic year. IQAC monitors IT enabled, outcome based and student centric methodologies of teaching learning process. IQAC also encourages departments to conduct seminars, conferences and workshops in their respective fields.

The institution encourages departments to conduct seminars, conferences and workshops of contemporary relevance in their respective fields. To strengthen the ethical outlook of the students, the institution arranges Value Education classes and personality development programmes. Besides the annual PTA meeting organized by the institution, the departments take initiative to call regular PTA meetings where parents get an opportunity to interact with their children's class tutor/mentor/teachers. Departments are encouraged to provide facilities for peer teaching, cross teaching, group study and remedial teaching. Along with WWS and SSP, programmes are planned and executed for slow/fast learners.

IQAC collects student feedback on teachers with the help of Student Support Cell. Student Support Cell analyses the feedbacks obtained from students. The student feedback helps to bring innovation and creativity in teaching-learning process and help to improve quality in learning. One such methodology is the adaptation and implementation of Microsoft Teams, Google Classroom, Kahoot, etc. All departments are equipped with computers and printers. e-learning resources such as e-journals and online database (INFLIBNET) are used by the faculty members for effective teaching. IQAC also has a continuous self-appraisal system to keep track of the performance of the faculty.

IQAC monitors the maintenance of the following records by the departments.

- Vision and Mission Statements
- Department Profile

- Stock Register
- Register for Department Meetings
- Separate Leave Register for teachers and non-Teaching Staff
- Accounts Register
- Academic Master Plan
- Syllabus File
- Time Table and Subject Allocation File
- Separate files for Bridge Course, Remedial Coaching, Mentoring, Question Bank, Internal Examination, Internal Mark, University Result and Analysis, Admission Register, Category-wise Students' Statistics, Students' Profile, Students' Leave cum Movement Register, Details of Students' Achievements, Placement/Higher Studies Details, Financial Support / Scholarships
- Academic Audit Report
- Reports of Departmental Activities, Extension Activities, Research and Publications Maintaining these documents help IQAC to monitor the teaching learning process, structures and methodologies of operations and leaning at periodic intervals.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.5.3 Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements
2. Collaborative quality initiatives with other institution(s)
3. Participation in NIRF
4. any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

Response: B. 3 of the above

File Description	Document
Upload details of Quality assurance initiatives of the institution	View Document
Upload any additional information	View Document
Paste web link of Annual reports of Institution	View Document

Criterion 7 - 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 last five years.

Response:

The institution promotes gender sensitivity through various initiatives and actions for creating safe, secure and healthy atmosphere in the campus. Events relating to gender equity promotion are carried out throughout the year in the campus.

Safety & Security:

1. The college has two ladies hostel which provides secure accommodation.
2. The college campus is gated and entry is regulated round the clock by security staff. A resident lady warden in the ladies' hostel is employed with appropriate security arrangements for girls. Safety of students is taken care throughout the campus by security staff.
3. CCTV cameras have been fixed in the prominent places like hostel, campus corridors, main campus building and common places.
4. Statutory committees like Anti-Sexual harassment committee, Grievance Redressal Committee comprising of female faculty members, Internal Complaints Committee are constituted as per the UGC/ State Government/ University guidelines and is working effectively.
5. Anti-ragging committee is constituted for handling ragging incidents, if any.
6. Suggestion/complaint boxes are made available at defined locations for the students and faculties to drop in their cause of concern in the form of a written complaint. Complaint forms are also available on the grievance redressal page on college website.

Counselling:

1. The college has a well-defined student counselling system. Each student is allotted with a particular faculty member who will be his/her counsellor till the end of his/her course. Students meet their mentors for any grievances- regarding gender related issues if any, personal problems, general issues, lack of facilities, academics etc.
2. Women Studies and Development Centre in the college is committed to the creation of gender awareness among staff and students. Its activities aim at empowering women students through education, participation and leadership. In addition to the programmes on its own initiative like the celebration of International Women's Day and other awareness programmes, the cell always motivates girl students to take part in as many activities in the campus as possible. It is always ready and available to solve problems of girl students.
3. Departments are also mandated to have regular student-faculty interaction meetings to resolve problems faced by girl students.
4. Internal Complaint Committee (ICC) is constituted as per rules for prevention, prohibition and redressal of sexual harassment against women in work place to address the complaints filed by the lady faculty and Girl students.

Common Rooms and Toilet: Common rooms for girls are provided. All the required facilities to relax are

provided in the common rooms. Ladies Toilets are also provided in all buildings. Sanitary pad vending machines are placed in women toilet block.

File Description	Document
Link for specific facilities provided for women in terms of: a. Safety and security b. Counselling c. Common Rooms d. Day care center for young children e. Any other relevant information	View Document
Link for annual gender sensitization action plan	View Document

7.1.2 The Institution has facilities for alternate sources of energy and energy conservation measures

1. Solar energy
2. Biogas plant
3. Wheeling to the Grid
4. Sensor-based energy conservation
5. Use of LED bulbs/ power efficient equipment

Response: A. 4 or All of the above

File Description	Document
Geotagged Photographs	View Document
Any other relevant information	View Document
Any other relevant information	View Document

7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- Solid waste management
- Liquid waste management
- Biomedical waste management
- E-waste management
- Waste recycling system
- Hazardous chemicals and radioactive waste management

Response:

The College has established an integrated sustainable waste management approach that minimizes waste production and provides economic benefits.

Solid Waste Management: The college has adopted Green Protocol as its most fundamental ethical pivot of

its functioning. The use of plastic cups and bottles in the campus is minimized. The entire college community takes utmost care in not using plastic bottles/cups/lunch boxes. As part of Green Protocol we bid adieu to plastic banners, rappers, disposable containers, writing materials etc. A part of the paper waste is recycled within the campus for making paper pen by NSS students. Sanitary Napkin Incinerators have been installed in the girls' hostels and in the ladies toilet complex to facilitate disposal of sanitary napkins in an environment friendly way. Dust bins are provided throughout the campus. The institution has partnered with local panchayat to manage the solid waste. This ensures responsible and sustainable disposal of waste including plastics.

E-waste Management: Electronic wastes are recycled at regular intervals. Old computers are transferred for use for lesser demanding uses in other divisions of the institution. Some of the obsolete machines are used for demonstration in computer laboratory. The e-waste is collected and discarded by the management staff. Also E waste is removed in collaboration with the local self-government agencies. The institution has partnered with local panchayat to manage the e-waste. This ensures responsible and sustainable disposal of e-waste including defunct printers, desktops, keyboards, mouse and other condemned electronic waste.

Liquid waste management: The College adheres to a strict green protocol of liquid waste disposal in its laboratories. The liquid waste generated in the campus include sewage, laboratory, hostel and canteen effluent waste. Teachers regularly encourage the students for the minimal and effective use of chemicals. Any glassware used in the laboratory is rinsed with minimum water and placed in the liquid waste container.

Hazardous chemicals: Acidic or basic waste samples from the chemistry laboratory, if any are neutralized prior to their disposal. The organic and aqueous wastes are collected in separate containers for their organized disposal.

Biomedical wastes and Radioactive wastes are not produced or use in our college.

File Description	Document
Link for Geotagged photographs of the facilities	View Document

7.1.4 Water conservation facilities available in the Institution:

- 1. Rain water harvesting**
- 2. Borewell /Open well recharge**
- 3. Construction of tanks and bunds**
- 4. Waste water recycling**
- 5. Maintenance of water bodies and distribution system in the campus**

Response: B. 3 of the above

File Description	Document
Geotagged photographs / videos of the facilities	View Document
Any other relevant information	View Document
Link for any other relevant information	View Document

7.1.5 Green campus initiatives include:

1. Restricted entry of automobiles
2. Use of Bicycles/ Battery powered vehicles
3. Pedestrian Friendly pathways
4. Ban on use of Plastic
5. Landscaping with trees and plants

Response: B. 3 of the above

File Description	Document
Various policy documents / decisions circulated for implementation	View Document
Geotagged photos / videos of the facilities	View Document
Link for any other relevant information	View Document

7.1.6 Quality audits on environment and energy are regularly undertaken by the Institution and any awards received for such green campus initiatives:

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

Response: D.1 of the above

File Description	Document
Reports on environment and energy audits submitted by the auditing agency	View Document
Any other relevant information	View Document

7.1.7 The Institution has disabled-friendly, barrier free environment

1. Built environment with ramps/lifts for easy access to classrooms.
2. Divyangjan friendly washrooms

3. Signage including tactile path, lights, display boards and signposts
4. Assistive technology and facilities for 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

Response: B. 3 of the above

File Description	Document
Geotagged photographs / videos of the facilities	View Document
Details of the Software procured for providing the assistance	View Document
Any other relevant information	View Document

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 500 words).

Response:

The institution is a kind of home to students and faculty members from different parts of the state. The campus provides them a wholly cultural, regional and linguistic inclusiveness. This is based on mutual respect, effective relationships and clear communication.

The institution follows reservation policies of the Government/University. Admission to all programmes is conducted through online system, conforming to the University norms. The reservation category includes socially and educationally backward communities, Scheduled Caste, Scheduled Tribe etc. Seats are reserved for students under sports quota also. There is a special provision for the admission of students from Lakshadweep. Seats are also reserved for physically challenged students, transgender and economically weaker students from forward community. Reservation is strictly followed in the appointment of teachers and other administrative staff also. Deserving students under all categories are helped to secure various scholarships by Central and State governments and other agencies. Various endowments and scholarships are also institutes by the college with the support of stakeholders.

Academic, non-academic and socio-cultural activities organized in the Institution promote harmony among the members. Association activities like seminars and workshops organized in the Departments give suitable circumstances to meet people with different cultures. The institution observes festivals and commemorative days with great enthusiasm with a view to promote positive interactions among people of different cultural backgrounds. Festivals like Onam, Christmas, Holi etc. are celebrated on the campus. Competitions namely Malayali Manka and Malayali Maman are organised as part of Keralapiravi (November 1) celebration. The students of the Departments organise Freshers' Day to welcome new students to campus and Farewell Function to bid goodbye to the outgoing batch of students. On such occasions the outgoing students share their experiences with the staff and junior batch of students.

The NCC, NSS, Bhoomitrasena, and other clubs of the college regularly organise different programmes to uphold values of social inclusion, cultural harmony and national integration. The NCC unit duly observes

Republic Day (January 26), International Yoga Day (June 21), Independence Day (August 15) etc. A lecture on World Ozone Day by department of Botany and Bhoomithrasena, webinar on Biodiversity conservation & Natural history to build up knowledge to students on Nature conservation by department of Botany & Nature Club, participation of students of Botany in Rashtragaan conducted by the Ministry of Culture, Government of India on 15 August 2021 are some some ventures of BAM community during this year which uphold the responsibility towards the society.

File Description	Document
Link for any other relevant information	View Document
Link for supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View Document

7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).

Response:

Bishop Abraham Memorial College regularly conducts activities to generate awareness drives for employees and students to inculcate values for being responsible citizens. The curriculum of most of the programmes includes one course or more on Universal Human Values. Teacher's day, National Integration Day etc. are celebrated on the campus with due regard. The campus celebrates Independence Day and Republic Day on August 15 and January 26 respectively. The college holds flag hoisting ceremonies on the campus every year on these days. These days are celebrated to make the students aware of their responsibilities towards the constitutional values, rights, duties as citizens. Some of the regularly conducted activities are Vigilance Awareness Week, contribution towards Armed Forces Flag Day/PM Relief Fund/CM Relief Fund, Swachh Bharat Abhiyan, Fitness activities, Yoga and games, Students volunteers of NCC, NSS, and other clubs take part in various activities like tree plantation, blood donation, cleanliness drives, awareness drives etc. The National Cadet Corps (NCC) unit of our college is dedicated to creating a 'sense of patriotic commitment' for national development.

BAM College has an active National Service Scheme (NSS) unit where students engage in community service programmes. This year, National Service Scheme Unit of the college also organised a seven day virtual special camp which included several sessions on drug abuse, importance of energy conservation, mental health etc which helps the volunteers to have an introspection and develop their personality. Students of B A M College actively participated in COVID19 vaccination drive in nearby government hospitals and worked as COVID volunteers. Volunteers of NCC and NSS had rendered their service at Public Health Centres during the period of COVID pandemic.

Elections to all the bodies of the college like IQAC, Staff Council, PTA, Staff Cooperative Society etc are held on the democratic principles envisioned in the Constitution. The election to Students' Union is also gives the students a foretaste of the most important process of any democracy. National Service Scheme of the College also played a part in enriching the SVEEP programme of Election Commission of India (Systematic Voter's Education and Electoral Participation) prior to the Assembly Election 2021. An

Electoral Roll Enrolment Programme was organised on 4th March 2021 to help new voters enrol their names. The volunteers also presented a Flash Mob in the campus to propagate the importance of electoral participation.

The institution believes that promoting religious harmony is very important to maintain peace in our diverse society in accordance with the principle of secularism as enshrined in the Preamble of the Constitution. Hence festivals like Onam, Christmas, Holi, Ramadan etc. are celebrated on the campus.

File Description	Document
Link for any other relevant information	View Document
Link for details of activities that inculcate values necessary to render students in to responsible citizens	View Document

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.

1. The Code of Conduct is displayed on the website
2. There is a committee to monitor adherence to the Code of Conduct
3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff
4. Annual awareness programmes on Code of Conduct are organized

Response: A. All of the above

File Description	Document
Code of ethics policy document	View Document
Any other relevant information	View Document

7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).

Response:

Commemorating days, events and festivals of national importance honours the great heritage of India. BAM College observes several nationally and internationally significant occasions to educate our students on the history, traditions and practices of India.

Our institution celebrates India's Independence Day and Republic Day with much fanfare. NCC students take an active part in organising the Independence Day and Republic Day celebrations. On both these days, our national flag is hoisted and the national anthem is sung by all the attendees.

As a tribute to the father of our nation, on 2nd October, the birth anniversary of Mahatma Gandhi,

programmes were organized by NSS familiarize students with the life and philosophy of Gandhiji. Since its launch on 2nd October 2014, as part of the Swachh Bharat Abhiyan which seeks to accomplish one of the cherished principles of Gandhiji, college undertakes several measures to enlighten students about the importance of hygiene and sanitation on an individual, local, regional and national level.

Dr. Sarvepalli Radhakrishnan's birth anniversary on 5th Sept, observed nationally as Teacher's Day, is celebrated at both the department and college level to pay homage to the valuable contributions of the teaching community. Sardar Vallabhai Patel's birthday on 31st October is commemorated as National Unity Day. Since 2015, we celebrate 21st June as International Yoga Day.

The Women Studies and Development Centre also commemorates International Women's Day on 8th March with street plays, student seminars and discussions to honour the historical and contemporary struggles of women for empowerment.

World Ozone Day is observed by department of Botany, Nature club and Bhoomithrasena.

Christmas celebrations every year features the singing of Christmas carols, among other activities. Competitions namely Malayali Manka and Malayali Maman are organised as part of Keralapiravi (1st November) celebration. College celebrates these and other regional festivals like Onam to inculcate a sense of respect for our religio-cultural diversity among students.

In addition, various other activities like Health awareness camps, COVID vaccination drives, cleaning drives etc conducted for the welfare of students, faculties and employees.

File Description	Document
Link for Annual report of the celebrations and commemorative events for the last five years	View Document
Link for any other relevant information	View Document

7.2 Best Practices

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

Response:

Best Practices 1

Title of the Practice: Holistic Approach

Goal

- To impart value-based education
- To inculcate love for our culture and traditions

- To nurture the talents of student community
- To foster social awareness
- To become aware of the modern techniques in agriculture
- To impart value-based education

The Context

The vision of our college is to impart integral education of the highest standard, sound learning, build up character and instil the highest moral and spiritual values, uphold social justice and to share with others the fullness of life which God offers. The college is in a pursuit to fulfil this vision by introducing a holistic change and is also aware of the need for imparting the culture and values of our motherland to the new generation. It is located in a rural area, and most of our students are from a rural background. Also 70 percent of our students come from economically backward families. Some of them are found to be from separated families. They need financial assistance even for food and bus fare. Under these circumstances the management, alumni, well-wishers and teachers are seriously concerned about the upliftment of such students.

The Practice

PARINAM is a residential motivational camp for 30 selected students from various departments. It help the participants to meet himself/herself. This residential camp take the student to the different side of life. Here the participant get the complete atmosphere of positivity, motivation, inspiration, strength, confidence and purity. The objectives of PARINAM are three-fold, to improve students' performance in the examination, to instil confidence and to provide them with invaluable tips on life. PARINAM provides rich education, personality development, and thoughts enrichment programs. It turns all the negativity into positivity by working as a transformer. Camp provides an opportunity to get inspired by the motivational talks of international orators. It empowers students' capabilities. This residential camp changes the participants' perception towards life. It's the most awaited program in the institution by the First Year Students.

Importance is also give for improving the academic quality of students. Centralised internal examinations and assessment are conducted in the college to ensure the quality of the continuous evaluation process. Financial support for needy students and Merit Scholarships are provided with the help of Alumnus and other stake holders. The college also honours the best outgoing as well as the best performing ongoing students every year.

Under the guidance of designated teaching staff, moral classes are conducted in the chapel every day in the morning from 9:30 am to 9:45 am and during the lunch interval from 1:20 pm to 1:45 pm. During these sessions, students are provided with inspiring classes mainly highlighting the principles of holy life, obedience to the rules and regulations of the country and loving one's neighbour. Occasionally, trained counsellors from spiritual organizations and persons who have distinct social experiences are invited to interact with students. Practice sessions from various events during Christmas Celebrations are provided to interested students.

A 400 sq.m. Poly-house farming project, the first of its kind in an educational institution in the state, was launched in the college in 2012 to create awareness among the public and students about precision farming.

Students and teachers of the Life Science Departments as well as interested students, teachers and local people are allowed to study the system. We cultivate salad cucumber, capsicum, tomato, brinjal, cabbage, beans and cauliflower. Vegetable seeds are distributed among students and teachers in order to motivate them to achieve self-sufficiency in vegetable production. We have a mechanized farm with drip irrigation facility. Since the last year, the Management has decided to give training to interested students to handle mini-tractor, tipper-trailer, weed cutters and the tools in the workshop for mechanized farm. We have sold the vegetables harvested from both the farms through the College Co-operative Store and also directly to the Mallappally vegetable market.

Evidence of Success

No incident of violence among students has been reported, and there has been no incident of suspending classes due to violence for the past four years. Students of all sections show their respect towards the code of conduct of the institution. Students obey the rules and regulation of the college and they do not make any damage in the campus. The feedback from students and parents and improved performance of students in university examinations are the main evidence of success for various measures implemented for improving academic quality.

Problems Encountered and Resources Required

Poor accessibility and lack of conveyance in odd times make the early arrival and late departure of the student difficult. Even though the semester system is academically beneficial, the number of working days obtained is less. During monsoon season, it is not possible to conduct field related activities in open air.

Best Practices 2

Title of the Practice: Implementation of Green Initiatives

Goal

- Create awareness about environmental issues among stake holders
- Inculcate eco-friendly attitude among stakeholders
- Promote the concept of organic living
- Realising a plastic free campus
- Promote concept of organic farming
- Create awareness about the use of non-conventional energy sources and eco-friendly waste management

The Context

Green initiatives are identified as the means for sustainable development and this means increasing efforts to support energy efficiencies increase water conservation, waste avoidance, and engaging in environmentally friendly practices. As an educational institution it is our responsibility to contribute in this direction.

The Practice

Green and Clean Campus is a project initiated by our college with the aim of creating a pollution free, green and healthy environment for the college and its surroundings. The project is launched under the slogan 'Think Clean and Go Green'. The project aims to inculcate awareness about environmental issues and Eco-friendly attitude among students. As part of the various environment friendly initiatives and awareness programmes are conducted by NCC, NSS, Energy Conservation Club, Nature Club and Bhoomitra Sena. Various programmes organised under this project aims to transform our stakeholders into advocates of nature conservation. All programmes conducted in the campus are organised in compliance with Green Protocol declared by Government of Kerala. The college has undertaken various energy conservation and water conservation initiatives like rainwater harvesting, installation of solar power plants, etc. We conserve water with rain water harvesting. Rain water collected from the roofs of our buildings are stored in purpose built rain water storage tanks. Currently we have capacity to store over 4,5 lakh liters of water. We have also been very proactive in conserving energy in every area of our operation. Our offices, IT systems, Computer Labs and computers in various departments utilizes electrical power from our solar plants with energy storage. We use many ways to reduce energy consumption including campus wide use of energy efficient LED lamps. Solar Thermal and Bio-gas plants are used in college hostel. Various measures are taken as a follow up to keep the campus tidy and hygienic. The campus has been declared as a polythene free zone. Several awareness programmes on environmental issues and organic farming have been conducted for students and community around the institution to increase their awareness and participation in environmental protection.

Evidence of Success

The response of students towards green initiatives is positive and we were able to successfully implement various energy conservation initiatives and anti-plastic initiatives in the campus.

Problems Encountered and Resources Required

The major problem for implementation is finding adequate financial resources required for implementing various projects.

File Description	Document
Link for Best practices in the Institutional web site	View Document
Link for any other relevant information	View Document

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

The priority of the college is to open new vistas of knowledge to empower the rural youth. The college is committed in creating a suitable environment for the academic journey of students. Institution in this era of education 4.0, offers a variety of information technology resources to assist students and teachers with their studies. The initiatives of the college in this direction have enabled us the smooth transfer of offline mode to online mode in the current pandemic situation of COVID 19.

B. A. M. College management had the vision to start the project for Digitally Empowered Education (DEE) since 2018. The project was envisioned to address the problem of digital divide among its stakeholders and mould them into responsible digital citizens. The first step was to upgrade the IT infrastructure of the college for using in academic and administrative settings. Now two high speed Optical Fiber Cables (OFC) connect our campus to the Internet. The offices and departments are connected to our central Server Computer and the Internet through OFC Local Area Network (LAN) providing Gigabit connectivity. Departments and offices are provided with secure Cloud space with redundancy and remote backup for storing data including teaching material.

Faculty are provided with Bring Your Own Device (BYOD) facility to connect their Laptop Computers to the campus network. Students are provided with campus wide Wi-Fi connectivity. After getting the required infrastructure in place, management ensured the effective use of the infrastructure by purchasing Microsoft Campus License. This licence enables the college to provide Faculty, Staff & Students e-mail on the college domain and Microsoft (Office) 365 application free of cost. The college's MOODLE platform, Portal for Online Education (POEd), provides various online educational programs which are utilized by Faculty, Students, and others across India. Our POEd team is in the process of adding many more courses to this program.

The meticulous efforts by management and departments have profoundly altered the delivery of educational information. The use of digital technology is gradually changing the entire concept of education. All these efforts enabled the college to start online classes within a few days of the directive from the University & Government at the time Covid-19 lockdown in the current academic year. The Microsoft Teams app available in Microsoft Campus License was utilised for the purpose. The College offered a variety of information technology resources to assist students and teachers with their teaching-learning process. Necessary training programmes are also conducted for students, faculty members and administrative staff. A dedicated IT department provides all necessary assistance in this endeavour.

File Description	Document
Link for appropriate web in the Institutional website	View Document
Link for any other relevant information	View Document

5. CONCLUSION

Additional Information :

While Education provides a series of learning experiences to students, to impart knowledge, values, attitudes and skills with the ultimate aim of making them productive members of society, Educational Management is the process of planning, organizing, directing and controlling the activities of an institution by utilizing human and material resources so as to effectively and efficiently accomplish functions of teaching, extension work and research. Inclusion and equity in and through education stand the cornerstone of a transformative education, our institution, therefore, commits to address all forms of exclusion and marginalization, disparities and inequalities in access, participation and learning outcomes. Bishop Abraham Memorial College, therefore committed to make necessary changes in educational practices and focus our efforts on the most disadvantaged, socially and economically deprived, to ensure that no one is left behind. An 80 percent of our students belong to a relatively socially and economically backward category.

Our institution is always ready to accommodate the educational needs of socially and economically backward rural students, especially girls. More than 62 % of our students are girls, and the institution eternalizes the importance of education in the life of rural girls. Higher education boosts career prospects and earning potential that enhances civic participation, including volunteer work and decision-making capacities. It Increases social connectivity for the rural girl students; and can solve their social, economic, political and health problems.

Concluding Remarks :

Bishop Abraham Memorial College started its dedicated service to the cause of higher education on 28th June 1965. Far from the maddening crowd of towns and cities, still unpolluted with the infiltration of the vile and vicious influences, the B. A. M. College is perched upon a lovely hill. The peaceful and rural atmosphere has been a stage setter for the unique formation that we stand for. We have been insisting on the integral development of the person through education. While giving a free rein of thought, we make the students understand eternal truths which are far beyond the flights and falls of intellect. The teaching learning processes are integrated with innovative practices and are student centric which ensure excellent learning outcomes and provide best opportunities to students. The institution has adequate infrastructure facilitating learning including class rooms equipped with ICT/multimedia facilities, laboratories, libraries and e- learning facilities. The student support systems include various fellowship schemes, mentoring system, career guidance and counselling centres. The college strives to provide best services to all its stakeholders through its human resource development, ecological consciousness, gender sensitivity, social equity and civil ethics. True to its motto " ' You shall know the truth and truth shall make you free' the college forays into wider horizons relying on equity, accessibility, affordability, accountability, and quality- the foundational pillars of the New Education Policy 2020.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
1.2.1	<p>Percentage of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented</p> <p>1.2.1.1. Number of Programmes in which CBCS / Elective course system implemented. Answer before DVV Verification : 13 Answer after DVV Verification: 12</p> <p>Remark : DVV has made the changes as per EP-1.2</p>
1.4.2	<p>Feedback process of the Institution may be classified as follows:</p> <p>Options:</p> <ol style="list-style-type: none"> 1. Feedback collected, analysed and action taken and feedback available on website 2. Feedback collected, analysed and action has been taken 3. Feedback collected and analysed 4. Feedback collected 5. Feedback not collected <p>Answer before DVV Verification : A. Feedback collected, analysed and action taken and feedback available on website Answer After DVV Verification: C. Feedback collected and analysed Remark : DVV has select C. Feedback collected and analysed as per 1.4.1</p>
2.3.3	<p>Ratio of students to mentor for academic and other related issues (Data for the latest completed academic year)</p> <p>2.3.3.1. Number of mentors Answer before DVV Verification : 50 Answer after DVV Verification: 51</p> <p>Remark : DVV has given the value as per EP- 3.1</p>
2.4.3	<p>Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)</p> <p>2.4.3.1. Total experience of full-time teachers Answer before DVV Verification : 490 Answer after DVV Verification: 512</p> <p>Remark : DVV has given the value as per 2.3.3</p>
3.3.2	<p>Number of research papers per teachers in the Journals notified on UGC website during the</p>

last five years**3.3.2.1. Number of research papers in the Journals notified on UGC website during the last five years.**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
25	19	15	17	13

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
19	12	11	11	09

Remark : DVV has considered only publications which are in UGC-CARE list.

3.3.3 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**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 last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
21	3	2	1	3

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
09	2	1	0	1

Remark : DVV has considered the books and chapters having ISBN/ISSN numbers only.

3.4.2 Number of awards and recognitions received for extension activities from government/ government recognised bodies during the last five years**3.4.2.1. Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	1	1	1

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

Remark : DVV has not consider shared certificate of appreciation.

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

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

Answer before DVV Verification : 18

Answer after DVV Verification: 3

Remark : DVV has made the changes as per average of teacher and students using library per day on (dates)

4.3.3 Bandwidth of internet connection in the Institution

Answer before DVV Verification : A. 750 MBPS

Answer After DVV Verification: D. 5 MBPS – 10 MBPS

Remark : DVV has made the changes as HEI has provided the bills which is beyond the assessment period.

6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).

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

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
24	21	15	10	14

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
13	16	11	09	08

Remark : DVV has considered one teacher once in a program and which programs are FIVE days and above.

6.5.3 Quality assurance initiatives of the institution include:

- 1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**

	<p>2. Collaborative quality initiatives with other institution(s) 3. Participation in NIRF 4. any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)</p> <p>Answer before DVV Verification : A. All of the above Answer After DVV Verification: B. 3 of the above Remark : DVV has select B. 3 of the above as per shared report by HEI.</p>
7.1.6	<p>Quality audits on environment and energy are regularly undertaken by the Institution and any awards received for such green campus initiatives:</p> <p>1. Green audit 2. Energy audit 3. Environment audit 4. Clean and green campus recognitions / awards 5. Beyond the campus environmental promotion activities</p> <p>Answer before DVV Verification : A. Any 4 or all of the above Answer After DVV Verification: D.1 of the above Remark : DVV has select D.1 of the above as per suggested by NAAC.</p>
7.1.7	<p>The Institution has disabled-friendly, barrier free environment</p> <p>1. Built environment with ramps/lifts for easy access to classrooms. 2. Divyangjan friendly washrooms 3. Signage including tactile path, lights, display boards and signposts 4. Assistive technology and facilities for 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</p> <p>Answer before DVV Verification : A. Any 4 or all of the above Answer After DVV Verification: B. 3 of the above Remark : DVV has select B. 3 of the above as per suggested by NAAC.</p>

2.Extended Profile Deviations

ID	Extended Questions																				
1.2	<p>Number of programs offered year-wise for last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="193 1832 986 1946"> <thead> <tr> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> </tr> </thead> <tbody> <tr> <td>13</td> <td>13</td> <td>13</td> <td>13</td> <td>13</td> </tr> </tbody> </table> <p>Answer After DVV Verification:</p> <table border="1" data-bbox="193 2024 986 2080"> <thead> <tr> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2020-21	2019-20	2018-19	2017-18	2016-17	13	13	13	13	13	2020-21	2019-20	2018-19	2017-18	2016-17					
2020-21	2019-20	2018-19	2017-18	2016-17																	
13	13	13	13	13																	
2020-21	2019-20	2018-19	2017-18	2016-17																	

12	12	13	12	12
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2.1 **Number of full time teachers year-wise during the last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
51	51	51	51	51

Answer After DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
51	51	51	51	49

2.2 **Number of sanctioned posts year-wise during last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
51	51	51	51	51

Answer After DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
53	61	56	61	54