

## ACTION TAKEN REPORT

<p>2.1 Curricular Aspects: 2.1.1 Curricular Design &amp; Development</p>	<ul style="list-style-type: none"> <li>•Academic programs and courses with the vision, mission and the objectives of the college.</li> <li>•The college is a Government affiliated to Bangalore university, and follows the syllabus prescribed by the University for all the courses i.e. B.A., B.Sc., BBM, B.Com and PG</li> <li>• Being an affiliated college it has got only very limited freedom to design and develop the curriculum according to the vision and the mission of the college</li> </ul>	<p>New courses Viz., B.Sc. (PMCs), BCA (Bachelor of Computer Application ) and BSW (Bachelor of Social Welfare) started in the past five years.</p>
<p>2.1.2 Academic Flexibility:</p>	<ul style="list-style-type: none"> <li>•Adequate programmes / course combinations are available to meet the academic needs of the students.</li> <li>• Limited flexibility with regard to electives.</li> </ul>	
<p>2.1.3 Feedback on Curriculum:</p>	<ul style="list-style-type: none"> <li>•Feedback from Students, Teachers, and Alumni are obtained through discussion.</li> <li>•Feed back received is discussed in Staff meetings and communicated through Teachers who are members of Board of Studies for incorporation during the syllabus revision exercise undertaken by the University.</li> </ul>	
<p>2.1.4 Curriculum Update:</p>	<ul style="list-style-type: none"> <li>•The curriculum is updated by the affiliating university (Bangalore University) in five years.</li> <li>• Five Teachers are members of the Boards of Studies of the Bangalore University and have</li> </ul>	<p>Choice Based Credit system (CBCS) implemented from Bangalore University.</p>

	contributed in redesigning of the syllabus.	
2.1.5 Best Practices	<ul style="list-style-type: none"> <li>•Add-on courses offered.</li> <li>•Faculty of the institution acquaint the students with the curriculum through class room exercises/tests and seminars while being student - centric and student- friendly.</li> <li>•Faculty prepares annual action beginning of the session and maintains daily progress.</li> </ul>	Tests, Seminars are conducted regularly.
2.2 Teaching – Learning & Evaluation: 2.2.1 Admission Process and Student Profile:	<ul style="list-style-type: none"> <li>•Admission process is transparent and based on basis of marks and reservation as per Govt. policy. The College ensures equity and access by admitting backward /economically weaker and differently abled students.</li> <li>• The college conducts remedial courses in some subjects for improving students learning level.</li> <li>• Institution complies with all the educational norms and rules of the government and university in the process of admission.</li> </ul>	
2.2.2 Catering to the diverse needs:	<ul style="list-style-type: none"> <li>• The College encourages advanced learners to accept more academic challenges while due attention is given for the weak learners in the tutorial classes.</li> <li>• Mentoring of students is carried on through the tutor-ward system, but the scope needs to be enlarged.</li> </ul>	
2.2.3 Teaching-Learning Process:	<ul style="list-style-type: none"> <li>•Detailed academic calendar is with a view to integrate the teaching, learning and evaluation process. Teachers</li> </ul>	

	<p>maintain teaching diary and performance of the teachers is monitored on monthly basis.</p> <ul style="list-style-type: none"> <li>• Though lecture method is predominantly used, class room interactions, group discussions, seminars, delivered by resource persons, projects etc.,are also provided for the benefit of students.</li> <li>• Teaching – Learning aids like overhead projector, Television, CDs, audio, DVD &amp; Computer etc. are necessary.</li> </ul>	<p>All most all the class rooms are fully fledge with Projectors and Screens. All the Teachers are provided with laptops to teach in the class rooms.</p>
2.2.4. Teacher quality:	<ul style="list-style-type: none"> <li>• 15 Teachers are Ph.D. holders, 22 possess M. Phil Degree and 8% Teachers have cleared the SLET/NET.</li> <li>• Teachers are appointed as per the Guidelines of the UGC, University and State Government. The recruitment process is well defined and transparent. Efforts may be made to fill up the vacant teaching posts.</li> </ul>	<p>One teacher from Department of Political Science is awarded with Ph.D., and one from Department of Commerce is on FIP for Research.</p> <p>Permanent Teachers are recruited through Karnataka Public Service Commission and the Guest faculty are appointed through Department of Collegiate Education based on the merit and roster system.</p>
2.2.5 Evaluation Process and Reforms:	<ul style="list-style-type: none"> <li>•Academic performance level of the students is evaluated through written examinations conducted by the university</li> <li>•Monthly tests have been initiated for assessment of student knowledge an learning level</li> </ul>	
2.2.6 Best Practices in Teaching-Learning and Evaluation (if any):	<ul style="list-style-type: none"> <li>•Experimental and participatory learning is practiced.</li> </ul>	
2.3 Research, Consultancy & Extension:		

2.3.1: Promotion of Research:	<ul style="list-style-type: none"> <li>•Leave of different kinds are granted to teachers to undertake research and teacher are encouraged / supported Seminars and Conferences hosted by other institutes /agencies. attended in large number of seminars.</li> </ul>	
2.3.2: Research and Publication Output:	<ul style="list-style-type: none"> <li>•Few articles are published in peer reviewed journals.</li> <li>•Faculty Members have presented 5 research papers in Conferences.</li> </ul>	The number of faculty and number of presented papers in seminars has increased to a large extent.
2.3.3:Consultancy:	<ul style="list-style-type: none"> <li>•Consultancy services and the resources generated through this are limited. There is further scope to widen consultancy services by utilizing the expertise of the teachers.</li> </ul>	Teachers are encourage but still it is lacking.
2.3.4: Extension Activities:	<ul style="list-style-type: none"> <li>•The institution supports and promotes extension activities. The extension and outreach programmes are conducted by NSS volunteers and NCC cadets. The faculty takes part in these activities.</li> <li>•The college has a strong programme of extension activities through NSS in the area of village sanitation, Aids awareness (Red Ribbon) and Tribal welfare.</li> <li>•NCC training to students is strong and the cadets contribute significantly in social services activities too.</li> </ul>	
2.3.5 Collaborations:	<ul style="list-style-type: none"> <li>•The college has collaborated with the State Government, health, forest, and horticulture departments for undertaking extension activities in the tribal belt.</li> </ul>	
2.3.6 Best Practices in Research,	<ul style="list-style-type: none"> <li>•The institution has sound extension activities and outreach programmes for the</li> </ul>	

Consultancy & Extension (if any):	cause of community development.	
2.4 Infrastructure and Learning Resources:		
2.4.1: Physical facilities for Learning:	<ul style="list-style-type: none"> <li>• Located in two well-protected campus areas of 5 Acres and 30 Guntas with a built-up area of 62888 sq. ft. with well-maintained class rooms.</li> <li>• The institution makes use of its infra-structure optimally by conducting various academic programmes and co- and extra-curricular activities and letting out to outside agencies for various activities.</li> <li>• College has expanded in the last 10 years its infrastructural facilities to keep space with academic growth. Additional facilities like auditorium, state of art computer laboratory need to be created.</li> </ul>	New three buildings have come up and one more building is under construction. The Principal Office and Administrative office have been shifted to a new spacious building.
2.4.2: Maintenance of Infrastructure:	<ul style="list-style-type: none"> <li>• The institution depends upon PWD to maintain its infrastructure and physical facilities.</li> </ul>	
2.4.3: Library as Learning Resource:	<ul style="list-style-type: none"> <li>• The Carpet area of College library is 4800 Sq. ft. with no departmental library. Seating capacity of library is 100 and has 14544 books titles and subscribes to 02 National Journals, 06 international journals, 12 Magazines.</li> <li>• The resource of the Library has been augmented continuously during the last five years. The library has open access system, reading room facility for teachers, scholars</li> </ul>	

	and students. The reprographic facility is available. Computerization of library needs to be done by acquiring relevant software.	
2.4.4: ICT as Learning Resources:	<ul style="list-style-type: none"> <li>•There are 25 computer terminals in the College. Number of with computer facilities is 15. There is Broadband Internet facility at 11 computers.</li> <li>• The College has a website.</li> </ul>	
2.4.5: Other facilities:	<ul style="list-style-type: none"> <li>•The general ambience of the campus is conducive for teaching and learning.</li> <li>• The college has a first aid kit to provide primary treatment in case of minor injuries to any student or staff member. The government Community Health Center (CHC) is at close proximity of the college.</li> </ul>	
2.4.6: Best Practices in the development of Infrastructure and Learning Resources:	<ul style="list-style-type: none"> <li>•Optimum utilization of physical facilities.</li> <li>•Has developed a system for rainwater harvesting.</li> <li>•Botanical garden.</li> </ul>	
2.5 Student Support and Progression:		
2.5.1: Student Progression:	<ul style="list-style-type: none"> <li>•The pass percentage of the College is impressive and some students have secured University Ranks in the last five years.</li> <li>•The percentage of drop out is 10% which is due to socio-economic reasons. The institution is making efforts to reduce the dropout rate. Good representation of socially and economically weaker sections from the tribal belt..</li> <li>• On an average 50% of students progress to higher studies such</li> </ul>	

	as to PG, Law, MBA, computer etc. or to employment	
2.5.2: Student Support:	<ul style="list-style-type: none"> <li>•Government scholarships are given to the SC/ ST students.</li> <li>•There is a Grievance Redressal cell redress the grievances of the students including women harassment.</li> <li>• Sahayoge, Manavatae, Vikasana and Angla courses are run under aegis of Department of Higher Education.</li> </ul>	
2.5.3: Student Activities:	<ul style="list-style-type: none"> <li>•The College has outdoor games and sports facilities. Students of the College have participated in the Inter-Collegiate, Inter-University games and sports meets.</li> <li>• The College organizes cultural programmes, which provide opportunity to the students to exhibit and develop their talents</li> <li>• College has an Active Alumni association</li> </ul>	
2.5.4: Best Practices in Student Support and Progression (if any):	<ul style="list-style-type: none"> <li>•The suggestion and request made by the students through suggestion box are discussed by the staff and changes are made in the existing practice if the suggestions are reasonable.</li> </ul>	
<b>2.6 Governance and Leadership:</b>		
2.6.1: Institutional Vision and Leadership:	<ul style="list-style-type: none"> <li>•The vision and mission of the Institution is in consonance with the stated objectives of Higher Education.</li> <li>•The Principal and Government provide leadership and guidance for achieving the Goals and Objectives of the Institution.</li> </ul>	
2.6.2: Organizational Arrangements:	<ul style="list-style-type: none"> <li>•The organizational structure of the College is as per rules. Various committees have been constituted to assist the</li> </ul>	

	<p>Principal in administrative and academic matters.</p> <ul style="list-style-type: none"> <li>•The management encourages teachers to monitor and participate in various activities of the institution.</li> </ul>	
<p>2.6.3: Strategy Development Deployment:</p>	<ul style="list-style-type: none"> <li>•Feedback from students, parents, alumni and prominent persons of the locality are taken into consideration while developing the plan of action for the institution's growth and development.</li> <li>•Plans for development are prepared collectively under the leadership of the Principal.</li> <li>•Number of committees ensures proper functioning and implementation of plans and activities.</li> </ul>	
<p>2.6.4: Human Resource Management:</p>	<ul style="list-style-type: none"> <li>•The management is sensitive to human resource requirement to implement the various academic activities of the College.</li> <li>• The management takes steps to improve the efficiency of the manpower of the institution.</li> <li>•Evaluation of faculty by students and self appraisal exists with scope for better utilization of results.</li> </ul>	
<p>2.6.5: Financial Management and Resource Mobilization:</p>	<ul style="list-style-type: none"> <li>•The College utilizes the funds provided by the State Government, UGC and other sources as per the norms laid down.</li> <li>• Accounts of the College are computerized and audited by Government Auditors. There are no audit objections.</li> <li>•The College ensures proper and optimum utilization of funds. Government provides the grant primarily for salary of staff.</li> </ul>	

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2.6.6: Best Practices in Governance and Leadership:	<ul style="list-style-type: none"> <li>• A good representation of local leadership in the governing body.</li> <li>• A dogged persuasion &amp; strict vigilance by the administration particularly by the principal.</li> </ul>	
<b>2.7 Innovative Practices:</b>		
2.7.1: Internal Quality Assurance System:	<ul style="list-style-type: none"> <li>• The IQAC of the College provides a forum for quality assurance and sustenance.</li> <li>• Students' representation is there in the IQAC, GB and other committees to encourage their participation in decision-making.</li> </ul>	
2.7.2: Inclusive Practices:	<ul style="list-style-type: none"> <li>• The College makes efforts to develop the personality of the students which helps the students coming from disadvantaged socio-economic and rural background.</li> <li>• Access and equity in admissions and staff recruitment ensured. Merit scholarships by management.</li> <li>• The institution follows the reservation rules of the government to allow access of students into the institution from socially backward, economically weaker and differently-abled sections of the society</li> </ul>	
2.7.3: Stakeholder Relationships:	<ul style="list-style-type: none"> <li>• The College promotes involvement of faculty, students, parents, alumni and management for the promotion of good education in this primarily rural belt</li> <li>• The college has canalized youth energy through NSS, Nature Club towards community development.</li> </ul>	

Section III : OVERALL ANALYSIS	Observation (Please limit to five major ones for each and use telegraphic language) (It is not necessary to denote all five bullets for each)	
3.1 Institutional Strengths:	<ul style="list-style-type: none"> <li>•Performance of the students in the University examinations is very impressive.</li> <li>• Around 5 Acres walled campus with good ambience and scope for expansion.</li> <li>•A committed and enlighten alumni association with bright ideas.</li> <li>• Good overall teacher student ratio</li> <li>• The College is catering to the needs of rural students including SC, ST, &amp; OBC.</li> <li>•Physical infrastructure of the College is good.</li> </ul>	
3.2 Institutional Weakness:	<ul style="list-style-type: none"> <li>•Limited use of ICT in teaching-learning process. More Computers and internet facility should be provided for students.</li> <li>• Collaboration with industry is negligible.</li> <li>• Large number of vacancies and difficulties due to Government policies in filling them.</li> <li>• Library needs up-gradation and extension of work hours. Lack of relevant software for computerization of the library</li> <li>•Majority of the faculty members are yet to be involved in research activities. Average research achievements.</li> </ul>	<ul style="list-style-type: none"> <li>• ICT teaching learning process has improved drastically. Computer and internet facility is available in all most all Departments.</li> <li>• collaboration with industry is lagging.</li> <li>• it depends on the Government policy.</li> </ul> <p>Library has been upgraded and working hours have been extended during Examinations. Efforts of computerization is in progress.</p> <ul style="list-style-type: none"> <li>•Few of the faculty members are regularly submitting research papers in the national and international journals. One is pursuing Ph.D., on FIP basis.</li> </ul>

	<ul style="list-style-type: none"> <li>•Management has not taken steps to equip the students and teachers to face the challenges of the society</li> <li>•Most of the teachers especially guest faculty teachers are not qualified adequately.</li> <li>•Computer literacy and stress on spoken English need to be addressed.</li> <li>•Efforts are not made to establish consultancy services with others.</li> <li>•Placement activities are not in head way.</li> </ul>	<p>Teachers (Guest) are recruited on the basis of roster system which involves qualification, Experience and merit which is online through Department of Collegiate Education.</p> <p>Orientation and Special Classes are conducted to improve the English spoken efficiency of the students by the Department of Collegiate Education.</p> <p>Placement activities are held regularly in the campus.</p>
<p>3.3 Institutional Challenges</p>	<ul style="list-style-type: none"> <li>•To expand collaboration with higher educational institutions of repute.</li> <li>•Scope for introducing more short-term Diploma / Certificate course.</li> <li>•Offering some online training / Coaching on specific career areas by networking with the professional agencies in this field (coaching for Tally, Banking/ Insurance among others)</li> <li>•Complete ICT based teaching and learning.</li> <li>•Institution should prepare itself to accept the challenges of globalization in higher education.</li> </ul>	<p>Achieved 90% ICT based teaching and Learning process.</p> <p>In Progress.</p>

	<ul style="list-style-type: none"> <li>•Make its facilities and expertise made available to neighborhood.</li> <li>•Making use of alumni for improvement of the College</li> <li>•Contemporary challenges Students to rural entrepreneurship development programme</li> <li>•Opportunity to improve the lot of backward, rural area through higher education using various UGC Schemes</li> <li>•Expansion of infrastructure facilities.</li> <li>•Resource mobilization holders and funding agencies.</li> <li>•Improving employability of the students by developing communication skills computer education offers a big challenge.</li> <li>•To facilitate on-line and internet in the library as well as local computer networking service in administration.</li> <li>•Need to introduce feed back mechanism for the out- going students.</li> <li>•Bridge courses / Remedial coaching to be rectified.</li> </ul>	<p>Efforts are made and few philanthropists have helped the students financially.</p> <p>New Building for PG with Spacious class rooms were built. Administrative block and Principal's Office shifted to another new building. One more building construction is in progress.</p> <p>Computer based seminars and orientation classes were conducted to improve the communication skills and computer education.</p> <p>Internet facility is available in the Library.</p> <p>Feed back from the students is taken regularly about the Curriculum, teaching etc.,</p> <p>Orientation course is provided to the freshers.</p>
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<p>3.4 Institutional Opportunity</p>	<ul style="list-style-type: none"> <li>•Better achievements of the students in games and sports.</li>   <li>•To develop credible expertise to offer consultancy.</li>   <li>•Widening the placement activities and opportunities.</li>   <li>• Scope for better ICT use in teaching learning by increasing the computers OHPs / LCDs . etc.</li>   <li>• Scope for introducing courses like Spoken English/ Communicative English etc.</li>   <li>• Scope for preparing plans and programmes for personality building and all round development of the rural students keeping pace with the modern trends and technologies</li> </ul>	<p>Most of the students have represented in the University level games and sports and brought laurels to the Institution.</p> <p>Placement melas were organized to place in the companies with better opportunities.</p> <p>The teachers are provided with Laptops. All most all the classes are full fledge with Projectors and screens and connected with 24 wifi.</p> <p>Programmes like Angla,Vikasana were conducted under the aegis of Department of Collegiate Education to improve the personality and all round development of the students.</p>
<p>Section IV : Recommendation for Quality Enhancement of the Institute</p>		<p>.</p>
	<ul style="list-style-type: none"> <li>•Exploring the research potentials of the faculty, provision of consultancy services be encouraged by establishing formal linkages with industries / institutions. The College may offer job oriented professional courses in demand on self financing basis to generate resources for optimal utilization of its land resources for the</li> </ul>	

	benefit of the people in the tribal belt.	
	<ul style="list-style-type: none"> <li>The ICT thrust in teaching / learning may be strengthened / expanded further. Computer literacy through a central computer facility, with many more terminals for students, teaching and non-teaching staff may be given top priority. Also bring in other facilities like LCD, DVD, OHP. Internet connectivity should be given to the students and staff.</li> </ul>	All the Teachers were provided with Laptops. Training was imparted to handle and to make use in a modernized way. All most all the classrooms are provided with Projectors and Screens. OHP is also used sparingly. Internet connectivity provided to all the Departments. Students also encourage to make use of the internet in the Departmental level and in the Library. Wifi facility also do exist in the campus. And the presence of Edusat is a feather in the cap of the facilities.
	<ul style="list-style-type: none"> <li>Efforts may be made for resource mobilization. There is a need to have departmental budgets.</li> </ul>	Budject which is allocated by the Department is judiciously distributed to all the Departments.
	<ul style="list-style-type: none"> <li>The Government should evolve a policy for ensuring professional growth of its faculty by acquisition of Ph.D. Degrees and attending seminars and conferences and publishing papers in impact factor journals. The faculty members need to collaborate with other institutions for increasing teaching and research capabilities.</li> </ul>	All most all the teachers attend seminars and conferences periodically without disturbing the classes and few of them have presented Research papers in the national and international seminars/conferences. And we also send the teachers to attend orientation, refresher courses to equip them to prepare to face the new challenges. One of the faculty from the Commerce Department also has been deputed to do Ph.D.,, on FIP basis.
	<ul style="list-style-type: none"> <li>The library may be fully computerized and more reference and text books may be procured. The College may take efforts for INFLIBNET connectivity and inter-library borrowing facilities.</li> </ul>	We procure reference and text books as and on we receive funds for the library. Work is in progress to make the library digitalized and computerized.
	<ul style="list-style-type: none"> <li>Efforts should be made for personality development and communication skills of the</li> </ul>	NSS and NCC have organized various programmes to improve the personality development

	students and for strengthening student support systems. More opportunities should be provided for students' sports and cultural activities.	and communication skills of the students.
	<ul style="list-style-type: none"> <li>•More systematic and regular PTA, Grievance Cell, Spoken English Classes and other student friendly clubs should be strengthened. Inter departmental activities may be increased.</li> </ul>	We have an active Grievance cell which is monitored by a trained co-ordinator and few members. Spoken English classes were organized in the name of Angla under the aegis of Department of Collegiate Education. And also we have mentor system, where in the teachers look after the various issues of the students.
	<ul style="list-style-type: none"> <li>•Provide health centre, parking, canteen and hostels. Provide safe, pure and enough drinking water to students. Ladies Common Room, An auditorium and a Seminar hall should be constructed.</li> </ul>	At present we don't have health centre, as such there is a hospital located at the adjacent gate of our college, where in emergency we take care of our students and faculty. We have a parking facility for the two wheelers and efforts are being made to construct one more. Four wheelers are made to park in a designated area. We have a high-tech water filter unit which provide pure drinking water. A common room for ladies also has been made. Hostel facility is provided by the Department of social welfare and available to the needy students and are located near to the campus. An old Seminar hall is located in the campus which has a seating capacity of 600 members. Efforts are being made to high-tech it.
	<ul style="list-style-type: none"> <li>•Existing Toilets should be clean and more toilets for ladies and boys should be constructed immediately.</li> </ul>	Toilets are regularly managed by the karmacharis who are locally hired by the college and new toilets were built separately to the boys and girls.
	<ul style="list-style-type: none"> <li>•Campus should be clean and hygienic and should be</li> </ul>	Priority is given for the cleanliness and highgeine in the

	<p>environment friendly. Infrastructure maintenance should be done periodically.</p>	<p>campus. Every weekend NCC cadets and NSS students clean the campus and surrounding. And also beautification of the campus is made by growing flowering plants on either side of the roads in the campus.</p>
	<p>•Find out the causes for rather small number of students progressing to higher studies or taking up a job and find ways and means to remedy the same. Establish active Placement Cell, conduct campus interviews, provide useful skills for job market. Parent teacher Association should be promoted and strengthened.</p>	<p>Because of the poor background of the students many could not afford higher studies. Efforts were made to increase the progression of the students through counselling cell of our institution. And job melas were arrange to place the students in better establishments by the placement cell.</p>
	<p>•Need based and professional courses such as Management and P.G., Courses in existing subjects taught at the UG level will improve the future of local youth and fulfill the needs of the developing industries. Add –on, skill base diploma and certificate courses such as entrepreneurship, insurance and risk management, secretarial practices, Financial Accounting, Computer Application in various fields, Communication Skills &amp; personality development and Language Laboratory should be strengthened to improve the employability of the existing students</p>	