

SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

ST. PIOUS X DEGREE & PG COLLEGE FOR WOMEN

ST. PIOUS X DEGREE AND PG COLLEGE FOR WOMEN, SNEHAPURI COLONY,
OPP. HMT BUS STOP, BEHIND IICT, NEAR HABSIGUDA, NACHARAM ROAD,
HYDERABAD - 500076, TELANGANA.

500076

www.stpiouscollege.org

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

St. Pious X Degree and PG College for Women is a Catholic Minority Institution established in the year 1992 by the Congregation of Catechist Sisters of St Ann founded in 1914 in Nalgonda Dist. Telangana State by Fr. Silvio Pasquali, PIME to spread the light of Christ through various charitable activities. It is catering to the educational needs of 50.000 pupil in India . The empowerment of people especially women is the distinctive philosophy of the Management. The ethos of the Management are the culmination of various qualities of its founder like eradication of poverty, social injustice, oppression and ignorance among rural masses.

The Institution is located at Snehapuri Colony, Nacharam, Hyderabad, Telangana State. The College is established in the name of St. Pius X , who was born in Italy. Simplicity, Humility, Faith in God, Fortitude, Charity are the virtues of Pope St. Pius X reflected in the **core values** of the College i.e Quality Consciousness, Innovation, Integrity and Service. These values enrich the inheritance of culture and discipline for the college to march ahead with Faculty development and Academic Excellence.

Type of the Institution

It is affiliated to Osmania University, Hyderabad and obtained its permanent affiliation in the year 2006. It is a self-financed Institution recognized by UGC under 2(f) and 12(B). The college had a humble beginning with 90 students and now offers 13 undergraduate programmes and 6 postgraduate programs with 2158 students.

Vision

The Vision of the Catechist sisters of St. Ann is reflected in the Vision of the College, which is, empowering women through holistic education enabling them to function effectively as competent, socially committed and compassionate individuals.

St. Pious X Degree and PG College for Women was established by the women visionaries, governed by the women, for the empowerment of women. It strives to accomplish its vision effectively through Good Governance. The elements of Good of Governance are institutionalized and internalized by the college.

The main focus of the vision in empowerment of women is

1. Holistic education viz. enlightening and sensitizing certain National and International concerns such as gender issues, environmental concerns, skills with values, ethics and creativity.
2. Developing competencies and harnessing core competencies.
3. Service to the society and Public engagement.
4. Compassion to the fellow human being.

Empowerment of women ultimately paves way for the development of family, society, nation and mankind. The college believes this to be meaningful education.

Mission

Mission

The Mission of the College is to **achieve high academic and ethical standards with scientific aptitude and social consciousness through value based quality education.**

Core Values

- Quality Consciousness:
- Innovation:
- Integrity
- Service

To have a comprehensible operational framework, the Institution's core values are compatible with the Higher Education of India.

The Goals of the Institution are framed accordingly as under:

1. Academic Excellence and Empowerment of Women
2. Faculty Development and Excellence
3. Infrastructure, Research, Development and Scholarship
4. Social Responsibility, Outreach and Extension Activities
5. Governance for Quality evaluation, promotion and sustenance in Education

The aforesaid core values or goals are further operationalized into 37 specific strategic objectives. The actual strategic activities of various departments in the college are all related to these goals and objectives. The College extensively uses ICT, LMS and e-resources and has established e-governance mechanism. The actual achievements of these goals are reflected in criteria wise summary and additional information.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. **Good Governance and Leadership:** Presence of elements of Good Governance; strategy development and deployment; well-designed organizational structure and policy initiatives for Quality Education protecting the interest of stakeholders. Need based financial support to faculty and students by the Management.
2. **Faculty Development:** Competent and outstanding human resources with team spirit for imparting Quality Education. Organizing frequently Faculty development programmes.
3. **Novel Teaching and Learning Methods:** Pedagogical research in terms of teaching learning methods for effective curriculum delivery.
4. **Academic Excellence:** Dynamic academic culture and outcome oriented student centric approach in Transfer of knowledge and skills. Creativity and Capabilities among students, which result in constant

outstanding performance in Academics. Seminars, Workshops, Departmental programmes, Symposia and Conferences are held throughout the year.

5. **Research Culture, Publications and MoUs:** Focusing on Quality of Research output and publication in National and International journals. Enhancing Academic linkages and MoUs with higher educational bodies.
6. **Good Infrastructure:** Sprawling campus with excellent state of the art infrastructural facilities with well-equipped Laboratories, Digital library, sufficient and varied books and journals. Wide use of ICT and e- resources are encouraged. The campus is eco-friendly and bio-diversed.
7. **Social Responsibility:** Various seminars and programmes undertaken by the faculty and students to bring in social awareness on Health issues, Education on Women Empowerment in surrounding areas of the College.
8. **Value Education:** Excellence in promoting values, patriotism, value system and culture. Discipline and Values are institutionalised and internalised,

Institutional Weakness

1. **Inadequate External Funding:** Lack of adequate Financial Resource Mobilization from external sources for utilizing the available Infrastructure. Non-exploration of adequate external sources of funding especially for research projects.
2. **Optimal Utilization of Resources:** Not adequately tapping the infrastructure and human resources available for commercially viable programs.
3. **Contribution of Alumni and Other Stakeholders:** Not fully explored the potential of contribution from Alumni and stakeholders in terms of finance and other intangible resources.
4. **Quality of Research and Publication:** Not adequately focused on enhancement of quality of Research and Publication with global standard.
5. **Academic and Industry linkages:** Lack of adequate Academic linkages at International levels.
6. **Learner Centric Approach:** Outcome oriented student centric approach in transfer of knowledge, skills and capabilities are not substantial.

Institutional Opportunity

1. **Innovation:** Introducing more innovative and market driven courses for enhancing the financial resources and optimal utilization of resources.
2. **Teaching Learning Methods:** Developing new student centric pedagogy for heading towards Excellence in teaching and learning as an ongoing initiative in a phased manner.
3. **Inclusive Approach and Women Empowerment:** Providing education with affordable tuition fees and Hostel with subsidized fees to women, considering their socio-economic background. Exploring possibilities of starting few more additional demanding courses to cater to their needs in course of time.
4. **Research and Development:** Scouting the opportunities available for furthering the Research and Development and MoUs especially in the field of Interdisciplinary Research at National and International Levels.
5. **Expansion:** Initiating social activities with Industry linkages and external funding. Stepping into another realm of economically productive activities with external collaboration.
6. **Diversification and Women Empowerment:** Eventually attaining the Autonomous Status which results in Quality Education.
7. **New Programms:** Initiating new Programmes exclusively for Women Empowerment, especially

suitable to the region, to carve a niche in competitive environment to utilize the strategic location of the College.

8. **Global Standards and Quality Initiatives:** Developing alternative Action plan and process to achieve Global standards of Faculty and students with external collaboration in a phased manner with strategic initiatives of faculty and academic excellence.

Institutional Challenge

1. **Overcoming Limitations:** Strengthening the publicity and public relations for commercial viability of resources. Exploring and Utilizing industrial exposure even from distance.
2. **Outgrowing competition:** Overcoming competition from other institutions at National and Global level by developing strategies based on internal core competencies and harnessing them with proper strategy deployment in a phased manner.
3. **Adopting New Approach:** Strategic initiative in furthering research and holistic development; enhancing revenue through value addition and differentiation strategy and creating a niche with Higher Education Institutions in Empowerment of Women.
4. **Start up India:** To motivate the students to take up research on 'Make in India' 'Start up India' and 'Stand up India'. Take up courses to bring awareness in various government schemes on Entrepreneurial development.
5. **Developing state of art Infrastructural facilities:** Extensive use of Learning Management Systems (LMS) and e-resource for developing virtual class room and upgrading the Infrastructure, Library resources and technology to attain global Stand.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The Institution being affiliated to Osmania University follows the curriculum designed by the University at UG and PG levels. In the implementation of the curriculum the Planning and Evaluation Committee along with IQAC has a significant role in design of the almanac. Lesson plans, action plans also help in effective curriculum delivery.

Student progression as its focal point in terms of higher education or employment opportunities , the college has introduced **4 new programmes** during the last 5 years with CBCS being effective from 2016-2017 at UG and PG levels. The institution developed number of need based courses by introducing subject related certificate courses and **12 add on programs** to promote professional and technical expertise and has seen a marked increase in the enrolment of students at an average of 34.67%

The institution addresses to integrate cross cutting issues into the curriculum by conducting number of programmes on gender equity, diverse environmental issues, interfaith meet, national festivals, activities on women empowerment and career guidance. **12 value added courses** were offered during the last 5 years in order to achieve excellence in learning. Field trips/projects are conducted to facilitate experiential learning and to inculcate research temperament in students to equip themselves with global competitiveness. The Institution makes effort in identifying the interest of stakeholders and their expectations in promotion, evaluation and

sustenance of Quality Education.

In the last 5 years, **18 interdisciplinary and 2 vocational courses** were introduced to make the students to synthesize the ideas from many disciplines.

Teaching-learning and Evaluation

The College aims at achieving high academic and ethical standards with scientific aptitude and social consciousness through value based quality education. A transparent and systematic mechanism is followed in admitting the students to various courses considering the merit, reservation policy, minority character according to the guidelines of osmania university. The international students are admitted through the university. Preference is given to differently abled students. The admission process is well publicized, documented and transparent. The faculty interacts with students and makes efforts to understand the diversified category of students. Bridge and Remedial classes are arranged to help slow learners. Advanced learners are guided to excel. The Institution in pursuit of excellence has an efficient recruiting and retaining policy with a band of 96 well competent and committed faculty.

Faculty use various interactive and innovative teaching methods aided by ICT resources making teaching-learning interesting and learner centered. The learning experiences of our students are enriched through various Club activities and Group discussions; monthly expert talks, seminars and workshops, study tours and competitions. Teaching procedures are meticulously planned keeping in view the goals and objectives of Higher Education.

The expected objectives of the courses, defined as PO,PSO and COs are framed and communicated to the students. The College follows the CBCS Grading System as prescribed by the Osmania University for 80% of its courses and also has its own Continuous Comprehensive Evaluation (CCE) pattern. The College is achieving consistent good academic results around 91% and securing University Ranks in various subjects.

Research, Innovations and Extension

The Institution provides a conducive academic environment to carry out research for academic and societal benefit. 7 staff members have been awarded Ph.D degree in last 5 years and 10 more are pursuing research for Ph.D award. 14 research orientation seminars were organized in last 5 years. Papers on collaborative research with NGRI scientist had been published in reputed journals like “**Current Science**”.

117 management sponsored and four UGC funded Minor research projects along with 31 publications in UGC recognized journals and 35 publications in other National and International journals in last five years are to the credit of the institution. **Faculty received Best Scientist award, award for Best Paper and recognition for Excellent Research. 21 MOUs and 62 collaborative activities are established for student training programs, field trips, research, internships, placements and extension activities.**

The Institution has initiated a multidisciplinary Student Learning Research Education Program on environmental issues with a group of 20 undergraduate students known as **St. Pious Undergraduate Environmental Research group ‘SPUGER’** in August 2014.

A students’ chapter of ASM (American Society for Microbiology) has been initiated in college to provide a

platform for sharing the latest scientific discoveries.

The Institution extends community service through two units of NSS and College Social Service team PEARL (Pious Empowerment and Reach out Program for Learning). Around 75% students participated in activities like transferring knowledge and awareness to students of underdeveloped educational institutions and neighborhood community besides rendering help to the needy and weaker sections of the society.

Infrastructure and Learning Resources

The Institution has 3 acres of campus in a built up area of 11,216.84 sq.mts. Teaching instruction is given in 42 classrooms out of which 30 are LCD enabled. An air-conditioned conference halls equipped with smart board, an auditorium with audio-visual facility adds to effective teaching and learning. Students are communicated with intercom system. College is equipped with 32 Laboratories, 15 faculty rooms, rest rooms, common room, cafeteria. The entire campus is under the surveillance of CCTV cameras and Biometry systems. News of day to day activity is updated through Visual Display Screen.

To promote adequate technology, college has a server park and Network Operation Centre (NOC) that hosts over 255 computers connected through LAN. College provides well furnished internet enabled labs, Language lab equipped with work stations, Psychology lab, Mass Communication Lab for print Journalism and to develop documentary films and a Library Hub with 22 workstations for e-Learning and library automation. High speed semi leased line internet access and Wi-Fi enabled campus takes care of browsing requirements.

To promote research and development, college has well-stocked, spacious and computerized libraries for UG and PG programmes. Institution is a member of DELNET and INFLIBNET (N-LIST) for e-journals and e-books. The Library has 24,271 books and 6000 e-journals and 30,000 e-books

An ERP implementation has ensured that all processes within the College are computerized and information is readily accessible to authorized users. E. governance is implemented in Admission, library, planning, development, finance, examination and student support.

Student Support and Progression

The College provides comprehensive services and resources to students; alumni and employers to aid students unify their academic and career goals. Academic assistance is available by granting scholarships by the management, eminent teachers and alumni and also by being instrumental for scholarships from government. The Academic Mentoring Program provides one-on-one, staff-to-student support for students who face challenges during their studies. The College has trained Counselors to address the academic, psychological and social issues of students whenever need arises.

The Grievance Cell addresses the students' grievances with respect to academic, extracurricular and other problems. The Anti-Ragging Committee ensures that the campus is a "Ragging Free Zone". The College provides ample opportunities to equip students with skills for appearing competitive examinations by organizing orientations, coaching classes and providing extensive library resources. The Placement Cell organizes various on and off campus drives with the motive to **empower women** financially. 41% students are placed annually through the placement cell. Entrepreneurship is promoted by organizing Skill Development

programmes, workshops, fairs to give real-time exposure.

Sports and Cultural activities are encouraged which is evident from 30 awards won at National and International levels in the past 5 years, apart from numerous awards won at District, State, University levels and intercollegiate competitions. The Institution has a vibrant Student Council which actively participates in the various academic and administrative activities of the college. The Institution has a registered Alumni Association which connects with the alma mater by organizing various financial and non-financial activities.

Governance, Leadership and Management

St. Pious X Degree and PG College for Women is one of the several establishments of the society. It has developed a profound system of administration over the years, which is the basis of its growth and development.

The major guiding force in the governance of the Institution is the foresight given through its Vision and Mission Statements. Moreover, the Goals and Objectives devised by the Institution, a decentralized management system, the Participative Approach to maintain a strong Internal Quality Assurance System, strategic planning and deployment policies and incorporation of the Principles of Accountability and Transparency have led the Institution to carve a niche in academic excellence. The employees are provided orientation programmes, refresher courses, short term and long term courses to update their teaching capacity. The college has grown immensely in student strength rising from 90 in 1993 to 2158 in 2017. Several **Gold medals** and **Top Rankers** in all the courses add to the academic reputation of the Institution every year.

The Governance and Leadership believes in strengthening the professional development of the staff every year and catering to their needs through welfare measures for a holistic growth of the Institution. A 360 degree Performance Appraisal System helps in the identification, sustenance and up-gradation of the Core competency of the Institution. Academic Audits and Financial Management of the Institution is envisioned towards attaining global competency. The college has initiated appropriate measures based on the recommendations of NAAC first cycle.

Institutional Values and Best Practices

The College believes in value based education that transforms the students into responsible and good citizens of the Nation. Human values and Professional ethics are ingrained through Value education classes, Hand books and various other novel practices. The institution prescribes and follows a code of conduct. Various activities, such as Inter faith meet, Institution day, National festivals, National constitution day Womens day etc., are celebrated every year to promote universal and national values. **Gender equity** and sensitization programs are organized every year to promote women empowerment.

College makes conscious efforts to create awareness about energy conservation, library week, International science day, waste management and benefits of green practices. Every year more than 3 tons of paper and a ton of e-waste is given for recycling. The perennial supply of water in the campus is enabled through construction of 4 Rainwater harvesting pits.

Best Practices

1. “Achieving Excellence / Higher standards through strengthening Capacity Building Programmes”

Academic Excellence, Research and faculty development are the three main goals of the Institution. In tune with these goals, the annual objectives and action plan are drawn in operational terms. One such action plan is Capacity building. The college considers capacity building as fundamental for protecting the interests of the stakeholders.

2. Sharing is Caring propagated through Institutional Social Responsibility. The institution mission and vision of social consciousness is accomplished through “**Sharing is Caring**” with the objective to motivate the students to act with responsibility towards the society to preserve human and environment resources.



2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	ST. PIOUS X DEGREE & PG COLLEGE FOR WOMEN
Address	St. Pious X Degree and PG College for Women, Snehapuri Colony, Opp. HMT Bus Stop, Behind IICT, Near Habsiguda, Nacharam Road, Hyderabad - 500076, Telangana.
City	Hyderabad
State	Telangana
Pin	500076
Website	www.stpiouscollege.org

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Sr. Nirmala U	040-27175786	9849725030	040-27178233	stpiouscollege@yahoo.co.in
IQAC Coordinator	R. Komala	040-27175600	9989740735	-	komala.rajana@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	For Women
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	Yes
If Yes, Specify minority status	
Religious	Christian
Linguistic	
Any Other	

Establishment Details				
Date of establishment of the college	01-01-1992			
University to which the college is affiliated/ or which governs the college (if it is a constituent college)				
State	University name	Document		
Telangana	Osmania University	View Document		
Details of UGC recognition				
Under Section	Date	View Document		
2f of UGC	16-04-2009	View Document		
12B of UGC	15-06-2012	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
AICTE	View Document	30-03-2017	12	

Details of autonomy	
Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?	Yes
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	St. Pious X Degree and PG College for Women, Snehapuri Colony, Opp. HMT Bus Stop, Behind IICT, Near Habsiguda, Nacharam Road, Hyderabad - 500076, Telangana.	Urban	3	11216.84

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	BA,Arts	36	Intermediate	English	30	25
UG	BA,Arts	36	Intermediate	English	60	60
UG	BA,Arts	36	Intermediate	English	30	29
UG	BCom,Commerce	36	Intermediate	English	120	120
UG	BCom,Commerce	36	Intermediate	English	60	60
UG	BSc,Science	36	Intermediate	English	30	30
UG	BSc,Science	36	Intermediate	English	30	30
UG	BSc,Science	36	Intermediate	English	30	30
UG	BSc,Science	36	Intermediate	English	30	30
UG	BSc,Science	36	Intermediate	English	80	79
UG	BSc,Science	36	Intermediate	English	50	50
UG	BSc,Science	36	Intermediate	English	30	30
UG	BSc,Science	36	Intermediate	English	30	30
PG	MSc,P G	24	Degree	English	39	24
PG	MSc,P G	24	Degree	English	39	25
PG	MSc,P G	24	Degree	English	48	23
PG	MSc,P G	24	Degree	English	39	31
PG	MSc,P G	24	Degree	English	39	17
PG	MBA,Management	24	Degree	English	120	113

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				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	7				15				74			
Recruited	2	5	0	7	0	15	0	15	0	74	0	74
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				34
Recruited	5	29	0	34
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				10
Recruited	9	1	0	10
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.	0	0	0	0	1	0	0	0	0	1
Ph.D.	2	5	0	0	3	0	0	3	0	13
M.Phil.	0	0	0	0	2	0	0	7	0	9
PG	0	0	0	0	9	0	0	55	0	64

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	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	9	0	9

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	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

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

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	0	0	0	0	0
	Female	565	37	0	1	603
	Others	0	0	0	0	0
PG	Male	0	0	0	0	0
	Female	227	6	0	0	233
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Programme		Year 1	Year 2	Year 3	Year 4
SC	Male	0	0	0	0
	Female	113	71	69	66
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	34	22	27	19
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	404	245	309	209
	Others	0	0	0	0
General	Male	0	0	0	0
	Female	285	456	376	293
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		836	794	781	587

3. Extended Profile

3.1 Program

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

Response : 229

Number of self-financed Programs offered by college

Response : 19

Number of new programmes introduced in the college during the last five years

Response : 04

3.2 Students

Number of students year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
2002	1800	1549	1468	1308

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

2016-17	2015-16	2014-15	2013-14	2012-13
441	451	392	400	346

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

2016-17	2015-16	2014-15	2013-14	2012-13
619	537	480	463	447

Total number of outgoing / final year students

Response : 755

3.3 Teachers

Number of teachers year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
97	85	80	77	76

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

2016-17	2015-16	2014-15	2013-14	2012-13
97	85	80	77	76

Number of sanctioned posts year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
97	85	80	77	76

Total experience of full-time teachers**Response : 973****Number of teachers recognized as guides during the last five years****Response : 04****Number of full time teachers worked in the institution during the last 5 years****Response : 97****3.4 Institution****Total number of classrooms and seminar halls****Response : 45****Total Expenditure excluding salary year-wise during the last five years (INR in Lakhs)**

2016-17	2015-16	2014-15	2013-14	2012-13
208.58565	178.23326	129.74383	106.21396	117.80414

Number of computers

Response : 255

Unit cost of education including the salary component(INR in Lakhs)

Response : 0.26463

Unit cost of education excluding the salary component(INR in Lakhs)

Response : 0.10419

NAAC

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:

- St. Pious X Degree & PG College for Women is affiliated to Osmania University and hence strictly adheres to the syllabus prescribed by the Osmania University. Hyderabad and follows the curriculum designed by the University at UG , PG and MBA levels.
- In curriculum delivery the ultimate focus is Teaching, Evaluation , Promotion and Sustenance of Quality of Education. The implementation of the curriculum is done through **Planning and Evaluation Committee** comprising of Heads of the department and the **IQAC** to deploy the action plans and the Almanac at the beginning of the year .
- All the Faculty members prepare their **lesson plans** and individual Action plans. The **annual lesson plans** and **teaching diaries** are reviewed periodically by the Principal, IQAC and heads of the departments. Periodic review of the departmental meetings also help in effective curriculum delivery.
- The process involves **orientation** of the teachers to handle the curriculum and proper planning of the transaction. The college encourages the faculty to attend **FDP's, Refresher courses, Orientation programmes** organized by the University at regular intervals which enable to understand the teaching learning practices, their appropriate use adding up to effective curriculum delivery.
- The Faculty from time to time **customize their teaching process** based on the profile of the students to reach the minds of the students.
- **Guest lectures, Seminars, Workshops Conferences and Hands on training programmes** are organized. **Fieldtrips** are arranged to facilitate the Experiential learning and to inculcate research temperament among students.
- The students visit Laboratories and Industries at regular intervals to gain practical knowledge and enhance their Technical skills.
- Advanced learners are encouraged to carry out various inhouse and outhouse projects. In addition to the syllabus prescribed by the University
- The College adopts different pedagogy in its curriculum delivery by extensive use of ICT. ICT based teaching and learning is adopted and is supported by smart-boards, LCDs, language communication labs, internet enabled systems and Wi-Fi enabled campus. Timely improvization of labs is done as per changes in the curriculum prescribed by the University.
- The **Departmental and Central library** is expanded and updated at regular intervals every year and as per the changes in the curriculum made by the Osmania University, there by playing a major role towards **effective curriculum delivery**.
- The curriculum is supported by various **Innovative Practices** viz..Certificate courses, Interdisciplinary courses, Advanced computer courses to enhance the competancies of the students and to meet the emerging National and Global trends. The College plays a major role to assist the students in terms of Skill development and Employability areas.
- The Institution also takes into consideration the valuable suggestions from the Faculty members

attending the **BOS meetings**, Departmental meetings, Conferences, OSorientation programmes regarding the development of the curriculum . Accordingly the college effectively operationalises the given curriculum and also need based courses.

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

1.1.2 Number of certificate/diploma program introduced during the last five years

Response: 6

1.1.2.1 Number of certificate/diploma programs introduced year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
2	0	3	1	0

File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Details of the certificate/Diploma programs	View Document
Any additional information	View Document

1.1.3 Percentage of participation of full time teachers in various bodies of the Universities/ Autonomous Colleges/ Other Colleges, such as BoS and Academic Council during the last five years

Response: 57.83

1.1.3.1 Number of teachers participating in various bodies of the Institution, such as BoS and Academic Council year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
16	12	10	5	5

File Description	Document
Details of participation of teachers in various bodies	View Document
Any additional information	View Document

1.2 Academic Flexibility

<p>1.2.1 Percentage of new Courses introduced out of the total number of courses across all Programs offered during last five years</p> <p>Response: 20.96</p>	
<p>1.2.1.1 How many new courses are introduced within the last five years</p> <p>Response: 48</p>	
File Description	Document
Minutes of relevant Academic Council/BOS meetings.	View Document
Details of the new courses introduced	View Document
Any additional information	View Document
<p>1.2.2 Percentage of programs in which Choice Based Credit System (CBCS)/Elective course system has been implemented</p> <p>Response: 100</p>	
<p>1.2.2.1 Number of programs in which CBCS/ Elective course system implemented.</p> <p>Response: 19</p>	
File Description	Document
Name of the programs in which CBCS is implemented	View Document
Minutes of relevant Academic Council/BOS meetings.	View Document
Any additional information	View Document
<p>1.2.3 Average percentage of students enrolled in subject related Certificate/ Diploma programs/Add-on programs as against the total number of students during the last five years</p> <p>Response: 27.69</p>	

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

2016-17	2015-16	2014-15	2013-14	2012-13
448	450	437	465	408

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

1.3 Curriculum Enrichment

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

Response:

- The Institution addresses to integrate different issues into the curriculum. College imparts holistic education through various Value based programmes to the students reflecting the Core Values of Higher Education for their overall development.

Gender sensitization

To sensitize the students, the Institution has organized programmes on self- defense which make the girl students strong and more determined both mentally and physically to face challenges in life e.g. Abhaya Bharathi, SHE, and both faculty and students attended various orientation programs. During the academic year 2016-2017, Gender sensitization as a part of the curriculum was introduced by the Osmania University at UG level for I year II semester BA, B.Com, B. Sc students.

Environmental Science

To sensitize the students with diverse environmental issues and climate change, Academic Exhibition (Pious Colonnade), Seminars, Assignments, Rallies, Slogan writing, Poster competitions are organized. The Institution promotes Environmental Consciousness and Sustainability by initiating various research projects and programmes e.g. Ground water pollution, Solid Waste Management, e-waste disposal, Energy conservation campaigns, Harithaharam activity, Paper recycling activities and even through Environmental Science as a part of curriculum at UG level for II years BA, B.Com, B. Sc students in annual syllabus and for I year II semester in CBCS pattern.

Human Values

Right from its inception the Institution has been playing a major role in inculcating the Human Values among students which is one of the strengths of the Institution. The Class in-charges of first, second and third years as Mentors conduct Value Education classes every week where significant topics on Ethical and Spiritual Values are discussed, to mould the students as empathetic individuals. To inculcate moral and ethical values among the students, orientation programmes like Interfaith Meet and National festivals are celebrated. Human Values was a part of curriculum at UG level for I & II years BA, B.Com, B. Sc students during the year 2014-2016.

Women Empowerment

The Institution conducts awareness programmes on Women Empowerment, and offers a platform to women from rural background to get access to Education contributing to National development.

Professional Ethics

The College inculcates Creativity and Innovation in the form of life skill enrichment courses to foster Global Competency and achieve high Academic Standards among students. The efforts and outcome of these courses play a major role to face challenges in their career and life. The Institution renders meaningful efforts to enrich the curriculum for students to cater to the needs of the dynamic employment market by organizing Career guidance and Skill based Programmes which improve their Communication, Managerial and Leadership skills to make them competent to the present market scenario.

LIST OF COURSES

Gender Sensitization, Environmental Science, Human Values and Professional Ethics, Science and Civilization and Indian Heritage and Culture

File Description	Document
Any Additional Information	View Document
Link for Additional Information	View Document

1.3.2 Number of value added courses imparting transferable and life skills offered during the last five years

Response: 21

1.3.2.1 Number of value-added courses imparting transferable and life skills offered during the last five years

Response: 21

File Description	Document
Details of the value-added courses imparting transferable and life skills	View Document
Brochure or any other document relating to value added courses.	View Document
Any additional information	View Document

1.3.3 Percentage of students undertaking field projects / internships

Response: 36.16

1.3.3.1 Number of students undertaking field projects or internships

Response: 724

File Description	Document
List of students enrolled	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.4 Feedback System

1.4.1 Structured feedback received from 1) Students, 2) Teachers, 3) Employers, 4) Alumni and 5) Parents for design and review of syllabus-Semester wise/ year-wise

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: A. Any 4 of the above

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

1.4.2 Feedback processes of the institution may be classified as follows:

A. Feedback collected, analysed and action taken and feedback available on website

B. Feedback collected, analysed and action has been taken

C. Feedback collected and analysed

D. Feedback collected

Response: A. Feedback collected, analysed and action taken and feedback available on website

File Description	Document
Any additional information	View Document
URL for feedback report	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average percentage of students from other States and Countries during the last five years

Response: 4.48

2.1.1.1 Number of students from other states and countries year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
77	82	81	65	57

File Description

Document

List of students (other states and countries)

[View Document](#)

Institutional data in prescribed format

[View Document](#)

Any additional information

[View Document](#)

2.1.2 Average Enrollment percentage (Average of last five years)

Response: 80.89

2.1.2.1 Number of students admitted year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
794	781	587	645	528

2.1.2.2 Number of sanctioned seats year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
890	912	792	808	698

File Description

Document

Institutional data in prescribed format

[View Document](#)

Any additional information

[View Document](#)

2.1.3 Average percentage of seats filled against seats reserved for various categories as per applicable reservation policy during the last five years

Response: 74.82

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

2016-17	2015-16	2014-15	2013-14	2012-13
338	405	294	267	228

File Description	Document
Institutional data in prescribed format	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, after admission and organises special programs for advanced learners and slow learners

Response:

The Institution has adopted the following process to assess the learning levels of the students after their admissions:

- **Orientation and Induction programs**, for students and their parents, are conducted by inviting experts.
- **Cross-disciplinary transition is identified** through testing of availability/lack of knowledge and skills in core areas.
- **Oral tests and Quiz are conducted** to assess the knowledge level of the subjects the students have learnt in their previous qualifying examination.
- **Interactions between Teachers and Students** during lectures/practicals help in revealing unique talents of the students and identify the nature of support required.
- **Teaching-plans are updated** to cater to the needs of the students.

In the Education process students differ in readiness, interest and learning profiles. It is the teacher who attempts differentiated instruction for meeting the academic diversity of the students. Slow learners are identified as normal students with low expectations for success and giving up at the first sign of difficulty. The strategies adopted by the College to help slow learners are as follows:

- **Bridge Courses** are conducted for slow learners and those coming from vernacular background
- **Cooperative Learning** strategies are adopted by encouraging bright students to help out those slow at understanding.

- Heterogeneous class atmosphere promotes **Inclusive Learning**.
- Students' progress is monitored through the **maintenance of cumulative records**.
- **Remedial classes** are arranged for students needing academic support .
- Students with inadequate language skills are asked to join **Soft skill programmes**.
- **Mentors and Counselors** help to deal with psychological, social, academic and personal problems they might have and are counseled to explore their strength.

Advanced learners are identified by their participation in the classroom, by the interest evinced by them and also by their smart and quick responses to tricky and difficult questions. The College responds to the Advanced Learners through the following means:

- To sharpen the wits of Advanced Learners, **difficult and advanced problems, critical and thought provoking situations are given**.
- **Project work is assigned to them** to promote research culture in them.
- They are **encouraged to lead and take part in Seminars, Presentations and Group Discussions**.
- **Special courses** like Advanced Excel, SAP and Bioinformatics are offered for improving their Academic Excellence.
- Additional Library card called as '**Star User Card**' is issued to the Advanced Learners.
- They are encouraged to appear for various **Competitive Exams and also pursue Research**.
- College supports and provides opportunities for student **Internship programmes** in reputed Government organizations and Corporates (like SBI, NFC)
- **Various Endowments** are instituted by the College, the alumni, teachers and well wishers in appreciation of Advanced Learners.
- Advanced students are motivated to be a **part of different Associations and Committees** that cater to curricular and extra-curricular activities.

The Institution also organizes Extra activities fostering the all-round development of students, moulding them as reliable and independent humans and to grow holistically as lifelong learners.

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

2.2.2 Student - Full time teacher ratio

Response: 20.64

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

2.2.3 Percentage of differently abled students (Divyangjan) on rolls**Response:** 0**2.2.3.1 Number of differently abled students on rolls**

File Description	Document
List of students(differently abled)	View Document
Institutional data in prescribed format	View 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 believes that in order to cater to distinct learning needs of students with varied interests, aspirations and diverse cultural backgrounds , a variety of Student Centric Methods must be adopted.

Participative Learning, a learning and teaching methodology undertaken with an intent to involve the students actively in the learning process is achieved by :

- Case Study Analysis, Role plays conducted by the departments of Commerce and MBA
- Mock Parliament (discussion on laws & acts), documentaries on social issues, Mock Press (celebrity press conference & interview) organised by Social Sciences
- Literary reviews ,Book reviews, Films and Classics and Short Films Reviews given as projects by department of English to critically assess the content in the book or literature.
- The language departments also conduct Dramatics, Literary Albums, JAM, Role Play, Street Plays, Report writing, Poetry writing, Poetry Painting and Public speaking Seminars
- Students are also involved in preparing theme based posters, models, charts, presentations, assignments and mini projects for Academic Exhibitions.
- The students are encouraged to participate in co curricular activities both within and outside the college. These offer a platform to build sound knowledge, boost their confidence and improve their communication & presentation skills.

Experiential Learning - enables students to learn the subjects in a more practical manner with the following activities:

- Field trips to research labs, places of historical interest and environmental importance
- Industrial tours, Industrial Surveys, Internships and projects
- Special hands-on sessions in Advanced laboratory techniques such as Virtual Labs

Collaborative Learning is supported through

- Group discussions, Quiz, Group projects and debates
- Problem-based Learning using stimulation adopted by the departments of Commerce and MBA.

Blended Learning or technology-mediated instruction is enabled with :

- Extensive use of LCD, Smart board and Audiovisual aids
- Virtual labs allow access to cutting edge technology in experimentation.
- YouTube videos, NPTEL video lectures, Web based case studies and Educational websites like w3schools and Online live demonstrations such as Stock Market trading are some of the other ICT tools used for exploring various domains of knowledge.
- Software such as Tally for Accounts, Tora for Statistics and Camtasia and VSDC video editors for developing video lectures ,latest versions of Dev C++, Java,Oracle, Adobe Photoshop are also available.

Independent Learning is encouraged by assigning seminar topics outside the prescribed curriculum for which students are motivated to use the central library and by the use of Communication Lab (English department).

Others

- To keep pace with recent developments in various fields, Guest lectures and workshops/seminars/conferences are organized at the National and International levels by inviting experts as resource persons.
- Bridge courses, Interdisciplinary classes are held to bridge the knowledge gaps between specified programmes.
- To develop a strong positive personality, Value education classes are conducted.
- Youth Money Olympiad is conducted by Money Wizards for MBA and B.Com students
- Certificate courses and various Add-on courses like SAP, Advanced Excel, Bio-Informatics, Medical Coding, Travel and Tourism etc are offered to enhance the employability of the students.

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

2.3.2 Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc.

Response: 98.97

2.3.2.1 Number of teachers using ICT

Response: 96

File Description	Document
List of teachers (using ICT for teaching)	View Document
Any additional information	View Document
Provide link for webpage describing the " LMS/ Academic management system"	View Document

2.3.3 Ratio of students to mentor for academic and stress related issues

Response: 20.85

2.3.3.1 Number of mentors

Response: 96

File Description	Document
Year wise list of number of students, full time teachers and students to mentor ratio	View Document
Any additional information	View Document

2.3.4 Innovation and creativity in teaching-learning

Response:

Innovation in Teaching makes teaching and learning more effective .The teachers are dynamic and creative in adopting the following Innovative methods for enhancing the Teaching - Learning Process:

- The Teachers **ignite an issue and initiate an extensive discussion** in the classroom with a motive to set a platform for the students to participate actively *to brain-storm* the various aspects of that problem
- Teaching is made effective through **Social networking with Libraries, Video-Conferences and use of Educational CDs etc.**
- **Problem-Based Learning** is the approach that is most widely adopted by the departments of Management, Commerce, Mathematics and Science to encourage students to analyze the problem from its roots and learn to network the problems with apt solutions via real-life scenarios
- **Infusing the real world experiences** in the class-room teaching helps the students to get involved in learning. For the same, **Role plays** are adopted by departments of Management, Commerce and Arts as this gives more practical approach to teaching and learning
- **Mind Map** technique is an innovative method used by various departments, a technique that provides a pictorial illustration of a concept and sub concepts linked within so that it explains the relationships between them. This method enables the students to remember complex concepts with ease.
- Visits to Industries, Establishments, Museums, Heritage sites and Science labs of National importance are regular feature in this Institution enabling the students **to learn beyond class-room** and draw experience from varied environments with a motive to bridge the gap

between the theoretical aspects of knowledge building to that of the practical implications of the concepts

- The departments of Life-science adopt a creative method of teaching where the students are given a question regarding the “Flora & Fauna” of the campus that needs to be explored and thus share their findings captured in the form of photographs or samples being submitted as evidence back in the respective departments. These **cross-over learning experiences** exploit the strength of the learners by engaging them in dynamic way thus elevating their abilities to the optimum.
- The department of Languages follows strategies like **Poetry painting, Poetry singing, Dramatics, Role play, Literature reviews** and **Short film making** to make their subjects more interestingly and adopt humour as an effective medium of teaching which encourages the students to participate in the class actively.

To sustain the Quality of Teaching in the Institution, the faculties are encouraged to attend various Professional Development Courses, Training programs, Conferences and Workshops, to make teaching more effective and learner centric. For instance, to make them technically enabled with the usage of ICT resources and digital media extensively, an in-house workshop was arranged by IQAC to train the faculty to prepare their video lessons and presentations and making them available to the students virtually

File Description	Document
Any additional information	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: 100

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years	View Document
List of the faculty members authenticated by the Head of HEI	View Document
Any additional information	View Document

2.4.2 Average percentage of full time teachers with Ph.D. during the last five years

Response: 18.09

2.4.2.1 Number of full time teachers with Ph.D. year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
13	14	15	15	17

File Description	Document
List of number of full time teachers with PhD and number of full time teachers for 5 years	View Document
Any additional information	View Document

2.4.3 Teaching experience per full time teacher in number of years

Response: 10.03

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

2.4.4 Percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the last five years

Response: 1.2

2.4.4.1 Number of full time teachers receiving awards from state /national /international level from Government recognised bodies year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
1	0	0	0	0

File Description	Document
Institutional data in prescribed format	View Document
e-copies of award letters (scanned or soft copy)	View Document
Any additional information	View Document

2.4.5 Average percentage of full time teachers from other States against sanctioned posts during the last five years

Response: 19.74

2.4.5.1 Number of full time teachers from other states year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
14	18	17	16	16

File Description	Document
List of full time teachers from other state and state from which qualifying degree was obtained	View Document
Any additional information	View Document

2.5 Evaluation Process and Reforms**2.5.1 Reforms in Continuous Internal Evaluation(CIE) system at the institutional level****Response:**

The Institution and IQAC constantly endeavour to develop and implement strategies for the continuous Enhancement of Quality by introducing Reforms in the Evaluation Pattern.

- The Institution while adhering to Osmania University norms regarding Evaluation, also believes that Examinations should be an integral part of the teaching-learning process and that an event based evaluation does not adequately enable to evaluate the real learning of a student. Hence, in the academic year 2013- 14, the College adopted a **Continuous Comprehensive Evaluation (CCE)** which provides sufficient scope to test the skill and knowledge acquired by the students during the course of their study.
- Internal Evaluation is based on performance under various criteria - **Attendance, Performance in tests and examinations, Class interaction and Creativity.**
- The College conducts **two Unit tests and Term end examinations** to monitor the students' academic performance and their grades are forwarded to parents through progress reports.
- Abilities and proficiencies which can and should be assessed through institutional evaluation are identified and procedures are evolved for such an evaluation. Various patterns of student evaluation are adopted through **Assignments, Case studies, Slip tests, Projects, Quizzes, Presentations, Online tests, JAM, Open book exams, Book reviews, Albums, Viva, Objective type questions, Group discussions etc.**
- The Institution closely monitors the Evaluation Process by specifying the methodology to be followed and keeping records of the outcomes.

Thus while end semester/year assessment identifies whether the learning outcomes have been achieved or not, CCE approach ensures Continuous Evaluation of student learning so that any deficiency or problem encountered can be rectified promptly. Internal assessment has positively impacted the students which is

reflected in the good performance in University Examinations bringing laurels to the Institution.

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

2.5.2 Mechanism of internal assessment is transparent and robust in terms of frequency and variety

Response:

CCE attempts to shift the focus from **mere testing to holistic learning**. Further, continuous evaluation ensures that the student is not burdened of preparing too much for the University examinations that are conducted after a long gap. Thus it is advantageous to spread the evaluation evenly to span the entire learning period. It encourages the students to work systematically throughout the course. There is increased self-reliance on the part of the students in respect of Schedule, Evaluation and Performance improvement.

The effectiveness of Continuous Internal Evaluation is grounded on Transparency of assessment, Frequency and Variety. In order to ensure **rigor and transparency** in the Internal Evaluation the following steps are taken:-

- At the Institutional level, the Examination Committee of the college, with the Principal, frames a schedule for the various examinations like Unit tests, Term end Examinations as well as Practical Exams at the beginning of the academic year.
- All the details are printed in the Handbook which is distributed to the students at the beginning of the academic year.
- The pattern of Internal Assessment is communicated to the students respective subject teachers.
- The Examination Committee plans the timetable, seating arrangement and invigilation chart well in advance to be displayed on the notice boards for the benefit of the students.
- Before question papers are set, a detailed design is evolved indicating the weightage to be given to various areas of content, types of questions and the objectives of teaching/learning.
- After the completion of the examination, a list of those present and absent is prepared.
- The marks are entered in the marks record book which is verified by the Principal. The declaration of results is done within 10 days from the date of the last examination and the marks are sent through SMS, so that the students and parents can have immediate access to the results.
- As for the conduct of the Internal Assessment Exams, the Institution adheres to the Almanac released by the University.

The **various examination methods** adopted to assess the abilities and proficiencies of students are as follows:

- Student Seminars, Projects, Assignments, Presentations, Open-book system, Viva, MCQs, Slip

Tests and Quiz are modes of evaluation adopted by the departments.

- Apart from these, unique methods of evaluation to assess the learning outcomes of specific courses are also adopted.
 - Commerce and MBA - Case Studies and Role Play
 - Commerce, Computer Sc.& MBA - Online Exam(Test Moz)
 - English - Literary albums, JAM, BookReviews, Poetry writing, One act plays, Short films
 - Bio-Chemistry - Identify the Picture and Spotters
 - Computer Sc. - Online assignments and Projects
 - Social Sciences - Paper Review and Mock Parliament
 - Zoology - Photography on Biodiversity
 - MBA - Management mania(quiz), Stock market simulation, JAM on publish pair, Out of box thinking
 - Chemistry - Riddles

The variety of Internal Evaluation not only helps to strengthen a student's subject knowledge base and build confidence but also help develop creativity, communication & presentation skills and critical thinking.

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

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

Response:

The College has an Effective Mechanism for Redressal of Grievances with reference to Evaluation at the College and University levels. The Institution strictly maintains Transparency in the entire evaluation process. The system monitors regularity in the conduct of examination and declaration of results and the College ensures regulatory mechanism for prompt action on possible errors by the following process:

University level:

- At the University level, if any student feels that the score given to her in any paper is not just, there is a provision for Recounting and /or Revaluation for the UG courses. For PG courses, there is a provision for only Recounting.

- The University releases a press note in this regard.
- The students can apply for reevaluation within the time as announced by the University.
- The Administrative Staff provides necessary assistance and guidance to the students, from informing them of the dates/deadlines by way of announcements and/or displaying on the notice boards to guiding them regarding the procedure for applying for reevaluation/ supplementary examinations.

College level:

- At the College level, all Internal Assessment Examinations are conducted as per the CCE pattern and the grading policy details along with the weightage attached to each component (e.g.in-semester exam, end-semester exam, quizzes, assignments, projects etc) are explained to the students.
- In case a student has any queries she talks to the respective class incharge and resolves the doubts on the matter as appropriate.
- The assessed answer-sheets are distributed to the students. The student can seek clarification from the teacher concerned regarding any grievances viz. unchecked part of answer, wrong posting of marks, totaling mistake etc.
- The respective subject incharge looks into the grievance and clarifies the points wherever the student has complaints.
- If not satisfied, the student may appeal to the Head of the Department.
- If the grievances are still unresolved, then the Principal refers the matter to the Examination Committee and Grievance Redressal Committee of the institution, who then take up the matter. These Committees examine the grievances and ensure justice to the student.
- Malpractice cases and any inconveniences with the seating arrangements are also effectively handled by the Examination Committee.
- The Institution instills a responsive and accountable attitude among the Faculty to ensure that, there is no laxity in terms of fair deals with the students.
- Since the students are bound to attend minimum 75% of the total lectures delivered in each subject to fulfill the University conditions for appearing in the final University Exam, attendance shortage cases are handled by the Principal with the respective class-in-charge.
- The students have the right to represent any other evaluation related grievance like questions from out of syllabus etc. to the concerned Department. On receiving any such complaints, the Head of the Department ascertains the veracity of it and corrective steps, if needed, are taken.
- The printed marks list of the Internal Assessment Examinations conducted as a part of University Examinations under the Semester pattern, which are sent to the University are also shown to the students.

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

2.5.4 The institution adheres to the academic calendar for the conduct of CIE

Response:

- Examinations are part of the Education process and serve to assess Students' Academic Performance.
 - According to the CBCS pattern introduced by the Osmania University in 2016-17, two Internals (15 marks each) and one assignment (5 marks) along with the semester end exams need to be conducted in a semester.
 - All these details are printed in the Handbook which is distributed to the students at the beginning of the academic year. The Institution adheres to the Almanac released by the University for conducting the Internal Assessment Exams.
 - Along with External examinations, Continuous Internal Evaluation of scholastic and non-scholastic aspects of education is adopted. Evaluation of students' performance is towards Cumulative Grading System.
 - The Examination Committee of the college with the Principal determines the format and schedule of tests and assignments during the semester/year. The various examinations at the institutional level, like Unit tests, Term end examinations and Practical exams are planned at the beginning of the academic year.
 - As an Institutional Policy internal CCE tests and examinations are normally conducted during the assigned class hours. The Institution strictly follows the Academic calendar for the conduct of Continuous Internal Evaluation. Assignments are given well in advance and the timely submission is ensured by the departments.
 - Any significant deviation from the examination schedule is approved by the Principal after assessing the reasons for it and the students are notified of these changes.
 - Prior to the commencement of midterm exams, the Examination Committee holds a meeting with the Principal to plan for the smooth conduct of exams. Below is the procedure that the exam committee follows in conducting the exams.
1. **Preparation of Exam Time Table-** Schedule of Timetables considering the time and dates for all Programs is framed and the same is displayed on the notice boards and circulated to all the departments, so as to inform the students well in advance.
 2. **Exam Room Allotment-** According to the strength of the students Exam halls are allotted. The Committee takes care that no two similar course students sit together. Room allotment charts with room numbers, roll numbers and classes are displayed on notice boards of each floor for the purpose of students' convenience.
 3. **Preparation of Invigilation Chart** – Committee allots Invigilation duties to all the Faculty members to conduct the exams hassle free.
 4. **Setting of Question papers-** The Committee sets deadlines for the preparation of the question papers and ensures sufficient copies are kept ready for the respective exams.
 5. **Evaluation of the scripts:** 10 days time is given from the end of examination for valuation of the answer scripts and submission of marks.

The Examination Committee strictly adheres to the above procedure in conducting Continuous Internal Evaluation.

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

2.6 Student Performance and Learning Outcomes

2.6.1 Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students

Response:

The extent to which students internalize and learn to apply elements of Quality and Standards for performance is fundamental to improving student learning and performance, and to Educational Reform. The **outcome based teaching-learning with learner centric approach** is the main substratum of outcomes. The Institution aims at Academic Excellence and sets its own Programme Outcomes, Programme Specific Outcomes and Course Outcomes to foster Higher Education. Learning outcomes are statements that specify what learners will know or be able to do as a result of a learning activity. Outcomes are usually expressed as Knowledge, Skills, or Attitudes which are communicated to the Faculty and Students as follows:

- **IQAC** arranges various Training and Orientation programmes for Faculty enrichment and for reinforcing expectations of the Institution. These sessions help teachers focus on ways and means to attain performance targets, elements of quality, and standards for performance in order to improve classroom teaching and learning process.
- Teachers inform and orient about the Program and Course outcomes and Performance Targets to the students and their Parents before instruction begins.
- **Faculty** communicate Targets, Expectations, and Standards to their students via demonstration, modeling, review and feedback of student work in addition to orienting and describing regularly as part of the instruction and learning process. They employ a wide array of approaches for assessing student learning in the classroom.
- The details are stated in clear, specific and measurable terms available as printed information in the **college prospectus, student handbooks and are also displayed on the Institutional website.**

Once students have internalized the elements of Quality and Standards for performance, they apply these criteria and standards to all of their learning and work.

File Description	Document
COs for all courses (exemplars from Glossary)	View Document
COs for all courses (exemplars from Glossary)	View Document
Any additional information	View Document
Link for Additional Information	View Document

2.6.2 Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution

Response:

The Institution articulates what it wants students to achieve when they complete the program -- in terms of knowledge, skills, and values-- referred to as Program Outcomes, which are discipline non-specific . By articulating these as things that students will know or be able to do, the benefits of a program of study can be clearly communicated to students, to faculty and to others in the institution. The program's content, student experiences, and teaching methodologies are then aligned in an optimal way to help students achieve these learning outcomes. The college employs a continuous improvement process to evaluate and improve the effectiveness of each academic program.

Measuring the Attainment of Cos, PSOs and POs

- The process of measuring the attainment of COs, PSOs and POs starts from defining them at appropriate levels. These outcomes are printed in the handbooks, displayed on the Institutional website in addition to informing the students at the beginning of instruction.
- Faculty are also oriented and motivated towards attainment of these outcomes.
- Conscious efforts are taken by the Management, IQAC and Heads of the Department to incorporate these outcomes in the various activities planned for the year.
- The assessment of these outcomes is done both formally and informally.
- Formal assessment generally refers to the standardized assessment that is used in evaluating the student for their grade, with special reference to the CCE pattern adopted.
- The method used in assessing the student includes final exam, mid-semester test, quizzes, assignments, mini projects and lab practicals. The big boost of our attainment of academic achievement is reflected through the attainment of University Ranks consistently.
- Informally the outcomes are also assessed through Parent Meets, Industry Interactions and Placement Activity reports.
- Participation of the students in Co-curricular and Sports activities both within and outside the college, results in their all round development.
- Students are encouraged to participate in large numbers in the various extension activities organized through department clubs, PEARL – our College extension wing and through various NCC and NSS activities promoting social consciousness.

Although the Institution has always had a mechanism to evaluate the attainment of learning outcomes of the students, a structured designing of PO, PSOs and COs was done as per the NAAC requirement for the first time formally. A survey was made to evaluate the attainment of these outcomes on the scale of

Strongly Agree, Agree, Disagree and Not Sure on a 4-point scale. An online survey by using Google forms under Questionnaire method was made mapping COs-PSOs and PO. The sample size consisted of 150 final year students. The Analysis of this survey is kept in the additional information. The above procedure of computing overall PO attainment will be repeated for second and first year students.

This type of measurement helps the Institution and its faculty in identifying the level of attainment of course outcomes and program outcome and which in turn will help to monitor the students' performance in coming sessions as well as improving teaching efficiency.

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

2.6.3 Average pass percentage of Students

Response: 93.62

2.6.3.1 Total number of final year students who passed the examination conducted by Institution.

Response: 558

2.6.3.2 Total number of final year students who appeared for the examination conducted by the institution

Response: 596

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

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.42

File Description	Document
Database of all currently enrolled students	View Document
Any additional information	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 Grants for research projects sponsored by government/non government sources such as industry ,corporate houses, international bodies, endowment, chairs in the institution during the last five years (INR in Lakhs)

Response: 5.52

3.1.1.1 Total Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution year-wise during the last five years(INR in Lakhs)

2016-17	2015-16	2014-15	2013-14	2012-13
1.06	0.61	0.73	1.62	1.50

File Description	Document
List of project and grant details	View Document
e-copies of the grant award letters for research projects sponsored by non-government	View Document
Any additional information	View Document

3.1.2 Percentage of teachers recognised as research guides at present

Response: 3.09

3.1.2.1 Number of teachers recognised as research guides

Response: 3

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

3.1.3 Number of research projects per teacher funded, by government and non-government agencies, during the last five year

Response: 6.29

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

Response: 122	
File Description	Document
Supporting document from Funding Agency	View Document
List of research projects and funding details	View Document
Any additional information	View Document
Funding agency website URL	View Document

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge

Response:

A vibrant eco system for Quality Research with the output of innovations has been long existent in the Institution. Apart from adequate Infrastructural Facilities, Research Committee of the college ensures the quality research and organizes seminars/ workshops on Research Orientation & Innovative Practices.

The supportive material resources for research and innovations are the Departmental Research Laboratories with necessary equipments, conference hall with adequate audiovisual accessories for seminar presentation, central library with huge collections of books, print/e-journals, computers, required softwares and Wi-Fi connection across the campus.

The initiation of establishing incubation centre started with one day's Management Meet followed by workshop on Start ups. The aim of these programs was to ignite the entrepreneurial spirit among the budding Entrepreneurs through product presentation of their business ideas. Subsequently cofounder of **Techies Nest** addressed the faculty on incubation centre for start-ups. The Institution is planning to create a **self financed revenue generating model** with a group of Management students to support research and innovations of other departments.

The Institutional contributions towards the **creation of Human Resources** are phenomenal.

- The staff and students are given opportunity to collaborate with the Research Institutions through MoUs.
- To facilitate advanced research, the SPS training for the staff and training to use the software of Bioinformatics for the students were arranged.
- The Institution has initiated a **Multidisciplinary Research Education** Program on Environmental related issues. The objective of this program is to train a few young and enthusiastic undergraduate students, so that they can take up Environmental related issues and challenges for long term sustainability of the eco-system. The research group consisting of 20 undergraduate students is known as "**St. Pious Undergraduate Environmental Research Group – SPUGER**". SPUGER group involves in:

- a) Carrying out Research in the field of Environmental Science
- b) Conducting health survey and integrating the data with the result of the Research Project.
- c) Organizing Public Awareness Programs to protect their health and eco-system.

Besides the appreciation from environmentalists, the Research findings of the SPUGER group received wide media coverage in the leading News papers like The Hindu, Deccan Chronicle etc.

A **students' chapter of ASM** (American Society for Microbiology) started in the college provides a platform for sharing the latest scientific discoveries among educators, students and common public.

The rich Biodiversity of the campus serves as a living laboratory to investigate the variety of nature. **Chrysalis Park** in the campus is established in collaboration with Butterfly Conservation Society, Hyderabad.

A few Innovations and Practices resulted from the supportive Eco System are:

1. **Design and Fabrication** of a bench top gas generator with the aim to minimise the Toxic effect of various gases.
2. **Designing Eco-friendly Method** for common laboratory experiments that can reduce the use of chemicals to a bare minimum and also useful in conducting the experiment in much simpler way than conventional methods.
3. LASER Security System with simplified circuit.
4. Manufacture of cost effective Solar Study Lamp
5. Eco friendly disposal of unused laboratory solutions containing hazardous Cr(VI)

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

3.2.2 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the last five years

Response: 26

3.2.2.1 Total number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
6	8	5	4	3

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

3.3 Research Publications and Awards

3.3.1 The institution has a stated Code of Ethics to check malpractices and plagiarism in Research	
Response: Yes	
File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.3.2 The institution provides incentives to teachers who receive state, national and international recognition/awards	
Response: Yes	
File Description	Document
List of Awardees and Award details	View Document
e- copies of the letters of awards	View Document
Any additional information	View Document

3.3.3 Number of Ph.D.s awarded per teacher during the last five years	
Response: 4	
3.3.3.1 How many Ph.Ds awarded within last five years	
Response: 16	

File Description	Document
URL to the research page on HEI web site	View 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

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

Response: 0.37

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

2016-17	2015-16	2014-15	2013-14	2012-13
5	8	4	7	7

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

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

Response: 0.51

3.3.5.1 Total number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
2	25	9	4	2

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

3.4 Extension Activities

3.4.1 Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years

Response:

In fulfilling the Vision, the Institution extends service to the neighbourhood under Institutional Social Responsibility. College runs two units of NSS and Social Service team PEARL– Pious Empowerment and Reach out Program for Learning. The social activities are categorized into three major aspects.

1) Transfer of knowledge for neighbourhood and larger sphere of the society: Students are sensitized on the responsibility of sharing the knowledge and moral values to the students of underdeveloped educational institutions and neighborhood community. Significant activities organized are:

- **Learner Enrichment Activity-** Conducted regular classes with skill developing training at underdeveloped schools, training of tribal school teachers in association with NGO Jana Vignana Vedika and organized programs for inculcating Human values and peace.
- **Empowering Women and Educating Girl Child** –Organized activities on importance of Girl Child Education in the development of the Nation and need for protection of Girl Child. The students volunteered in the activity based teaching program conducted by NGO *Voice 4 Girls*.
- **Promotion of Awareness** - Arranged talks on Consumer's Rights, Road Safety, Cleanliness for Healthy livelihood, Toxic Effects of chemical colors, Entrepreneurship development, Prevention and Treatment of Dreadful diseases and campaign to Power Saving with the installation of Solar LED bulbs in the campus and streets. Conducted programs on Prevention of Unethical Social Issues like Dowry death and Women harassment. Many students rendered their service to the Government organized Pulse Polio Program and participated in neighbourhood awareness programs on Organ Donation and Digital India Concept.

2) Service to underprivileged: The student volunteers are ever ready to help the underprivileged with the sense of responsibility towards the needy and weaker section of the society. They arrange meals and other items for the inmates at Old age homes, Orphanage and work for the upliftment of physically and mentally challenged people. The College supports the residents of a local Slum and takes care of few helpless widows. Handloom Exhibition for supporting the weavers and fund raising in preventing the farmers from suicide were taken up successfully.

3) Promotion of Environmental Issues and Protection: The main emphasis is focused on to educate the students about the necessity of protecting the Environment and it's sustainable developments. Student volunteers participated on a grand scale for the success of State Government's *Haritha Haram* program and *Swachh Bharat* awareness walk.

E-waste Management Program organised in collaboration with *Earth Sense Recycle Private Ltd* was an

achievement mentioned in Unique World Record. Activities on Vehicle Pollution Check, ***Solid Waste Management*** and ***Signature Campaign*** on safe and Eco friendly Diwali made significant impact on society.

In collaboration with ITC and WOW, Students collected 7.36 tons of paper for Recycling. Based on the Research findings, the danger of heavy metal pollution in water bodies of Hyderabad was communicated to local community, media and NGO besides giving a representation to the Honorable Minister for Irrigation, Marketing and Legislative Affairs. The Institution adopted a pair of Peacocks and a Gharial from Nehru Zoological Park, Hyderabad to instill a sense of preserving endangered animals.

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

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

Response: 22

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

2016-17	2015-16	2014-15	2013-14	2012-13
13	4	3	1	1

File Description	Document
Number of awards for extension activities in last 5 years	View Document
e-copy of the award letters	View Document
Any additional information	View Document

3.4.3 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during

the last five years**Response:** 108

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
18	19	25	25	21

File Description	Document
Reports of the event organized	View Document
Number of extension and outreach programs 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 with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the last five years

Response: 52.71

3.4.4.1 Total number of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
1540	1173	853	576	355

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 linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc during the last five years

Response: 62

3.5.1.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
18	16	12	10	6

File Description	Document
Number of Collaborative activities for research, faculty etc.	View Document
Copies of collaboration	View Document
Any additional information	View Document

3.5.2 Number of functional MoUs with institutions of National/ International importance, Other Institutions, Industries, Corporate houses etc., during the last five years (only functional MoUs with ongoing activities to be considered)

Response: 60

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 (only functional MoUs with ongoing activities to be considered)

2016-17	2015-16	2014-15	2013-14	2012-13
13	12	10	13	12

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	View Document
Details of functional MoUs with institutions of national, international importance, other universities etc. during the last five years	View Document
Any additional information	View Document

NAAC

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.

Response:

The Institution has **adequate Infrastructure and Learning Resources** to facilitate **2158** intellectual and physical well-being of students and **96** staff members. The **optimal use** of the facilities is ensured by the Management by proper maintenance of **academic, administrative and residential** facilities in the campus. The Institution considers that these are indispensable to maintain the Quality of academic programmes. Hence the Institution takes effort in the growth of the Infrastructure to keep pace with Academic development.

The College has **three blocks** with built up area of **11,216.84 sq. mts** ,**spread across in 3 acres** and is equipped with the **best and adequate Physical facilities**. The Institution attributes to friendly, multicultural environment and is located amidst the prestigious institutes like CCMB, IICT, NGRI, and NIN.Hence it has strategic advantage of its location. The campus provides an Eco-friendly atmosphere.

The College also **generates revenue by outsourcing** the Campus and Play ground, to organize multidisciplinary seminars and workshops, external coaching classes in Sports, thereby leading to the optimal usage of the Infrastructural Facilities.

Physical Facilities:

The College believes that the Physical facilities are adequate to meet the demands of existing and new courses offered. To meet the demands of the **academic growth**, the additional facilities are improved persistently. The staff and students are extensively benefitted by the following Physical facilities - **ICT equipped classrooms, Laboratories, Well-resourced Libraries, Seminars halls, Smart board, CCTVs, Visual Display Screen, Auditorium, Internet and Wi-Fi connectivity, Learning Management System, Computers and Laptops, College broadcasting system, Adequate Washrooms, Elevator, Common Room, Counseling room, Ramp, Wheel Chair, Infirmary, RO filters, Sanitary Napkin and Incinerator Machine.**

Classrooms:

The Institution has 42 spacious, well ventilated and ICT equipped classrooms with latest learning technologies. The classrooms are also equipped with good and comfortable furniture,LCD Projectors,Public Address System and Wi-Fi which provide a good **Teaching-Learning ambience**.The Teaching-Learning in the classroom is coupled with **Conventional and ICT** methodologies and they are extensively used so as to produce **skilled and proficient** students. Seminar hall with smart board is used for virtual lectures.

Laboratories:

The Institution provides 32 Laboratories for the Students to interact directly with the material world using

tools, data collection techniques, models and theories of science. The laboratories are **well equipped and are upgraded** as per the requirements. The introduction of new and need based courses paved way for the additional laboratories-like **Mass Communication, Psychology** to accommodate the learning requirement.

Computing Facility:

The College furnishes its students **with state of the art, well-furnished computer laboratories**, with 245 computers networked under Linux. These include:

- 4 Computer Laboratories with **Internet enabled** computers.
- A Communication Laboratory equipped with 20 student workstations with language **software and digitalized** audio and video material.
- A Mass Communication studio for **Print Journalism** and develop **Documentary Films**.
- A Library Hub with **22 workstations** for E-Learning and Library Automation.
- **Wi-Fi enabled Campus**.
- **High-Speed Internet Gateway** to provide seamless connectivity across the campus

All these facilities are planned and executed as per the policies and recommendations of Finance Committee and are upgraded based on need.

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

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

Response:

The Institution has the requisite infrastructure to promote active participation of the students in **Co-curricular and Extra Curricular activities**. Students have ample space for recreation to rejuvenate themselves from the academic schedules. The needs for supportive facilities in the campus are periodically checked and are facilitated by the College Management.

Sports & Games:

Sports and Games are integral components of education. Hence, to meet the requirements for **Sports, Games and Cultural activities** the College has the adequate facilities to support them such as Outdoor and Indoor Games. The Institution has a vibrant Department of Physical Education which involves the students incessantly to participate in the various competitive events throughout the term at - **State, National and International levels** through meticulous planning and practice. The Department also takes ample interest to boost up the competitive spirit amongst the students to involve with zeal and participate in the physical activities which help them to keep up physical fitness. Students are trained to participate &

compete in **Inter College, Inter University, State and National level tournaments**. To enhance the knowledge, playing performance, skills & ability of the students, the department has well stocked sufficient sports & games related books and journals. The Department also displays the sports videos to teach the various techniques & the skills about the specific events.

Gymnasium and Yoga:

The College strongly believes that **Healthy body leads to Healthy mind**. Hence apart from intellectual facilities catering to the needs of academics, the additional physical facilities such as **Gymnasium, Open air stage and spacious Auditorium** for Yoga are also provided in the Campus. The students have the access to avail these facilities during their leisure time. Thus these Infrastructural Facilities will help the students to Improve in **Physical, Mental, Social & Psychological aspects**.

Cultural Activities:

The College bestows and offers a good platform for the individuals to explore themselves as well as help them to tap their talents and exhibit their skills to stand as an exemplary for **Women Empowerment**. Professional Choreographers are hired to train the students for excellence, as a result, students bag many prizes at **Intercollegiate and University level**. The various facilities provided by the Institution to the participants are Music system, Recording system, Cameras, Lighting system. Attires are also provided for the dance, drama and music competitions. Auditorium and open stage are extensively used for Inter collegiate meets, Sports day, National and Institutional celebrations.

Details of Sports, Games and Cultural Activities Specifying Area/Size, year of Establishment and User rate

S.No	Name of the facility	Area/size (sft)	Year of establishment	User rate (per)	
1	Auditorium	3750	1996	500	
2	Conference Hall	1321	1996	100	
3	Basket Ball Court	7260	1993	20	
4	Throw Ball Court	4930	1993	15	
5	Volley Ball court	4930	1993	15	
6	Shuttle and Badminton Court	3534	1993	10	
7	Kho-Kho Ground	4200	1993	30	
8	Long Jump	620	2016	30	
9	Indoor games room	881	2012	25	

10	Gymnasium	670	2012	30	
11	Open Air Stage	1472	2012	15	

File Description	Document
Any additional information	View Document
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

Response: 73.33

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 33

File Description	Document
Number of classrooms and seminar halls with ICT enabled facilities	View Document
any additional information	View Document
Link for additional information which is optional	View Document

4.1.4 Average percentage of budget allocation, excluding salary for infrastructure augmentation during the last five years.

Response: 41.33

4.1.4.1 Budget allocation for infrastructure augmentation, excluding salary year-wise during the last five years (INR in Lakhs)

2016-17	2015-16	2014-15	2013-14	2012-13
96.55	74.85	37.01	36.21	65.65

File Description	Document
Details of budget allocation, excluding salary during the last five years	View Document
Audited utilization statements	View Document
Any additional information	View Document

4.2 Library as a Learning Resource

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

Response:

St. Pious X Degree and P.G College for Women is facilitated with three libraries each for UG established in the year 1993, PG in 2002 and MBA in 2009 with adequate facilities and services to achieve the Institutional Objectives.

The library is spacious, well ventilated with hybrid collection and it has qualified, trained and dedicated staff to provide the state of art information technology for use of Online and Physical resources. Biometric method is followed to calculate per day usage of library. Closed Circuit Cameras are installed to safe guard of library resources.

The Reading Room has a seating capacity of 120. Library is an Institutional member of INFLIBNET (N-LIST) and DELNET. Students are encouraged to use the library e-resource centre for online journals with free internet facility to accomplish their Academic Objectives.

Students and Staff are provided with various services like:

- **Open Access Library System**
- **OPAC (On-Line Public access Catalogue)**
- **E-Resource Centre with 22 work Stations**
- **Reference Service**
- **News Paper Clipping Service**
- **New Arrivals Display**
- **Current Awareness Service**
- **Selective Dissemination of Information**
- **Book Bank for Economically Backward Students**
- **Special Facilities provided for Divyangjan**
- **Documentation of Syllabus Copies and Question Papers**
- **Subject Bibliographies**
- **Guest Lectures**
- **Faculty Development Programmes**

Apart from the regular activities, the library also organizes various Extensional Activities every year such as:

- **User Orientation Programs for Freshers**
- **National Library Week Celebrations**
- **Book Exhibition**
- **Literary Competitions**

Motivation is provided to students to optimally utilize the available library resources. The department has introduced Best Library User Awards to the Students and Staff, and Scholar Cards for the students who achieve Academic Excellence.

As part of Institutional Social Responsibility, the Department participates in various social activities like regularly visits to Government Schools on Children's Day conducting competitions on Loud Reading, Elocution, Essay –Writing, Sports and Games. The winners are encouraged with awards and prizes. The Department also renders service to the Neighbourhood Senior Citizens and Home Makers through Neighbourhood Library. The Department initiated Animal Adoption Scheme in 2014-15 till date through MOU with Nehru Zoological Park, Hyderabad.

Library housekeeping activities are computerized with Newzenlib-Library Integrated Software. All the documents are Bar-coded and added to the Database. Circulation activities are performed through scanners, users are in touch with OPAC (Online Public Access Catalogue) to get full information about the document with status and location.

- **Name of the ILMS software** : **NEWZENLIB**
- **Nature of automation(Fully/Partial)** : **Fully**
- **Version** : **3.2.4**

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

4.2.2 Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment

Response:

Library enrichment is a collaborative activity among the library staff, faculty and students in **St. Pious X Degree and PG College for Women**. The Library ensures purchase and use of current titles, print journals, e-journals and other materials with the help of publishers' catalogues, online/offline vendors' lists, book reviews on newspapers, book exhibitions, Faculty recommendations and Students' requests.

Additionally, Library Committee always close ties with ongoing Research activities, Curriculum and Users' needs to approve requisition lists and allocation of funds on time. This guidance permits library

staff to anticipate and provide current and changing needs of St Pious X Library users.

Collection of rare books, manuscripts, special and other Knowledge resources for last five years as follows:

Name of the Resource	Existing	Library Enrichment During 2012-2017				
		2012-13	2013-14	2014-15	2015-16	2016-17
Text Books	11450	732	657	835	386	545
Reference Books	6584	470	416	737	471	488
Manuscripts		2				
Rare Books		5	24	13	2	5
Journals	71	68	68	65	71	71
E- Resources (e-DELNET Journals, Books & e- Databases)		EBSCO JGATE LIST	N- LIST	N-LIST & Sage Journals	N-LIST 13Sage Journals	&N-LIST & 13 Journals
Digital Resources (CDs &DVDs)	476	25	25	4	12	10
Back Volumes of Journals	254	208	96	75	68	61
Project Reports	215	90	96	102	100	108

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

4.2.3 Does the institution have the following:

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

5. Databases**A. Any 4 of the above****B. Any 3 of the above****C. Any 2 of the above****D. Any 1 of the above****Response:** B. Any 3 of the above

File Description	Document
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership etc.	View Document
Any additional information	View Document

4.2.4 Average annual expenditure for purchase of books and journals during the last five years (INR in Lakhs)**Response:** 5.54

4.2.4.1 Annual expenditure for purchase of books and journals year-wise during the last five years (INR in Lakhs)

2016-17	2015-16	2014-15	2013-14	2012-13
5.49493	4.89657	7.15739	3.91847	6.22707

File Description	Document
Details of annual expenditure for purchase of books and journals during the last five years	View Document
Audited statements of accounts	View Document
Any additional information	View Document

4.2.5 Availability of remote access to e-resources of the library**Response:** Yes

File Description	Document
Details of remote access to e-resources of the library	View Document
Any additional information	View Document

4.2.6 Percentage per day usage of library by teachers and students

Response: 9.53

4.2.6.1 Average number of teachers and students using library per day over last one year

Response: 200

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

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Response:

The Institution keeps itself abreast with the new developments using Technology as Learning Resources in Academic and Administrative Functioning.

Data Centre:

The Institution has state-of-the-art data centre with a server park and Network Operation Centre (NOC), hosting enterprise applications, E-Learning portal, websites and a host of other services.

Local Area Network (LAN) Facility:

The Entire Campus is connected through Local Area Network (LAN) which is upgraded with CAT6 in 2012.

Internet Facility:

The College has a high speed semi leased line Internet connectivity with 125 Mbps bandwidth through the Act Fibre Net Corporation. In addition the entire campus is upgraded to wireless in the year 2015 with a local Wi-Fi hotspot through the RELIANCE JIO.

IT Infrastructure:

- There are about 255 computers in the campus connecting students and the academia.

- Classrooms are equipped with a networked PC, and LCD with display screen and Wifi facilities along with Public Address System.
- Auditorium and Seminar halls are equipped with Audio-Visual and Smart Board for recording lectures.
- Visual Display Screen is mounted in the lounge of the campus to display daily updates.

Computer Lab Facility:

The Institution has established 4 **Computer Labs** with 140 workstations of Intel Core 2 Duo and Intel Core I3 processors. Facilities also include **E-Language Lab** with 20 workstations, **Mass Communication Lab** with 4 Intel Core I 5 - 4440 CPU@ 3.10 GHz, **Library E-Resource Centre** with 22 workstations

ICT for security:

- Campus Network is connected through proxy. All the computers in the campus are protected from hackers and cyber threats with the help of K7 antivirus software and Kaspersky antivirus.

S.No	IT Facility	Nature Of Upgradation	Type of Upgradation	Da Up
1	Lab Upgradation	Ram Upgradation	512 MB RAM to 1 GB and 1 GB to 2 GB RAM	29/
		Computers	<ul style="list-style-type: none"> • Number 220 to 255 • Configuration from Intel P 3 and P4 to Pentium Dual Core, Intel Core 2 Duo, Core I 3, Core I 5 Processors 	10/
		Accessories Operating System	Head sets from 40 to 102 Windows XP to Windows 7	28/ 04/
2	Software Upgradation	Application Software	<ul style="list-style-type: none"> • MS Office 2007 to 2016 • Tally ERP 7 to Tally ERP 9 and SAP with 100 users 	14/
		Antivirus Software	Kaspersky to K7 Antivirus with 250 users	06/
3	Network	CAT Cable & Switches	From CAT 5 to CAT 6	16/
4	UPS	Capacity Enhancement & Battery	<ul style="list-style-type: none"> • 3 KV Category from 16 to 21 Number • 600 VA Category from 8 to 16 Number • 1.5 KV Category one Number 	18/
6	LCD	Number Increase	14 to 30 Number	15/
7	Printers	Number Increase	19 to 25 Number	15/
8	Internet Facility	Band width	<ul style="list-style-type: none"> • Leased line: 30 MBPS to 125 MBPS • WIFI 22 routers installed :if 20-30 users connected 10mbps in 	Au

			2.4GHz & 20Mbps in 5Ghz	
9	Website	Addition Of Space	Economy plan to Deluxe plan	16/
10	Air Conditioners	Window To Split Model	6 window A/C to 12 Split A/C	10/

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

4.3.2 Student - Computer ratio

Response: 7.85

File Description	Document
Student - Computer ratio	View Document
Any additional information	View Document

4.3.3 Available bandwidth of internet connection in the Institution (Lease line)

>=50 MBPS

35-50 MBPS

20-35 MBPS

5-20 MBPS

Response: >=50 MBPS

File Description	Document
Details of available bandwidth of internet connection in the Institution	View Document
Any additional information	View Document

4.3.4 Facilities for e-content development such as Media Centre, Recording facility, Lecture Capturing System (LCS)

Response: Yes

File Description	Document
Facilities for e-content development such as Media Centre, Recording facility,LCS	View Document
Link to photographs	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years

Response: 57.21

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

2016-17	2015-16	2014-15	2013-14	2012-13
109.27948	101.41710	92.24209	69.07767	47.85876

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic facilities	View Document
Audited statements of accounts.	View Document
Any additional information	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:

The college policy on Physical, Academic and Support facilities is in consonance with the statutory norms in regard to UGC, AICTE, OU, Govt. of Telangana Norms. The Policy of the College is primarily focused on adequacy and optimal utilization of facilities to maintain quality of education. The College policy is to provide adequate technology development and maintenance. The details of the policy with regard to systems and procedures for maintaining and utilizing physical, academic and support facilities are approved by the Governing Body and they are as follows:

- Committee recommendations – to be reviewed periodically for formulating action plan.
- Planning and control
- Budgeting
- Staff for utilizing and maintenance of infrastructure.

- AMC and outsourcing

In order to maintain and upkeep the above said facilities, every year infrastructure and maintenance committee of the College reviews all the facilities that are available, takes feedback from all the Heads of the department regarding facilities required and recommends to the Governing body of the institution, for which budget is sanctioned and further ensures that the amount is utilized optimally.

- At the beginning of every academic year, the heads of the department will give the details of additional infrastructure facilities required along with maintenance of existing facilities to the Infrastructure and Maintenance Committee (IMC)
- The IMC submits the budget required for the purchase and maintenance of infrastructure, physical, support and academic facilities to the governing body of the institution for allocation of the budget.
- The Governing body appoints permanent technical, skilled and unskilled employees to take care of day to day maintenance of infrastructure which is supervised by the Development and Maintenance Officer (DMO).
- The DMO coordinates with technical, support staff for the maintenance of indoor and outdoor infrastructure and facilities of the institution. It is the responsibility of DMO for up keeping and cleanliness of classrooms, laboratories, library, gardens, playgrounds and surroundings.
- Guidance is given to the faculty members, lab assistants, technical and support staff about maintenance of equipment and infrastructure with the help of DMO.
- Departments have Annual Maintenance Contract (AMC) with suppliers and companies for the repair and maintenance.
- Initiatives are taken from time to time to improve the physical ambiance of the campus.
- The institution has developed policies and procedures for the purchase and maintenance of the infrastructure.

File Description	Document
Any additional information	View Document
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 the last five years

Response: 23.49

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
355	491	417	400	239

File Description	Document
Upload self attested letter with the list of students sanctioned scholarships	View Document
Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years	View Document
Any additional information	View Document
Any additional information	View Document

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution besides government schemes during the last five years

Response: 5.15

5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution besides government schemes year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
87	147	89	65	40

File Description	Document
Number of students benefited by scholarships and freeships besides government schemes in last 5 years	View Document
Any additional information	View Document

5.1.3 Number of capability enhancement and development schemes –

1. For competitive examinations
2. Career counselling
3. Soft skill development
4. Remedial coaching
5. Language lab
6. Bridge courses
7. Yoga and meditation
8. Personal Counselling

A. 7 or more of the above

B. Any 6 of the above

C. Any 5 of the above

D. Any 4 of the above

Response: A. 7 or more of the above

File Description	Document
Details of capability enhancement and development schemes	View Document
Any additional information	View Document
Link to Institutional website	View Document

5.1.4 Average percentage of student benefited by guidance for competitive examinations and career counselling offered by the institution during the last five years

Response: 74.25

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

2016-17	2015-16	2014-15	2013-14	2012-13
1157	1287	1355	1022	1110

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 Average percentage of students benefited by Vocational Education and Training (VET) during the last five years

Response: 12.31

5.1.5.1 Number of students attending VET year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
146	227	268	155	180

File Description	Document
Details of the students benefited by VET	View Document
Any additional information	View Document

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

Response: Yes

File Description	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:** 41.7

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

2016-17	2015-16	2014-15	2013-14	2012-13
311	332	139	126	180

File Description**Document**

Self attested list of students placed

[View Document](#)

Details of student placement during the last five years

[View Document](#)

Any additional information

[View Document](#)**5.2.2 Percentage of student progression to higher education (previous graduating batch)****Response:** 33.44

5.2.2.1 Number of outgoing students progressing to higher education

Response: 207

File Description**Document**

Upload supporting data for student/alumni

[View Document](#)

Details of student progression to higher education

[View Document](#)

Any additional information

[View Document](#)**5.2.3 Average percentage of students qualifying in State/ National/ International level examinations during the last five years (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)****Response:** 4.04

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

2016-17	2015-16	2014-15	2013-14	2012-13
8	5	3	1	0

5.2.3.2 Number of students who have appeared for the exams year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
83	90	87	65	40

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	View Document
Any additional information	View Document

5.3 Student Participation and Activities

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

Response: 30

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

2016-17	2015-16	2014-15	2013-14	2012-13
7	14	8	1	0

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

5.3.2 Presence of an active Student Council & representation of students on academic &

administrative bodies/committees of the institution**Response:****Presence of an active Student Council**

The institution has an active student council to hold the common interest of students for serving as the driving forces in upholding the institutions spirit, helping their fellow students and allowing members a chance to develop powerful leadership and learning opportunities. It provides a platform to students to express their views on issues concerning them. The nominations enrolled are the students representatives of various classes. The final selection is through indirect voting for various portfolios. The Institution holds an Investiture ceremony annually to constitute the Student Council. The Council portfolios consists of President, Vice President, General Secretary, Cultural secretary, Sports secretary and executive members.

President

- To act as an official spokesperson for the council in its relations with the students and the college administration.
- To supervise the tasks of the council members.
- To take part in all special committees formed by the council
- To represent the students on official occasions.

Vice President

- To assist and advise the President.
- To Assume President duties when needed.

General Secretary

- To play a pivotal role as a team with the President and Vice President in organizing various curricular and co curricular events of the College

Sports Secretary

- To play instrumental role in networking all the students interested in sports
- To assist the Physical Director and the Sports Committee in organizing various sports competitions at different levels

Cultural Secretary

- To Co-ordinate with the cultural committee in planning and smooth conduct of various State, National and Global level cultural competitions.
- To take initiatives in incorporating cultural ethics in the students and motivate students for participation in cultural events.

Executive members:

- To communicate ideas from the student body to the council.
- To Volunteer as and when required.

Student's role in academic & administrative bodies

1. **Academic:** To enable smooth functioning of field trips, exhibitions, seminars, club activities, the class representatives play the role of communicator- coordinator. Certain class representatives are also elected to be the members of IQAC cell to play an anchor role from student perspective in maintaining the quality by making recommendations.
2. **Student Grievance and Redressal:** The Class Representatives are the Special Point of Contact for any grievance and takes it forward for redressal with the concerned committee.
3. **Anti ragging:** Though the campus is anti-ragging free zone, student class representatives are responsible to enquire and escalate such issues to concerned mentor.
4. **Internal Complaint Committee:** Internal Complaint Committee has student representation in it.
5. **Placements:** Executive members act as 'Placement coordinators' and play a vital role from profile sourcing to participating actively during the placement drive. They network with students regarding recruiting firms through digital boards, placement notice boards and social network.
6. **Personal Counseling:** The class representatives identify students who are irregular, aloof and lonely and extend moral support and lend a listening ear. If the situation is beyond their ability to attend they would convince the student to talk to their mentor.
7. **Alumni:** The student council involves in organizing alumni meets and in maintaining a network for developing student alumni database.

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

5.3.3 Average number of sports and cultural activities/ competitions organised at the institution level per year

Response: 51.2

5.3.3.1 Number of sports and cultural activities / competitions organised at the institution level year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
48	49	45	68	46

File Description	Document
Report of the event	View Document
Number of sports and cultural activities / competitions organised per year	View Document
Any additional information	View Document

5.4 Alumni Engagement

5.4.1 The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Response:

The College has registered Alumni Association with number 412 of 2017 dated 22/07/2017 under the Telangana Societies Registration Act, 2001. The objective of the Association is to establish a link between Alma Mater and its Alumni thereby maintain mutually beneficial relationship. The college has shaped many alumni as educationists, scientists, managers, entrepreneurs, teachers, etc. The Association acts as a focal point of contact in bringing all alumni together on a single platform in developing the synergistic plans to aid and improve Institutional endeavors in the long-run. The Association conducts regular meetings wherein the members freely and closely interact with each other on issues pertaining to the development of the Institution, role and contribution. The Alumni feedback is collected; their ideas and suggestions are duly considered and implemented by the college administration. The College takes the pride in recruiting qualified and meritorious Alumni as faculty members.

Financial Contribution by Alumni:

Fund Raising: Alumni are one of the benefactors of the Institution by contributing fund in cash and kind. Such contributions are used towards the developmental activities of the Institution such as purchase of LCD projector and by way of sponsoring college fee for the needy students.

Scholarship: The Alumni contribute significantly towards awarding scholarships to the meritorious students every year on College Annual day based on the academic performance to BSc and MSc students.

Non-Financial Contribution by Alumni:

Placements: The Pious Alumni participate actively in the placement activities of the college by conducting pre-placement activities such as Mock Interview, guiding the students in Resume writing, orienting them on etiquettes of attending interview etc. They are also instrumental in bringing various corporate organizations to the Institution for the placement drives.

Mentorship: Alumni plays an active role in the voluntary programmes like mentoring students in their areas of expertise by organizing guest lectures, orientation programmes, workshops etc.

Career Guidance: Alumni are the huge talent pool whose guidance is made beneficial to students and other fellow alumni in their respective areas of study by organizing interacting sessions with them.

Networking Platform: In this era of social networking the Institution connects with the Alumni through various networking medium like website, Email, Facebook, Whatsapp. The Website of the association is www.stpiouscollege.org and its Email Id: piousalumni@gmail.com

Social Responsibility: The Association entered into a MOU with a voluntary organization called, Our Step For Service (OSFS) to work in cooperation for undertaking social activities such as Health & Awareness Programs, Communication Training Programs, Women Empowerment Programs etc. It also collaborated with other NGO's like the Voice for Girls in conducting various social activities and organized Yoga sessions to celebrate the International Yoga Day.

Contribution towards Sports: The Alumni who are involved in sports contribute to the institution by training the present students in regular practice of soft ball and base ball.

Alumni Meet: The Association holds an annual general meeting called as Alumni Meet every year, an initiative taken to stay in touch with our alumni and to ensure a strong lifelong relationship between Alumni and Alma mater.

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

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

? 5 Lakhs

4 Lakhs - 5 Lakhs

3 Lakhs - 4 Lakhs

1 Lakh - 3 Lakhs

Response: 3 Lakhs - 4 Lakhs

File Description	Document
Any additional information	View Document
Alumni association audited statements	View Document

5.4.3 Number of Alumni Association / Chapters meetings held during the last five years

Response: 5

5.4.3.1 Number of Alumni Association /Chapters meetings held year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
1	1	1	1	1

File Description	Document
Number of Alumni Association / Chapters meetings conducted during the last five years.	View Document
Any additional information	View Document
Report of the event	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 an effective leadership in tune with the vision and mission of the institution

Response:

Vision

To **Empower Women** through holistic education to function effectively as competent, socially committed and compassionate individuals

Mission

The mission of the college is to achieve **High Academic and Ethical Standards** with scientific aptitude, social consciousness through value-based quality education.

Nature of Governance

The Governance and Leadership of the Institution ensures that its Higher Education operations are functioning well by nurturing Decentralization and Participative decision-making process as the **key-factors of Good Governance**. It believes that **Good Governance** is about the best processes adapted for making and implementing decisions incorporating the following aspects:

1. **Accountability and Transparency**
2. **Compliance of Rule and Law**
3. **Serving with Responsiveness**
4. **Inclusiveness and Equitable approach**
5. **Efficiency and Effectiveness**
6. **Decentralization and Participatory Management.**

Transparency is the culture of the College, followed scrupulously in Recruitment, Finance and in protecting the stakeholders' interests. Women Empowerment, Social Consciousness and Service are the leading forces in the good-governance of the Institution, evident through its Strategic Policy Planning and Deployment.

Perspective Plans

The Institution focuses its **Perspective Plans** for the next fifteen/twenty years on **Quality in Higher Education**. Accordingly, decision making process and quality planning are articulated keeping in view Vision and Mission of the College.

Quality Initiatives

- **Global Standards of Education – Academic Excellence**
- **Research Output – Patents and copyrights**

- **High-end/State-of-art Infrastructure**
- **Human Resource Development and Training**
- **Social Responsibility and Public Engagement**
- **International Collaborations**
- **Virtual Labs**

The above **Perspective Plans** are further developed into **Strategic Plans** for every five years based on **SWOC** analysis.

The Institution focuses its **Perspective Plans on Quality Education following the Strategic Goals and Objectives**, formulated on the framework of its Vision and Mission. The major goals of St. Pious X College for the plan-period 2012-17 were:

1. **Faculty Development & Excellence**
2. **Academic Excellence & Empowerment of Women**
3. **Research & Development and Scholarship**
4. **Social Responsibility, Outreach and Extension Activities**
5. **Governance for Quality Evaluation, Promotion and Sustenance in Education**

Objectives are drawn from each goal. From each objective, the strategies and action plans are drawn in consultation with the departments for conducting various activities.

Participation of Teachers in the decision making bodies

The teachers represent the Governing Body, IQAC, Statutory and Non-Statutory Bodies of the Institution. They play a major role in the decision-making, planning and implementation and perform the academic and administrative functions of the Institution as Heads of the departments, Class in- charges, Coordinators and Members of various Committees, and as Mentors.

The primary role of the teachers is to impart **Value Based Education** and build interpersonal relationship with the students, parents, alumni, industry, other academic institutions and neighborhood community. They are authorized to decide the nature and scope of Academics, Extra Academic Activities, Placements, Professional Development and Social Work. Thus they play a significant role in identifying and harnessing the Core-Competencies of the Institution and in Capacity Building of the students.

Furthermore, the teachers are authorized to outsource their expertise, upgrade their professional skills, take feedback, review and analyze their performance for continuous growth and **Academic Excellence**.

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

6.1.2 The institution practices decentralization and participative management

Response:

Decentralization in St. Pious X Degree & PG for Women is a systematic distribution of authority at every level and involve cutting across the hierarchy to have effective participation. The Institution practices decentralization and participative management in Academic and Administrative works.

Committees constituted with staff and students follow the vision, mission, strategic goals and objectives of the Institution and function accordingly. They meet periodically, discuss issues and plan for the future. Committed leadership is provided by the Management and the Principal.

Academic decentralization functions through the Principal, IQAC, statutory and non-statutory committees. The teachers represent the governing body and all committees of the institution and play an active role in planning and decision making process. They play a significant role in administration and academics.

Functioning

The Directorate of Placement Services operates and meets regularly under the Placement Director and discusses the nature and schedule of placements, and skill development. The Principal presides over the meetings and the decisions are taken in consensus with members and implemented by coordinating with Industry/Employers, Alumni and Resource persons.

The case study on Decentralisation and Participation with reference to placement activity is based on the organisational structure of the college.

<http://stpiouscollege.org/pdf/placements/hierarchy.pdf>

The Decentralisation is executed and accordingly authorities and responsibilities are decentralised which includes Administrative and Academic aspects. The decentralisation is at four levels

1. Directorate of Placement Services
2. Placement Officers
3. Faculty Coordinators
4. Student Coordinators

At each level the role and responsibilities are carefully assigned to result in effective Placements. Accordingly the protocol of decentralisation is emanating from Organogram.

Roles and Responsibilities

a) Director, Placement Services

- To be aware of opportunities and challenges of Employment
- Conduct meetings and establish schedules, assign tasks and review results
- Interact with HRs of various companies and conduct Campus Placement drives

- Arrange adequate logistics

b) Placement Officers

- Select and guide student coordinators
- Make students aware of Employment opportunities and challenges
- Co-ordinate with Placement Director and Faculty coordinators
- Identify required skill sets and communicate the same.
- Arrange pre-placement activities
- Organize Placement drives
- Collect indent letters

c) Faculty Coordinators

- Discern opportunities and technical skills required in the concerned subjects
- Identify Student coordinators
- Motivate Students towards placements
- Coordinate with placement officers and student coordinators
- Discuss student expectations with the placement cell

d) Student Coordinators

- Coordinate with Placement Officers and HR teams
- Report any grievances to the Faculty Coordinator

e) Alumni

- Render guidance about challenges of the job market
- Participate in interface programs , pre-placement programs, Policy making and Implementation
- Provide lead to the College in Placements

Outcome

Technological Expertise and Professional Competence - Women Empowerment

- Industry-College interface and linkage for placement.
- Awareness about placement opportunities.
- Grooming the students for placements – like GDs, Technical skills and Soft skills
- Constantly meeting PO's, FCO's and SCO's to instill good placement culture under decentralised and participative environment.
- Maintain placement track record.

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

6.2 Strategy Development and Deployment

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Response:

Yes Perspective/ Strategic plan and Deployment documents are available in the Institution. All the activities of the Institution follow the Goals and Objectives derived from the Vision and Mission of the Institution, as given in the strategic plan.

Example:

Inter College Competitions - An activity that followed the Strategic Plan and Deployment through PDCA cycle developed by Deming.

Inter-college Competitions are held at St. Pious X College to realize the Institution's major Strategic Goals of **imparting holistic education, building global competencies, fostering social responsibility and empowering women**. Vicennial Euphoria was held in 2013-14 to celebrate twenty years of Educational Excellence of the Institution. Based on its feedback analyses, Inter-College Academic, Cultural and Co-curricular competitions were held during **Pious Fiesta-2015-16**, enriched by an Entrepreneurial Fete organized in the College to 'Support the Farmers'.

Plan - Communicate the Plan

- To Link the Vision, Mission, Goals, Objectives and Action plans by integrating the aspects of Women Empowerment, Public Engagement, Innovation, Quality Promotion & Sustenance and Learner-centric approach.
- To Focus on Building Competency, Leadership qualities, Service attitude, Team work, Student diversity, Multi-cultural and Ethical values, Community engagement, Novel experience, Critical thinking, Communication skills, Self-learning techniques and Management skills, Problem solving, Entrepreneurship skills and Accountability.
- To Foster Social Responsibility by extending financial help to the needy
- To Engage in Information transfer through traditional methods and technological tools.

Do - Implementation and Control checks

- The Management of St. Pious X College gratified the plan by confirming that the objectives of the activity were understood well and in alignment with the Vision, Mission, Goals and Objectives of the Institution.
- IQAC, Committees, HODs, Student Council, Staff and Students "rippled the goals down" with the guidance of the Principal so that everybody knew her part of the plan.
- Every department prepared the Action-Plan based on goals and objectives set by the Institution, communicated the plan through Management Information System (website, social media, SMS, brochures, banners, word of mouth, formal and informal meetings), followed-up with the progress and accomplished the actual activity.
- The Actual results and Expected results were evaluated by Management, IQAC, HODs, Staff and Students.

Check - Analyse

- The response of visitors was evaluated through the Feedback collected by student volunteers in a prescribed form.
 - Involvement of all staff and students and how they fulfilled their roles were appraised.
 - The fulfillment of objectives and action plan was discussed in IQAC, Departmental and Staff meetings.
 - The Feedback was presented to the Management.
 - The response was excellent and all the participants expressed their satisfaction in making the event successful
- The IQAC and Management recorded and acted upon the Feedback and Suggestions
 - Corrective Actions were taken based on the feedback
 - It was decided to follow the **Activity and Action Plan in future**
- Based on the feedback analysis of Vicennial Euphoria – 2013, Pious Fiesta – 2015 was held successfully by incorporating Strategic Planning Policy.
 - The finance generated by the Fete was managed by the concerned incharge and were donated for Farmer's Welfare thus upholding **Social Responsibility**.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document
Strategic Plan and deployment documents on the website	View Document

6.2.2 Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism

Response:

There is a **well-defined and coordinated Hierarchy** in the Organizational Structure of the College, and joint decision making is observed for Academic and Administrative purposes. Committed Leadership is provided by the important bodies such as the Governing body of the Congregation of the Catechist Sisters of St. Ann and the Governing Body of the College with their specific functions and roles.

1. The Governing body of the Congregation initiates key role in formulating the policies pertaining to the Administration of the Institution. It regularly meets to implement the decisions in Finance, Quality Management, Planning and Evaluation. The Head of the Institution / Principal adopts

flexibility in implementing Academic Policies.

2. The Governing Body decentralizes the administration by setting up various **statutory and non-statutory committees** and distributes powers to various committees responsible for Examinations, Research, Finance, Placements, Planning, Infrastructure etc.,
3. The **IQAC** is the apex committee constituted and takes initiatives and leads the Institution to reach the goals.
4. The Decentralization of administrative functions promotes greater sense of accountability.
5. Transparency and Accountability are practiced through regular internal and external audits. **Professional** development programs and **Research Culture** is maintained in the Institution through adequate financial support and motivation.
6. Staff meetings are held regularly to review the Almanac and Academic Standards.
7. The Institution's relationship with **stakeholders** is good and active. **Inclusive practices** are followed in admission and appointment of staff. The Admission and Recruitment Policies satisfy representation from all communities and states.
8. One of the unique features of the college is a well-structured and active **Student Council** who represent the entire student body of the college.
9. The committees/cells, faculty and students have a free access to meet the Governing and Administrative Body of the college. Anti-Ragging, Grievance and Redressal, Internal Complaint Cells ensure the smooth functioning of the Institution.

Grievance and Redressal Mechanism:

St. Pious X Degree and PG College for Women has a discrete Grievance and Redressal Mechanism for its stakeholders. The Grievance and Redressal Cell promotes **and maintains a favorable and unbiased Educational Environment**. It attends to the grievances and complaints pertaining to the activities of the Institution. The Cell ensures effective solution to these grievances with a **fair approach**.

The Grievance and Redressal Cell enables the students to express their Grievances by initiating and following the grievance procedure in accordance with the **rules and regulations** of the College. The cell meets periodically, examines the nature and pattern of the grievances and redresses it accordingly.

Suggestion boxes are placed at different locations of the Institution to enable the students in communicating their suggestions to the concerned authority i.e., the Grievance and Redressal cell.

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

6.2.3 Implementation of e-governance in areas of operation

- 1. Planning and Development**
- 2. Administration**

- 3. Finance and Accounts
- 4. Student Admission and Support
- 5. Examination

- A. All 5 of the above
- B. Any 4 of the above
- C. Any 3 of the above
- D. Any 2 of the above

Response: C. Any 3 of the above

File Description	Document
Screen shots of user interfaces	View Document
ERP Document	View Document
Details of implementation of e-governance in areas of operation Planning and Development, Administration etc	View Document
Any additional information	View Document

6.2.4 Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions

Response:

Example of an Activity: **Academic Exhibition “Pious Colonnade”**

The policy decision of the Governing Body for ‘Innovative Quality Enhancement for Academic Excellence’ directed the IQAC to a novel idea of holding an Academic Exhibition of live and working models by all the Departments.

The effectiveness of the decisions by the following Committees/Bodies/Cells led to the successful planning and implementation of the event:

- Governing body
- IQAC
- Planning and Evaluation
- Infrastructure
- Finance
- Departments

- Student Council

The various Committees/Bodies/Cells functioned effectively following the protocol:

1. On 15/02/15 the Governing Body, as a part of policy initiative for promoting innovation in teaching and learning, advised IQAC to enhance academic activities with innovativeness and scientific aptitude.
2. On 20/03/2015 the IQAC came out with the Action Plan and Coordination with Planning and Evaluation, Infrastructure, Finance Committees, Departments and Student Council.
3. On 01/06/2015 the Planning and Evaluation committee held a meeting, chalked out the action plan for implementation and discussed the objectives, number of working models, invitees, venue and date of the exhibition with the IQAC. The following objectives and implementation process were formulated:

Objectives

- Academic Excellence
- Innovation and Creativity in Teaching and Learning
- Scientific Approach to learning
- Promoting Learning Resources

Implementation process

- Committees - Infrastructure, Budgeting and Finance
 - HODs and Staff – Event Coordinators, Goals and Action Plan
 - Departmental meeting – Delegation and monitoring of duties
 - Student Council meeting – Orientation and assigning roles
1. On 15/06/2015 the Infrastructure Committee discussed the requirements given by the Planning and Evaluation Committee to propose a budget of Rs. 81,000 and submitted the same to the Finance committee for approval.
 2. On 21/07/2015 The Finance committee studied the objectives of the program, feasibility and outcome of the exhibition and sanctioned a budget of Rs. 70,000/-
 3. The Principal discussed the Action Plan with HODs and IQAC on 10/10/2015 in tune with the policy initiative of the Governing Body and appointed Coordinators. It was decided to go for a wide publicity for the event and extend invitation to other Colleges. The HODs were asked to hold departmental meetings as further initiative.
 4. The Staff meeting was held on 04/11/15 and the implementation process was discussed. It was decided to hold the exhibition on 18/12/15 called as “Pious Colonnade”.
 5. On 14/11/2015 the IQAC met and discussed the final lists of models from each department. The Student Council and Class Representatives were formally given directions regarding the objectives of the exhibition, date, venue, publicity, invitation and discipline.
 6. Coordinating and monitoring the implementation before the event and during the event on 18/12/17 were done successfully as planned.
 7. **Outcome:** The Coordinators of the program submitted a report on the event which was reviewed by IQAC on 21/12/2015. A huge response was received from 876 visitors from schools, colleges, parents and neighborhood. The innovativeness of the programme was well appreciated by the students and visitors. Every student participated in the event according to the roles assigned to

them.

File Description	Document
Any additional information	View Document
Link for 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:

St. Pious X Degree and PG College for Women provides Welfare Schemes to create efficient, healthy, loyal and satisfied labor force for the Institution.

The benefits of Welfare Measures can be summarized as follows:

- 1.They provide better physical and mental health to Staff and thus promote a healthy work environment.
- 2.Housing schemes, Medical benefits, Education and Recreation facilities help in raising the standards of living of Employees and motivate them which leads to high efficiency and productivity.

Existing Welfare Measures for Teaching and Non-teaching staff:

1. Increments

Teaching Faculty:

1. Annual and Special increments are sanctioned on total emoluments.
2. Three increments on award of Ph. D, two increments for M. Phil, M.Tech, one increment for NET and SLET.

Non-teaching staff:

1. Annual and Special increments are sanctioned on total emoluments.

2. Pension and Gratuity benefits for Teaching and Non-teaching staff.

1. The Management contributes its share towards Employees Provident Fund (EPF)
2. On attaining Superannuation the Management pays gratuity to the employee for the period of his/her service.

3. Leaves for Teaching and Non-teaching staff:

1. Casual leave
2. Sick leave
3. Maternity leave
4. Medical leave
5. Study leave for **Faculty Improvement Programs (FIP)**.

The employees are sanctioned the above leaves with pay as per the policies of the Institution.

4. Incentives

1. The teachers who present papers in State, National and International seminars or conferences are awarded with cash prizes.
2. The Management provides the teachers with cash award who publish papers in conference proceedings, National and International journals.
3. **Travel Grant** is sanctioned to the teachers for attending National and International conferences organized in India and abroad.
4. The Institution sponsors the **Registration Fee** to teachers for attending workshops, symposia, seminars, refresher courses and faculty development programs.
5. The Institution felicitates the Faculty who are conferred with National and International awards.
6. Leave Encashment is provided for unavailed casual leaves.
7. Free uniform and safety gadgets are provided to Non-teaching staff.

5. Financial Support

1. **Festival bonus** is extended to non-teaching staff.
2. Interest free **personal loan facility** is provided to teaching and non-teaching staff.
3. Advance salary is granted to the staff in need.
4. Seed money is sanctioned to the Faculty for research projects.

6. Free Education for Children

1. The children of the Teaching and Non-teaching staff are given **Free Education** in the college.
2. The children of Non-teaching staff are provided with **concession in school fee** and hostel fee in the Institutions run by the same management.

7. Infrastructure.

1. The Faculty is allowed to use ICT, Infrastructure, Library and take the assistance of the man power of the Institution as and when required for their research / project work.
2. The Institution maintains the **Gymnasium** to Teaching and Non-teaching staff free of cost.
3. The Institution allows its premises free for the use of Family Celebrations of non-teaching staff.
4. Free boarding and lodging facilities are extended to the security personnel and hostel employees.

8. Medical Assistance

1. **ESI** scheme is provided to the Teaching and Non-teaching staff.

Subsidized medical treatment is extended to Non-teaching staff in the hospitals run by the same

management.

File Description	Document
Any additional information	View Document
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: 43.2

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

2016-17	2015-16	2014-15	2013-14	2012-13
35	34	45	33	31

File Description	Document
Details of teachers provided with financial support to attend conferences,workshops etc. during the last five years	View Document
Any additional information	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: 8.6

6.3.3.1 Total number of professional development / administrative training programs organized by the Institution for teaching and non teaching staff year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
16	6	6	7	8

File Description	Document
Details of professional development / administrative training programs organized by the Institution for teaching and non teaching staff	View Document
Any additional information	View Document

6.3.4 Average percentage of teachers attending professional development programs viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Program during the last five years

Response: 94

6.3.4.1 Total number of teachers attending professional development programs, viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Programs year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
90	80	80	64	76

File Description	Document
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers).	View Document
IQAC report summary	View Document
Details of teachers attending professional development programs during the last five years	View Document
Any additional information	View Document

6.3.5 Institution has Performance Appraisal System for teaching and non-teaching staff

Response:

Functioning Status of the Performance Appraisal System:

The Institution has the following Performance Appraisal System for Teaching and Non-teaching staff.

For teaching staff, the college follows a 360 Degree appraisal method to assess individual performance, where each staff is assessed by all the related stake holders.

Appraisal by students through an **Online Feedback System** to assess the Teacher's performance in teaching her subject in the class, and also her approachability and Valuable guidance outside the classroom. This shows the importance given to building a Teacher-Student relationship for the overall

growth of the student and the Institution.

Feedback from parents is collected during Parent Teacher Meet (PTM) which enables the Management to understand the expectations of the parents and evaluate the outcome of the **Academic Endeavors** of the Institution. Parents are also encouraged to meet the Principal and the Teachers for a better understanding of the fulfillment of their ward's Educational goals. They can also give their feedback orally during such meetings, which are discussed by the Principal and respective Teacher(s) for necessary actions.

The Faculty gives their Self- appraisal through a predetermined appraisal form on a regular basis, usually annually. The HODs give feedback on the performance and participation of the teachers in various departmental and institutional works.

Feedback is also taken from the Alumni in both formal and informal way to evaluate and sustain the **Quality of Education** in the Institution. Their performance in social, personal and professional planes, core competence and global competence are communicated through regular interaction with the **Alma mater**.

All the collected data is analyzed by the Management and accordingly the staff are appraised on annual basis. Non-teaching staff are appraised by the concerned departmental Heads and the Principal based on the way they perform the assigned duties.

File Description	Document
Any additional information	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

Enumeration of the various Internal and External Financial Audits carried out during last five years:

1. Accounts are audited regularly twice a year in the Month of January & June. Governing Body of the college approves certain Annual Budget in addition to the income through tuition and other fees. When there are additional expenses over and above the budget proposals, special sanction is to be taken from the Finance Committee.
2. The Accounting and Auditing Committee looks after the Internal Audit. The auditor has certified that the Institution has compiled proper approval as to budget and disbursement of budget and certified that expenditure is incurred for the purpose for which it is budgeted.
3. The External Auditing is done by the External Agency. The accounts are verified by external auditor as

per norms the audit report has no objections.

4. Mechanism

1. The Internal and External auditors are appointed by the society's apex Governing Body.
2. The Internal and External Audit Reports are presented to the President of the Governing Body through proper channel.
3. The Principal and other staff members extend support for the internal and external audit for their smooth conduct.

Auditing is done two times every year

- 2012-2013 ---- January(Half yearly auditing)
-
- 2013-2014 ---- January(Half yearly auditing)
-
- 2014-2015----- January(Half yearly auditing)
-
- 2015-2016 ---- January(Half yearly auditing)
-
- 2016-2017 ---- January(Half yearly auditing)

There are no audit objections.

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

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

Response: 4.52

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

2016-17	2015-16	2014-15	2013-14	2012-13
1.5	1.94	1.08	0	0

File Description	Document
Details of Funds / Grants received from non-government bodies during the last five years	View Document
Any additional information	View Document
Annual statements of accounts	View Document

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

Response:

St. Pious X Degree and PG College for Women

Resource Mobilization Policy

St. Pious X Degree and P.G. College for Women is a self- financed institution. Since its inception, the demand for student-enrollment is growing. At the same time, operational costs and capital costs are on the rise, steadily. As a result, the resource gap is widening and the need to generate additional financial resources to expedite recurring and developmental activities, has become urgent and inevitable. Hence, the institution has developed a policy for resource mobilization and optimal utilization of resources available.

1. Objectives:

1. To focus on the sustainability of the institution.
2. To implement new programmes in line with Vision and Mission of the institution.
3. Effective and efficient use of resources: human, physical, infra-structure and support facilities.
4. Identify and analyze the resources available for program priorities, policies and efficient budget allocation.
5. To develop an alternate model for generating external funds from stakeholders, alumnae and organization.

1. Strategic plan for resource mobilization:

1. A strategic policy for resource mobilization has emerged from the vision and mission of the institution, to achieve high and ethical standards.
2. The strategic plan echoes its core values for academic excellence, relationship with stakeholders, faculty development and infra-structure development.
3. The resource mobilization strategy of St. Pious X Degree and P.G. College comprises the activities of the mission, set up to achieve long term objectives.

1. Policies and procedures for Resource Mobilization

The Governing Body of the institution, in consultation with the Governing Body of the Society, prepares the policy for mobilization of funds. These policy matters are communicated horizontally to HODs, faculty members and internal committees. The Resource Mobilization Officer initiates responsibility for the operation of learning and optimum utilization of resource. The Governing Body broadly follows the guidelines given below for Resource Mobilization:

1. **Appointment of Resource Mobilization officer**
2. **Training of employees for the grant proposals**
3. **Grants management**
4. **Strengthen stakeholder relationships**
5. **Optimum usage of infrastructure and buildings for mobilization of funds**

1. **Mobilization of Funds and Optimal Utilization of Resources.**

1. Identification of resources and utilization of play grounds and courts, the Sports Complex of the Institution shall be let out for hiring either monthly or annually.
2. Outsourcing the Auditorium to external agencies /bodies.
3. Pay and use of College Gymnasium for people living in the neighborhood.
4. Outsourcing the available resources for consultancy, counseling and knowledge sharing.
5. Organizing short term and long term programmes during after-college hours with a prescribed fee.
6. Setting up of Chairs under fully funded endowments that generate annual income.
7. Optimum utilization of the buildings for examinations on recruitment, promotions and admissions during holidays and on Sundays.
8. Involving the Alumnae of the institution in the activities of the college and encouraging them to contribute financially for its development and integral growth.
9. Judicious usage of internal resources with focus on cost reduction.
10. Generation of income through dry and wet waste management for preparation of compost.

File Description	Document
Any additional information	View Document
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:

IQAC has contributed significantly for institutionalizing the quality assurance strategies and processes

The IQAC of St. Pious X Degree & PG College for Women follows Quality Assurance Strategies and processes which primarily focus on providing a need-based and value-based education, affordable to all economical classes, and to create a demand for the Institution, based on Quality.

Two significant best practices institutionalized as a result of IQAC initiatives during the last five years are:

1. Continuous Professional Development through Research, Projects, Faculty Development and Staff Training Programs.

2. Focus on Employability Skills across all programs.

Continuous Professional Development: To ensure **Quality of Education in HEI's** professional development needs to be a continuous process. Continuous Learning is imperative as teacher's knowledge lags behind due to continuous expansion of knowledge. This will lead to effective teaching which in turn promotes effective learning and enhance student's learning outcomes.

- On the suggestion of IQAC the **Governing Body of the Institution** sanctions a yearly budget to support the professional development of teaching and non-teaching staff.
- The IQAC discusses with the Principal and HODs to plan for International, National and State level seminars, conferences, workshops and include them in the academic plan before the beginning of every academic year.
- The Management and IQAC ensure that Faculty from every department; Administrative and Non-teaching staff attend the professional development programs on and off campus, contribute in rendering **Enhanced Quality in imparting Value-based education** and also help in meeting the current needs of the students.
- IQAC has contributed significantly in promoting Research in the college by obtaining financial assistance from the Management, for providing necessary Infrastructural support and Research incentives.
- Staff and Student Projects are encouraged and supported through infrastructural facilities, manpower and other learning resources.
- ICT was strengthened, Wi-Fi was provided to the campus and all departments were given Laptops in addition to Desktops.

Employability Skills

IQAC has recognized the fact that graduates have to be equipped with **Transferable Skills**, needed for the real world. At the same time, academic output standard should also be maintained in all the programs and courses of study. It believes that assuring the Quality of student's Experience in the college **plays** a key role in their being employable. Based on the above values, IQAC has successfully institutionalized the aspect of Employability across all the programs of the Institution.

- It helped to start job- oriented, need-based Certificate/Diploma programs
- **Directorate of Placements** was established as an IQAC initiative which facilitated Pre-placement Training, Career guidance and Skill development programs organized by Academic Bodies and Placement cell.
- Personality Development & **Soft Skills Training** were made compulsory for students in second/final year by signing MoU and making arrangements in class hours.
- Linkage with TASK was facilitated

- **Alumni support** was welcomed for Placement
- Hands on training programs by specific departments viz. Computer Science were encouraged by arranging workshops
- Students were exposed to ICT in classrooms

File Description	Document
Any additional information	View Document
Any additional information	View Document
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

Response:

The Institution has an Internal Mechanism for periodic review of its Teaching Learning Process. It also conducted Academic Audit with external subject experts for the years 2015-2016 and 2016- 17. After the review the report was noted by IQAC and Governing Body. The suggestions given by the experts are.

1. Tapping Resources for research funding
2. Increasing the use of ICT in Teaching Learning and Evaluation.
3. Need to introduce more Skill based programs
4. To take a comprehensive approach in Assessment and Evaluation
5. Consultancy Services could be enhanced in domain areas

TEACHING LEARNING REFORM 1: USE OF ICT IN TEACHING AND LEARNING:

The IQAC took conscious and consistent initiatives in ensuring Excellence in Teaching-Learning process by promoting extensive use of ICT, **in Teaching and Learning**

- Department and labs were provided with computers, laptops and internet facilities. Staff were trained in ICT based teaching and delivering of lectures.
- Faculty has supplemented the traditional classroom teaching through LCD and Smart Board
- E-journals were subscribed for the benefit of Faculty and Students for Research and Publications.
- Library was fully automated with New Gen Lib software and most of the users were made familiar with Online Public Access Catalogue (OPAC).
- Institutional Website, E-mails, Face Book and Blogs were used to strengthen the communication between learners, teachers and the other stakeholders.
- Evaluation and Examination are streamlined by using ICT.
- Resources for recruitment of additional faculty for ICT training and ICT development were provided.
- Video lectures by the faculty were kept in website for the benefit of students

ICT in Teaching and Learning outcomes:

- Online Feedback Mechanism facilitating the Evaluation of Learning Outcomes
- The different courses in a program are delivered and the learning outcomes further evaluated on the following six attributes:

1. Knowledge (2) Comprehension (3) Application (4) Analysis (5) Synthesis (6) Evaluation.

TEACHING LEARNING REFORM 2: CONTINUOUS ASSESSMENT FOR ACADEMIC EXCELLENCE

Continuous Assessment is a pre-requisite for Excellence. The College has Comprehensive approach of Continuous Assessment. In this regard IQAC has taken the following initiatives to improve Teaching Learning process such as

1. Examination Committee
2. Syllabus Completion Control Check
3. Question Banks and Practical Manuals
4. Internal Exams:
 - Unit Tests, Term and Pre-final exams
 - CBCS: Internal Assessment
 - Assignments, Projects and Presentation, Seminars, GDs, Workshops
 - Evaluation in the stipulated Time
 - Feedback after each test/Exam is sent by SMS.
 - SMS to Parents
 - Record of Marks
5. Formal/Informal Parent Teacher Meets
6. Public Examinations: Annual and Semester
7. Remedial Classes
8. Online Tests by Computer Science department(2015-16 onwards)
9. Online Course and Certifications
10. e – assignments.

Outcome of Continuous Assessment for Academic Excellence:

The result analysis of the students' Academic Performance in the Public Exams show that the Institution has carved a niche in Academics at the Osmania University. Every year students achieve 95-100% pass percentage and 10% of them secure 100 on 100 in one or more subjects. There have been 6 Gold medalists and 42 top rankers from 2012-17.

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

6.5.3 Average number of quality initiatives by IQAC for promoting quality culture per year

Response: 9.2

6.5.3.1 Number of quality initiatives by IQAC for promoting quality year-wise for the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
14	10	08	08	06

File Description	Document
Number of quality initiatives by IQAC per year for promoting quality culture	View Document
Any additional information	View Document
IQAC link	View Document

6.5.4 Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); timely submission of Annual Quality Assurance Report (AQAR) to NAAC; Feedback collected, analysed and used for improvements
2. Academic Administrative Audit (AAA) and initiation of follow up action
3. Participation in NIRF
4. ISO Certification
5. NBA or any other quality audit

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: B. Any 3 of the above

File Description	Document
e-copies of the accreditations and certifications	View Document
Details of Quality assurance initiatives of the institution	View Document
Any additional information	View Document
Annual reports of institution	View Document

6.5.5 Incremental improvements made during the preceding five years (*in case of first cycle*) Post accreditation quality initiatives (*second and subsequent cycles*)

Response:

POST ACCREDITATION QUALITY ENHANCEMENT INITIATIVES (2012-2017)

(Second Cycle)

St. Pious X Degree & PG College for Women was awarded “A” Grade by NAAC in its First cycle in September 2012. The quality initiatives implemented during the period of 2012-17 in the Academic and Administrative domains to provide graduates with employability and the transferable skills that equip graduates for a fast-changing job market were:

1. Academic quality initiatives taken up for improving student progression, performance, job readiness, research orientation and overall competencies are as under:

- **Certificate /training/diploma programs in SAP (2014 -15), Medical Coding (2014-15), Bioinformatics (2014-15), Quality control and quality assurance (2013-14),TASK training in skills for placements (2015 -16),Advanced Excel (2016-17),Travel & Tourism (2012-17),Pre-Placement Drives and Career guidance programmes (2013-2017)**
- **Need-based UG & PG programs for the stakeholders increased the intake of student admissions- A new UG program in B.A (Mass Communication, Psychology and Modern language) (2014-15),two PG programs M.Sc. (Physics) and M.Sc. (Maths) re-introduced in 2012-13 & 2015-16 respectively and new section of B.Com (Computers)**
- **Teaching Learning and evaluation reforms as under:**
 - 1.Choice Based Credit System started in 2016-17. Regular internal examinations and CCE was practiced
 - 2.Video lectures
 - 3.ICT enabled teaching
- **Initiated SPUGER (St. Pious Undergraduate Environmental Research Group) to orient students towards research. ___ student projects were completed in the last five years.**
- **Increased Collaboration in the areas of research, training, placements and extension activities has resulted in 21 functional MOUs and 48 linkages and collaborations, providing contextual learning and industry interface.**

- **Online Student feed back for effective evaluation of teaching and learning.**

2. Faculty improvement initiatives are as follows

41 Faculty development programs in various themes were conducted to add to the teachers knowledge, improving their teaching skills and get acquainted with new pedagogical tools.

- Faculty were encouraged to carry out research projects by giving financial assistance and **to apply for UGC funded projects. 4 UGC minor research projects were sanctioned and successfully completed. 66 research papers were published in the last five years as compared to 37 in the past. There is substantial increase in the number of paper presentations in the past five years**

3. Improvement in infrastructure and resources to aid the quality initiatives.

- ICT enabled classrooms
- LMS software.
- Library resources were augmented with the addition of 4000 books
- **The campus was Wi-Fi enabled**
- **Laptops were provided to the departments**
- **Increased the number of CCTV cameras to 36, installed at key locations to ensure safety of students.**
- **Fire safety system installed.**

4. Strengthened resources in games and sports :

1. Appointed coaches **for training in Soft Ball.**
2. Long jump pit was constructed
3. **Outcome - 62 medals and prizes in state, national, international sports events**

5. 198 outreach and extension activities were taken up during the post accreditation period to promote social responsibility in students.

The institution has progressively made considerable improvements in the areas of teaching & learning, research, extension activities, infrastructure, student progression and strengthening of Alumni association as a result of the initiatives taken up by IQAC

File Description	Document
Any additional information	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Number of gender equity promotion programs organized by the institution during the last five years

Response: 19

7.1.1.1 Number of gender equity promotion programs organized by the institution year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
6	4	4	3	2

File Description	Document
Report of the event	View Document
List of gender equity promotion programs organized by the institution	View Document
Any additional information	View Document

7.1.2

1. Institution shows gender sensitivity in providing facilities such as:

- 1. Safety and Security**
- 2. Counselling**
- 3. Common Room**

Response:

The facilities provided by the Institution is an illustration of gender sensitivity and its concern towards women

1. Safety & Security:

Vigilant Monitoring:

- **CCTVs:** Vigilant monitoring of the campus is ensured by the installation of the surveillance and security cameras at various conspicuous locations in the campus. The CCTV footage is also saved for tracing out any case of misconduct. 24x7 security at the College Entrance ensures safety.
- **Discipline Committee:** It observes the conduct of the students and assures that cordial relations exist among the peer group and with the staff.

- **Field Trips and Tours:** It is mandatory for the mentor to accompany the students to any trip and outside participation.
- **Anti-Ragging Committee:** It is a **Ragging free campus**. Till date no issue of ragging has been reported. **Anti-Ragging committee** gives counseling to the students to maintain amicable relationship with their juniors.

Information Dissipation:

The Attendance of the students is recorded meticulously every morning and their absence is communicated immediately through an **SMS to the parent / guardian**. A mentor maintains the data of each student based on the information provided by the parent during the admission for future communication.

Emergency Services:

The Institution developed an **MoU with Srilakshmi Nursing Home**, HMT Nagar so that the ward can avail medical help during emergencies. The contact numbers of the **Campus Security Officer, Public Information Officer (PIO)**, Co-ordinators of the **Discipline committee, Student Welfare committee, Sahayam(OU) Psychological Counselling Center** and **SHE Teams** are displayed at the common areas in the campus.

Self-Defense Training Programmes:

In collaboration with Darshika, an NGO, a Certificate program on Self-Defense titled **Abhaya Bharathi** and A Work shop on **Essential Defense Mechanism Techniques** through **SHE team** members were conducted to build the self-confidence in girls. The college is registered with the **Nacharam Police Station** for safety and timely help.

Other Facilities: The College provides a well-guarded hostel facility for the non-localities. The **Hostel** and college premises are equipped with **Fire Extinguishers** for emergency purpose.

2) Counselling:

Counselling sessions are held regularly to enlighten the students on the contemporary social conditions and threats and how one should overcome such hassles in life through courage and confidence. Recent past, the college conducted Counseling Session on **“Drug Abuse”, “Prevention of Suicides”** and a Work shop on **“Educating the Girl children with essential Defense Mechanism Techniques”** through **SHE team** members.

There is an exclusive Counselling Room and a trained counsellor in the Institution to help the students in distress. The mentor not only helps the students with academics but also provide timely counselling on the personal and career issues. Confidentiality is maintained so that students share their grief without any apprehension. The contact numbers of the other counseling centres are also provided to the students for their personal needs.

3) Common Room:

A Common Room with all the required facilities is provided for the recreation of the students. It is a

common place where the students can exchange their ideas and discuss the general issues.

File Description	Document
Any additional information	View Document

7.1.3 Alternate Energy initiatives such as:

1. Percentage of annual power requirement of the Institution met by the renewable energy sources

Response: 2.27

7.1.3.1 Annual power requirement met by the renewable energy sources (in KWH)

Response: 394

7.1.3.2 Total annual power requirement (in KWH)

Response: 17364

File Description	Document
Details of power requirement of the Institution met by renewable energy sources	View Document
Any additional information	View Document
Link for Additional Information	View Document

7.1.4 Percentage of annual lighting power requirements met through LED bulbs

Response: 74.07

7.1.4.1 Annual lighting power requirement met through LED bulbs (in KWH)

Response: 2014

7.1.4.2 Annual lighting power requirement (in KWH)

Response: 2719

File Description	Document
Details of lighting power requirements met through LED bulbs	View Document
Any additional information	View Document

7.1.5 Waste Management steps including:

- **Solid waste management**
- **Liquid waste management**
- **E-waste management**

Response:

- **Solid Waste Management**

The Bio-degradable and Non-degradable solid waste is collected in different color coded bins. The bio waste that comprises the food, kitchen waste and dried leaves is used to make around **8 Kg** of compost by the **Tumbler method** every month successfully. More than **3 tons of paper waste** is given for recycling under the Program **Reduce Reuse Recycle** in collaboration with **ITC WOW** every year. The Microbial cultures are discarded by autoclaving to avoid any contamination. **Three Incinerators** are installed for the disposal of the sanitary pads.

- **Liquid Waste Management**

The acidic and the alkaline chemical waste generated from the laboratories is first neutralized before disposal. The hazardous biochemicals and gels are disposed based on the standard protocol to ensure the safety and minimize the environmental pollution.

- **E-Waste Management**

Awareness program on hazards of e-waste and its disposal in an eco friendly way for safe environment was initiated in 2014. 35 varieties of e-waste goods were collected from neighborhood, students and campus and disposed off safely in collaboration with Earth sense recycle pvt. Ltd, Hyderabad. The Institution has adopted a mechanism to minimize the e-waste generated by reassembling the systems and optimizing the usage of CDs. Around **200 kg** of e-waste **in 2014** and **873kg in 2017** was given for recycling and safe disposal to **Earth Sense Recycle Pvt ltd, Hyderabad**. This ecofriendly practice is not only confined to the Institution but extended to the community.

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

7.1.6 Rain water harvesting structures and utilization in the campus

Response:

The Institution has designed a combined approach towards Rain water harvesting and sustainable water Resource Management through the construction of the Rain Water Harvesting pits.

Total number of the Harvesting pits: 4

S.No	Pit location	Pit Dimensions (length x Width) in Feet
1	Near the College entrance Gate	8 x 2.5 x 5
2	Near the Borewell	10 x 8 x 5
3.	Near the Hostel Kitchen	10 x 6 x5
4.	Near the Sports Room	6 x 5 x3.5

The low tech methods such as Surface Run Off method and Roof Top method are employed to harvest the rain water. Out of the 4 pits, the water in 2 pits is collected by surface run off method and into other 2 pits by both the methods. The ground water level is thus replenished and used to recharge the bore wells. This ecofriendly initiative has ensured a perennial water supply in the campus for usage in the domestic purpose and for watering the plants. The following Seminars and Workshops were conducted to sensitize the students towards conservation of water:

- A Two Day Science Academies Lecture Workshop on “**Recent Advancement In Environmental Sciences in Sustaining Natural Resources And Maintaining Healthy Livelihood**” during 23-24 Aug, 2014.
- A National Seminar on “**Conservation of Water bodies**” sponsored by **Ministry of Environment and Forests** during 23-24 Jan, 2015.
- A One Day Seminar on “**Innovative Scientific Approaches for a Sustainable Environment**” sponsored by **Telangana Academy of Sciences** on 14 Mar, 2017.
- A research project was undertaken to study the effects of Surface and Ground water pollution due to heavy metals in different parts of Hyderabad. The research findings were communicated to the local community, media, and **NGO SOUL (Save Our Urban Lakes)**.
- The **Student Research Group ‘SPUGER’** gave a representation with a placard about heavy metal pollution in ground water in acharam area to Sri. T. Harish Rao (Honorable Minister for Irrigation, Marketing and Legislative Affairs, Telangana) during ‘**Restoration of lakes in Telangana**’, organised by **Council for Green Revolution** on the occasion of World Water Day.
- Through NSS “**The World Water Day**” was celebrated on 22 nd March 2017 and the students took the pledge on saving water.

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

7.1.7 Green Practices

- Students, staff using
 - a) Bicycles
 - b) Public Transport
 - c) Pedestrian friendly roads
- Plastic-free campus
- Paperless office
- Green landscaping with trees and plants

Response:

The major concern of the present day is the depletion of the natural resources that consequently resulted in the imbalance in the ecosystem. It becomes our prime responsibility to strive for sustainability of the environment by providing a conducive environment for the growth and survival of the flora and fauna by adopting the ecofriendly practices. Every step we take to make the campus ecofriendly instills consciousness among the young minds towards a sustainable environment.

Transport :

The Institution is at the prime location in the city. 1% of students use bicycles, 40 % of students and staff commute through public transport, 20% of the students and 10% of the staff use pedestrian friendly roads and the rest use other private means. The Bicyclists Club was formed as an initiative towards promoting carbon neutrality.

Plastic Free Campus:

The college has been striving towards reducing the plastic footprint by encouraging the **eco-club** to distribute **cloth bags** and **eco-friendly dustbins** in and around the campus and restricting the usage of plastic in the canteen. Rallies on **Say No to Plastic** were conducted to create awareness among the students and the neighbourhood community on the hazards of plastic.

Paperless office:

Most of the documentation and communication is done through soft copies and other electronic media. Online assignments and Exams are the new reforms adopted to minimize the usage of paper.

Plantation:

The Campus is enriched with the plantation of wide variety ranging from fruit bearing trees, medicinal herbs to high oxygen releasing trees. More saplings are planted every year during the **Harithaharam** and **Swacch campus** programmes.

World Nature Conservation day was celebrated on July 20th , 2013 in collaboration with **Centre for Environment Education & South Asian Youth Environment Network** to create awareness among the students about the plight of the forests and the wild life that is on the verge of extinction.

The practice of **Green greetings** to all our guests who visit the Institution on various occasions is an effort to promote Green earth consciousness.

To bring awareness among students about organic farming and its benefits for human health a **Terrace gardening** is initiated.

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

7.1.8 Average percentage expenditure on green initiatives and waste management excluding salary component during the last five years

Response: 0.39

7.1.8.1 Total expenditure on green initiatives and waste management excluding salary component year-wise during the last five years(INR in Lakhs)

2016-17	2015-16	2014-15	2013-14	2012-13
0.76166	0.24237	0.42823	0.30226	0.97887

File Description	Document
Green audit report	View Document
Details of expenditure on green initiatives and waste management during the last five years	View Document
Any additional information	View Document

7.1.9 Differently abled (Divyangjan) Friendliness Resources available in the institution:

1. Physical facilities
2. Provision for lift
3. Ramp / Rails
4. Braille Software/facilities
5. Rest Rooms
6. Scribes for examination
7. Special skill development for differently abled students
8. Any other similar facility (Specify)

A. 7 and more of the above

B. At least 6 of the above

C. At least 4 of the above

D. At least 2 of the above

Response: A. 7 and more of the above

File Description	Document
Resources available in the institution for Divyangjan	View Document
Any additional information	View Document
link to photos and videos of facilities for Divyangjan	View Document

7.1.10 Number of Specific initiatives to address locational advantages and disadvantages during the last five years

Response: 12

7.1.10.1 Number of specific initiatives to address locational advantages and disadvantages year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
3	3	2	2	2

File Description	Document
Number of Specific initiatives to address locational advantages and disadvantages	View Document
Any additional information	View Document

7.1.11 Number of initiatives taken to engage with and contribute to local community during the last five years (Not addressed elsewhere)**Response:** 26

7.1.11.1 Number of initiatives taken to engage with and contribute to local community year-wise during the last five years

2016-17	2015-16	2014-15	2013-14	2012-13
7	5	6	6	2

File Description	Document
Report of the event	View Document
Details of initiatives taken to engage with local community during the last five years	View Document
Any additional information	View Document

7.1.12**Code of conduct handbook exists for students, teachers, governing body, administration including Vice Chancellor / Director / Principal /Officials and support staff****Response:** Yes

File Description	Document
Any additional information	View Document
URL to Handbook on code of conduct for students and teachers , manuals and brochures on human values and professional ethics	View Document

7.1.13 Display of core values in the institution and on its website**Response:** Yes

File Description	Document
Any additional information	View Document
Provide URL of website that displays core values	View Document

7.1.14 The institution plans and organizes appropriate activities to increase consciousness about

national identities and symbols; Fundamental Duties and Rights of Indian citizens and other constitutional obligations**Response:** Yes

File Description	Document
Details of activities organized to increase consciousness about national identities and symbols	View Document

7.1.15 The institution offers a course on Human Values and professional ethics**Response:** Yes

File Description	Document
Any additional information	View Document
Provide link to Courses on Human Values and professional ethics on Institutional website	View Document

7.1.16 The institution functioning is as per professional code of prescribed / suggested by statutory bodies / regulatory authorities for different professions**Response:** Yes

File Description	Document
Any additional information	View Document

7.1.17 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties during the last five years**Response:** 31

File Description	Document
List of activities conducted for promotion of universal values	View Document
Any additional information	View Document

7.1.18 Institution organizes national festivals and birth / death anniversaries of the great Indian personalities**Response:**

The success of the College is emanated through its Core Values manifested in moulding the students into virtuous citizens of the nation and enabling them to realize their potential as the responsible youth in dispensing their fundamental duties. The Institution celebrates National Festivals to remember and salute the sacrifices of our freedom fighters and reaffirm the spirit of National Integrity and Prosperity.

The birth and death anniversaries of the eminent personalities are observed every year in the honor of their accomplishments and contributions to the progress of our Nation.

This is an opportunity to infuse the virtues of the great leaders into the young minds that help in transforming every child into a burning candle and illuminate the lives of the others. The following activities are conducted every year.

S. No	Date	Name of the Day	Significance	Activities conducted
1.	12th January	National Youth Day	Birthday of Swami Vivekananda	<ul style="list-style-type: none"> • Essay Writing on Virtues
2.	28th February	National Science Day	Discovery of Raman Effect by Indian Physicist Sir C. V. Raman	<ul style="list-style-type: none"> • Open day • Students from neighboring schools
3.	14th April	Constitution of India	It marks Ambedkar's birthday	<ul style="list-style-type: none"> • Eloquence Competition on Constitution
4.	29th June	National Statistics Day	The Birth Anniversary of Prof. C. Mahalanobis	<ul style="list-style-type: none"> • Intercollegiate Quiz, and
5.	27th July	APJ Kalam's Death Anniversary	Death Anniversary of APJ Kalam	<ul style="list-style-type: none"> • Video clip on Speeches
6.	15th August	Independence Day	Nation's Independence from British rule	<ul style="list-style-type: none"> • Group & Essay writing • "Youth for Nation"
7.	29th August	Telugu Bhasha Dinotsavam	Birthday of the Telugu poet Gidugu Venkata Ramamurthy.	<ul style="list-style-type: none"> • Competition conducted

8.	29th August	Sports Day	Birthday of Dhyan Chand, the Indian hockey player.	<ul style="list-style-type: none"> • An Inter
9.	5th September	Teachers' Day	Birthday of Sri Sarvepalli Radha Krishnan	<ul style="list-style-type: none"> • Students towards with Lov
10.	14th September	Hindi Diwas (Day)	Birthday of Beohar Rajendra Simha and declared Hindi as Official language	<ul style="list-style-type: none"> • Competi • Inter Co
11.	2nd October	Gandhi Jayanti	Birth anniversary of the Father of the Nation, Mahatma Gandhi	<ul style="list-style-type: none"> • Activities writing a
12	31st October	National Integration Day (Ekta Diwas)	Birthday of Sardar Vallabhai Patel	<ul style="list-style-type: none"> • NSS Vo presenta Integrity
13.	14th November	Children's day	Birthday of Pandit Jawaharlal Nehru	<ul style="list-style-type: none"> • Students essay w competiti School,
14.	26th November	Constitution Day	It is also Known as Samvidhan Divas, is celebrated in India every year to commemorate the adoption of Constitution of India.	<ul style="list-style-type: none"> • Pledge t Assembl

File Description	Document
Any additional information	View Document

7.1.19 The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions

Response:

Integrity is one of the core values of the Institution. It maintains transparency in all its Financial, Academic, Administrative and Auxiliary Functions.

Financial Functions:

The Institution adheres to the policies framed by the Higher Education Department and periodically amends the policies and regulations as per the changing Economic policies of the Nation. It makes efforts to ensure all its financial transactions, reports and documents are completed with Integrity and that the institution presents timely and accurate Information to the Management.

Accounts are audited regularly twice a year in the Month of January & June Governing body of the college approves certain annual budget in addition to the income through tuition and other fees. The Accounting and Auditing Committee looks after the internal audit. The auditor has certified that the institution has compiled proper approval as to budget and disbursement of budget and certified that expenditure is incurred for the purpose for which it is budgeted.

The external auditing is done by the external agency. The accounts are verified by external auditor and as per norms the audit report has no objections.

Academic Functions

The institution is affiliated to the Osmania University and follows the Almanac prescribed by the university. The academic calendar is designed in accordance with the university almanac. The institution adheres to the Year plan and any amendments made are updated and the same is conveyed to the students after the Principal's approval. The information on various programmes offered and the programme specific and course specific outcomes are displayed on the website. The Attendance of the students is taken meticulously and their absence is informed to the parents through SMS.

The performance of the students in the internal exams is assessed and evaluated diligently and the result is promptly given to the ward for verification and clarification. The marks are posted to the parent/ guardian for their perusal. Academic audit is conducted annually by the Internal Audit committee and the report is submitted to the governing body.

Administrative Functions

The decentralization of the Administrative structure shows a transparent coordinated working mechanism. The institution precisely follows the guidelines prescribed by the university and other statutory bodies in the recruitment of teaching and nonteaching staff. The staff and the students follow the code of conduct that outlines the minimum standards of conduct and professional ethics.

The Advisory committee's suggestions and recommendations are considered prior to the implementation of any policy. The institution operates with utmost integrity and coherence in developing and updating the policies. A handbook on the human values and the professional ethics exist for faculty and students. The

panoramic view of the activities is published in the college newsletter, 'Focus' released half yearly. The feedback on curriculum, faculty and the institution is taken from the stakeholders for the upgrading and furthering the policies of the institution. The increment for the staff is based on the feedback and the self-appraisal reports.

7.2 Best Practices

7.2.1 Describe at least two institutional best practices (as per NAAC Format)

Response:

BEST PRACTICE-1

Title: "Achieving Academic Excellence through the Capacity Building Programs"

The below link provides the Best Practice 1 as per NAAC Format

<http://stpiouscollege.org/pdf/gen/bestpractices01.pdf>

BEST PRACTICE-2

Title :Sharing is Caring – propagated through Institutional Social Responsibility

The below link provides the Best Practice 2 as per NAAC Format

<http://stpiouscollege.org/pdf/gen/bestpractices02.pdf>

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

7.3 Institutional Distinctiveness

7.3.1 Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Response:

"Women Empowerment through Good Governance"

Holistic Education, Social Commitment, Compassion and Effectiveness are the few focused areas of the Vision of St. Pious X Degree & PG College for women.

The College was established by the Women visionaries, Governed by the Women, for the Empowerment of the Women. It strives to accomplish its Vision effectively through Good Governance. The elements of Good Governance which the College institutionalized and internalized are

- Accountability
- Transparency and Integrity
- Compliance of law
- Social Commitment and Responsiveness
- Equitable and Inclusive Approach
- Efficiency and Effectiveness
- Participatory Approach

The elements of Good Governance are the Core competencies and are evident in all the activities grounded in the Core Values of the College

Good Governance, the hallmark of this college, inherited with rich cultural values in accomplishment of Academic Excellence, Faculty Development, Quality Research, Social and Public Engagement, Finance and Administration

Accountability

Accountability is ensured among the Management, Faculty and Administrative staff for every decision made. Faculty consider themselves accountable for:

- Curriculum Delivery with learner centric approach
- Upgrading / novel Pedagogy for Innovative Teaching
- Mentoring the students and Inculcating values in them.
- Focusing on outcome based education.

Transparency and Integrity

The Management believes disclosure as a responsible behavior. The College has excellent value system, manifested in the Admission Process of the students and in the Recruitment Policy of the faculty by providing equal opportunity to all. Finance & Accounts are audited annually. The entire Administration is transparent as per policy, structure, Goals and objectives.

Compliance of Law

The organization complies with letter and spirit in Policy frame work, Legal framework and Institutional framework of HEI and other authorities to achieve the purpose of meaningful education. Ethics and code of conduct of student, faculty, Administrative staff and Governing body is complied with promoting good culture. Classes are held as per almanac of the University and examinations are held in compliance with the norms of Osmania University upholding discipline.

Social Commitment and Responsiveness

The College responds to social responsibilities and other issues of concern with compassion. It organized several extension and outreach activities to sensitize the faculty and students to respond to social issues to become virtuous citizens and envisaged to contribute to Nation building.

Equitable and Inclusive Approach

The College is in forefront in inclusive approach with following initiatives.

- Scholarship to marginalized group
- Good Hostel Facilities at Subsidized rates
- Focusing on highly diverse student community
- Gender Equity Education
- Inculcating Human values and Professional ethics

Efficiency and Effectiveness

Efficiency (input,output relation) is ensured interms of Academic Excellence, reflected through glorious academic track record. Effectiveness (result oriented) is ensured in terms of placements, Alumnii linkage, MoUs with various bodies, Research outputs, Adminstrative Audit,Evaluation based outcomes of students and other activities.

Participatory Approach

Organizational structure of the college is decentralized and adopts participatory approach through various committees to advise the Governing body, IQAC and Principal.The participation is ensured by coordinating committees for conducting events. Faculty and Non-Teaching staff are drawn in several committees to ensure effective feedback and participation

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

5. CONCLUSION

Additional Information :

Strategic Initiatives

The IQAS focuses on continuous improvement especially for Faculty Development & Excellence and Academic Excellence which is manifested in the form of seven criteria. The college has IQAC cell which manages the every aspect of planning and implementation to uphold the vision and mission in the task of women empowerment. Accordingly 5 strategic goals and 37 strategic objectives are formulated.

In women empowerment, the college specifically addressed issues like Inclusive approach, Gender equity, financial support, hostel facilities, conducting workshops, conferences.

The perspective plans are based on extensive data and information collected in SWOC analysis. The Strategy Deployment are governed by principles of participation and transparency. The policies, philosophy, core values are the basic ethos for perspective plans. To fructify vision and mission and implement goals and objectives, the organization under the leadership and governance of Governing Body created conducive organizational structure.

The institution makes diligent efforts in identifying and tracing the interests of stakeholders and their expectations in promotion, evaluation and sustenance of quality education with quest for excellence and to explore all the possibilities to work in consonance with the interest of stake holders. The distinctiveness and core competence of this Institution is Good Governance and Leadership by women for women.

<https://drive.google.com/file/d/1Bg5qb4zWSSStGNzIy-mkeXaw6BrQs2T9S/view?usp=sharing>

Concluding Remarks :

The core values of the Institution is an imperative in every strategic Goal and objective of strategic plan. Accordingly core value has become inbuilt mechanism in every criteria. The college consciously conducted value based classes for enhancing and sustaining the value system that it nurtured and cherished. The quest for excellence is the benchmark for faculty and academic excellence; hence the goals are formed on excellence. The goals on Faculty Development, Excellence and Academic Excellence would work toward global standards, global challenges , global competitiveness of students. Faculty teaching learning process is adopting ICT extensively, e-resources and LMS to attain high quality global standard. Skill with values, knowledge, abilities and attitude, social consciousness, public engagement, research output for quality of teaching and learning are some of the objectives attained as the college is grounded with core values. The empowerment of women is

ensured in the process of achieving all the goals and objectives of the College. The substratum of St. Pious X Degree and P.G. College for Women is to nurture and develop women wuman resources for nation development.

St. Pious X Degree and P.G. College for Women looks forward to the following major strategic initiatives for the next perspective plan 2017-22.

1. Faculty Development and Excellence with global standards
2. Academic Excellence with the constitution of Centre of Excellence in
3. Pedagogical research.
4. Human Values and transformation for capacity building.