YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	**BAGHIRATHI BAI NARAYANA RAO MANE COLLEGE**
• Name of the Head of the institution	**Dr. B.N. SRINIVASA RAO MANEY**
• Designation	**Principal**
• Does the institution function from its own campus?	**Yes**
• Phone no./Alternate phone no.	**08026714441**
• Mobile No:	**9448076506**
• State/UT	**Karnataka**
• Pin Code	**560070**
2.Institutional status	
• Affiliated / Constitution Colleges	
• Type of Institution	**Co-education**
• Location	**Urban**
• Financial Status	**Grants-in aid**

• Name of the Affiliating University	**Bangalore University, Bangalore**
• Name of the IQAC Coordinator	**Dr.Y.G. LAKSHMANA**
• Phone No.	**08026714441**
• Alternate phone No.	**08026710873**
• IQAC e-mail address	**bnmdeg.college@gmail.com**
• Alternate e-mail address	**srimaney@gmail.com**
3.Website address (Web link of the AQAR (Previous Academic Year)	**http://www.bnmdegreecollege.com/aqar/aqar_2019_2020.pdf**
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	**http://www.bnmdegreecollege.com/Academic_Calendar/ACADEMIC%20CALENDAR%20-%202020-21.pdf**

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B+**	**75.45**	**2005**	**28/02/2005**	**27/02/2010**
Cycle 2	**B**	**2.11**	**2016**	**25/05/2016**	**24/05/2021**

6.Date of Establishment of IQAC	**18/02/2006**

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	**00**	**NIL**	**00**	**00**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**
• Upload latest notification of	**View File**

	formation of IQAC	
9.No. of IQAC meetings held during the year	3	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	**View File**	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	

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

1. Enterprise Resource Planning (ERP) namely Optra improves access to accurate and timely information; enhance workflow, increase efficiency, integrate existing systems; and establish a foundation for new, emergent systems. 2. Regular reconstitution of Screening committee for Career Advancement Scheme (CAS) to examine applications, ensure quality of publications, and verification of API scores under UGC guidelines. 3. The IQAC continues to enhance the interaction between the stakeholders of the institution by having the number of meetings with them. 4. Strengthening of Knowledge Dissemination: The IQAC strengthens knowledge dissemination in two ways- digitalising and disseminating the research articles published in the various journals of national and international importance and encouraged to publish papers periodically.

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

Plan of Action	Achievements/Outcomes
To enhance and upgrade digital resources available in the institution	The steps have been taken through the principal to upgrade the digital resources available in the institution.
Upgrade institutional infrastructure and take necessary actions in	The campus is sanitized on a regular basis and all necessary safety measures are takenAll members of the

order to maintain cleanliness	staff has been fully vaccinated through institution
Impart regular trainings to both teachers and students to improve the distant learning environment	All teachers and students are given special training to equip them for virtual mode of teaching –learning by the agency entrusted with the LMS
More programs to support mental well being of all stake holders of the institution	The IQAC has given the advisory to all the staff members to attend the relevant workshops and seminars for the mental wellbeing.
Preparation of IIQA and SSR for the upcoming NAAC assessment	The process is on.

13. Whether the AQAR was placed before statutory body?	No

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020–21	02/03/2022

15. Multidisciplinary / interdisciplinary

16. Academic bank of credits (ABC):

17. Skill development:

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

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

20. Distance education/online education:

Extended Profile	
1. Programme	
1.1	3

Number of courses offered by the institution across all programs during the year	
File Description	**Documents**
Data Template	View File

2.Student

2.1 Number of students during the year	**341**
File Description	**Documents**
Data Template	View File

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**260**
File Description	**Documents**
Data Template	View File

2.3 Number of outgoing/ final year students during the year	**142**
File Description	**Documents**
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	**17**
File Description	**Documents**
Data Template	View File

3.2 Number of Sanctioned posts during the year	**09**
File Description	**Documents**
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**15**
4.2	**Rs. 25,45,273**

Total expenditure excluding salary during the year (INR in lakhs)	
4.3 Total number of computers on campus for academic purposes	32

Part B
CURRICULAR ASPECTS
1.1 - Curricular Planning and Implementation
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

Any academic institution's fundamental commitment is to make teaching-learning engaging in order to expressly meet the core objectives of education. Despite several constraints, the institution has been focused on effective curriculum delivery since its inception. Newer methods have been used to make teaching-learning remarkable for nearly a decade, with consistent efforts. The institution has a practice of strategizing academic curriculum delivery to ensure effective and meaningful curriculum delivery. Calendar at the start of each semester in accordance with the parent's academic calendar. Aside from regular staff meetings, the principal calls a review meeting of all teaching staff. To discuss in depth the completion of the syllabus and the upload of internal assessments at the end of each semester. The time table committee gets into action and keeps the general as well departmental time tables ready before the commencement of the ensuing semester. Further, departmental meetings are held to discuss the syllabus completion, to sketch out extra classes wherever necessary, finalizing internal assessment marks, plan of action and syllabus allocation for the forthcoming semester. At the start of each semester, faculties prepare lesson plan and meticulously accomplish their class room obligations. To augment efficacy of the curriculum delivery, LCD projectors have been put into use by faculties to screen academic oriented documentaries, plays, teach with power point. To have a track of expediency of teaching and award internal assessment marks, class level tests are conducted after the completion of each unit of the curriculum. The performance of students in the class level tests becomes one of the yardsticks to appraise the effectiveness of curriculum delivery. Assignments and students' seminars have been mandated by the institution. Above and beyond, the faculties are encouraged to enrich their expertise by attending symposia, conferences, workshops, refresher courses, orientation programmes, short term courses and other knowledge supplementing programmes which in turn exert a positive thrust on the curriculum delivery. Special lectures by people of eminence are often organized in the institution to ensure better understanding of the subjects.

The commitment of the college to meet the outcomes of the curriculum designed by the university is clearly stated in vision

and mission of the college. Imparting education to satisfy the needs of the society has been the college's primary concern ever since the establishment of the college. Each semester starts with a detailed preparation of lesson plan and are filed at the departments of the college. Faculty are constantly monitored regarding the timely completion of portions allotted as per the teaching plan. Any deviation is recorded and the action plan is taken to resolve the same. Teachers refer to the standard reference books prescribed by university along with latest information available through online and other resources for effective implementation of curriculum. Besides the use of conventional methods, various other teaching methods like Quiz, Group Discussion, PPT Presentations, Role Play, Projects, Games, Industrial Visits, Open book tests, Assignments, Videos, use of charts and graphs and Case studies are used for effective curriculum implementation. There are regular Departmental meetings. The academic performances of the students are evaluated through monthly tests and internal examinations. The results of these periodic academic tests are recorded and forwarded to the parents and the principal. Google Classroom is used to deliver curriculum in the most efficient way possible. Curriculum review and development are done on a regular basis to keep up with developments in respective fields and to meet the needs of academia, industry/profession, and society. The academic performance of the students reflects the outcomes of the college's effective steps toward curriculum delivery. Our students have demonstrated their abilities in placements, internships, and university examinations. The outcomes of the assessment and the feedback from stakeholders are used to improve the curriculum on a continuous basis.

File Description	Documents
Upload relevant supporting document	**View File**
Link for Additional information	http://www.bnmdegreecollege.com/documents/Time%20table.pdf

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

The institution is affiliated to Bangalore University from the inception. The institution was of course run-in line with the academic calendar issued by the Bangalore University. As the institution is governed by the Bangalore University, it is mandatory to follow its guidelines but added to this, the institution from the beginning stringently aligns its academic calendar with that issued by Bangalore University. The academic calendar of the university encompasses the date of reopen, closure, upload of internal assessment marks, dates for commencement of theory and practical examinations etc. In view of

that, the principal convenes staff meeting in the beginning of each semester to strategize the academic calendar of the institution in compliance with that issued by the affiliated university. Besides the discussion on academic related issues such as conduct of theory and practical classes, internal examinations, award of internal assessment marks etc., the dates for the conduct of co-curricular, extracurricular and cultural activities without disrupting the university academic line up will also be tentatively finalized as there could be some unforeseen encounter of situations.

Besides, departmental meetings are periodically held to discuss at length on various issues such as conduct of student's seminars, evaluation process, syllabus completion, finalization of internal assessment marks and their upload to the university portal and so on. At most care is taken to see that the institution adheres to the academic calendar of the university.

CIE, as an important component of the semester system, is regarded as very important in encouraging faculty and students to work systematically towards achieving the institution's Vision, Mission, and Goals, as well as the Outcomes of a specific course. As a result, students are evaluated continuously through the stages of Diagnostic, Formative, and Summative Assessment Methods. Subject teachers, class teachers, and mentors assess students' skills at various levels before finally allocating internal marks based on the framework of evaluation established by the college's Examination Committee and Bangalore University guidelines.

BNM Degree college is following BU guidelines to conduct the internals. We conduct 2 internals in a semester that is one for 30 marks and one preparatory for 50 marks. The reports are even sent to parents and parent teachers meeting is also conducted after every internals conducted.

File Description	Documents
Upload relevant supporting documents	**View File**
Link for Additional information	http://www.bnmdegreecollege.com/documents/calendar%20of%20

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic	B. Any 3 of the above

bodies during the year.
Academic council/BoS of Affiliating University
Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

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

1.2 - Academic Flexibility

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

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

3

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

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

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

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

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

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1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

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

1.3 - Curriculum Enrichment

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

Response:

Since the institution is governed by BangaloreUniversity, there is no autonomy to modify the prescribed curriculums. However, non-core subject syllabuses for all disciplines comprehensively encircle the referred contemporary issues. These curriculums are taught with the same sincerity as other core subjects.

Programs designed to turn students into nationwide chattels.

ENVIRONMENT:

The college raise student awareness of the importance of a clean and green environment.

GENDER:

The main goal of the women's cell is to raise awareness among female students about women's rights, duties, and judicial provisions reserved for them, their importance and responsibility in nation building, and the facilities provided by the government to enable them to live with dignity on par with men. The cell, addresses various issues such as women's health, women's resilience, and gender discrimination. Special lectures by experts are organised to supplement the cell's goal. Every year, women's day is celebrated with zeal.

PROFESSIONAL ETHICS:

This is well known, the future of any nation is in the hands of its youth; therefore, it is the fundamental obligation of academic institutions to invest in nation building. It is unavoidable that young minds be groomed in order for India to evolve into a corrupt-free state.The institutioninstil ethics and commitment in the students.

HUMAN VALUES:

Our nation has been confronted with a number of impediments to progress as a result of the gradual deterioration of human values and commitment. One of the major disadvantages is a lack of human values. Recognizing its value, the Institution has worked to foster a sense of unity among its students by organising relevant activities. This activity contributes to a variety of issues such as the benefits of blending diverse cultures and languages in order to instil a sense of oneness in them.

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

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

2

File Description	Documents
Any additional information	**View File**
Programme / Curriculum/ Syllabus of the courses	**View File**
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	**No File Uploaded**
MoU's with relevant organizations for these courses, if any	**No File Uploaded**
Number of courses that include experiential learning through project work/field work/internship (Data Template)	**View File**

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

44

File Description	Documents
Any additional information	**View File**
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	**View File**

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	**C. Any 2 of the above**

File Description	Documents
URL for stakeholder feedback report	**No File Uploaded**
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	**View File**
Any additional information(Upload)	**No File Uploaded**

1.4.2 - Feedback process of the Institution may be classified as follows	**A. Feedback collected, analyzed and action taken and feedback available on website**

File Description	Documents
Upload any additional information	**View File**
URL for feedback report	**http://www.bnmdegreecollege.com/ssss.php**

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

260

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

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

74

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	**View File**

2.2 - Catering to Student Diversity

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

BNM Degree College assesses the learning potential of the students through tests, viva-voice, assignments, presentations, semester

end university exams on regular basis. Bangalore University has given clear instructions to all departments to organise online classes. We have been conducting online classes in the evening for the students doing internship or jobs. Tutorial classes are being held by the respective departments for slow learners. Appropriate counselling with additional teaching, eventually helps students to attend classes regularly. We conduct bridge course for slow learners. We also take individual attention towards the students who have chosen B.BA from PU Science stream. We conduct open-book tests for better understanding of the questions and relevance of answers. Seminars, technical paper presentation and mini-projects are introduced in the curriculum to encourage activity based environment. To inculcate the critical thinking among students, various group discussions, debates are in which a student explore new ideas and enhances their performance level. We share more subject related audio and videos to students for better understanding of the subject. We organize special classes to improve individual performances academically. Solved question papers are discussed in the remedial classes and slow learners are encouraged to re-solve the model papers for 3 hours straight.

File Description	Documents
Link for additional Information	**http://www.bnmdegreecollege.com/documents/circular%20of%20**
Upload any additional information	**No File Uploaded**

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

Number of Students	Number of Teachers
100	13

File Description	Documents
Any additional information	**View File**

2.3 - Teaching- Learning Process

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

- The students take active part in organising various extra and co-curricular departmental activities and events which helps them in developing their organising and management skills.
- Department wise activities, Industry visits, surveys are organised to develop, nurtured and expandthe subject interest.
- Regular basis assignments challenges and check the levels at understanding at the subject moreover class tests, unit test held from time to time keep up the competitive sprit among the students.

- **Methodologies for enriching learning experience. They also provide platform for participative learning to the students.**

File Description	Documents
Upload any additional information	**No File Uploaded**
Link for additional information	**http://www.bnmdegreecollege.com/documents/student%20centri**

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

The academic year 2020- 21 was completely affected by Covid-19 pandemic and therefore it was not only the choice but also the compulsion at the teachers to learn, adopt and practice the ICT enabled tools. The mobile and laptop usages is common practice for teachers and students. B.N.M Degree College conducted faculty training programme for the development of e- content and e-resources during the year. Facilitatedby these programmes, the teachers are effectively using ICT enabled tools like laptops, head phones, writing pads, interest video- lectures, audio lectures, P.P.T Presentations, Virtual labs, YouTube links, e-contents etc.

File Description	Documents
Upload any additional information	**No File Uploaded**
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	**http://www.bnmdegreecollege.com/documents/2.3.2.pdf**

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

2.3.3.1 - Number of mentors

13

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

2.4 - Teacher Profile and Quality

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

5

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

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

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

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

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

2.4.3.1 - Total experience of full-time teachers

13

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

2.5 - Evaluation Process and Reforms

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

- **The internal assessment in the institute is transparent, flexible and robust.**
- **The institute follows the rules of Bangalore University for internal evaluation theory and process of practical subjects.**
- **During the orientation program at the beginning of each academic year, the students and parents have been made aware of the process.**
- **Similarly, each department conducts a semester wise orientation program with the parents in the first week of the**

start of each new semester.
- College handbooks and website links are provided to students after the orientation program.
- The tests are conducted internally; subject wise for more than 2 times as to give fare chance to the absentees due to permissible circumstances and bring students under uniform internal evaluation system.
- The assignments and project topics are given on the basis of student's capacity and to bring out the best as per their intellectual competence.
- Preparatory exams are conducted in focus with the attainment of Course outcomes and the marks are incorporated in the internals along with the performance in assignments, projects and the attendance.
- Slow learners are given a chance to improve their marks by redoing the experiments / projects / assignments / tests, if they have scored low
- Department heads are fully empowered to suggest the re-assessment of the total marks by the approval of department faculty members.
- Such modifications will be put up in the department's notice board.

File Description	Documents
Any additional information	**View File**
Link for additional information	**http://www.bnmdegreecollege.com/Evaluation%20Process%20and**

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

Response

- The college Exam committee regularly checks the university portal and convey message through SMS the students and Parents.
- Bangalore University announces the exam in its calendar of events on the university portal .If any changes, the same in notified on the university Website.
- University issues the Hall-Ticket and allocates the exam center which is conveyed to the students and displaying it on notice board.

- Principals and class teachers issue the Hall-Ticket after verifying the student's eligibility as per the university guidelines.

- In case of any mistake or error in Hall-Ticket exam committee classifies the issue after consulting the university register

In-House Examination:-

- **The internal exams are conducted for the purpose of allotting internal assessment. Exam committee coordinates prepares the Time-Table of preparatory exams for each semester .These internal examination, helps the students to understand the exam process and are especially helpful to 1st Sem.**

University Exam Result Related Grievances

- **Bangalore University examination results are announced when the valuation is over and the results uploaded in the website .After the announcement of results from university, the examination committee verifies each candidates result, course wise-subject wise .If any mistakes in result sheet we will take notice to register.**
- **For each correspondence, the university acknowledgement for grievances and companits are maintained & the issue will be resolved at the earliest depending upon the data availability at the university.**

File Description	Documents
Any additional information	**No File Uploaded**
Link for additional information	**http://www.bnmdegreecollege.com/documents/circular%20of%20**

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

Institution display its vision, mission ,objectives, program outcome, program specific outcome and C.O on the display board and website the same has been conveyed to first year P.G and U.G students. during college orientation program.

College BOS members ,teachers discuss about syllabus how to enhance the teaching methods to cope up the students.

Institution conducts and encourage the teachers to attend college and Inter College workshops, seminars, interactive sessions. Every department projects the POs ,PSOs, COs on department notice board.

At the beginning of every unit teachers understand on the learning outcomes and program outcomes.

The final assessment of the POS and COs is monitored through there performance in the University exams.

Evaluation steps: –

1.Instructing the students during various stages of the undergraduate post graduate studies.

2 .Institutions follows the syllabus prescribed by B.U still it gives the odd courses designed to fulfill the course outcomes.

3. The students academic, co curricular, Sports and outstanding performances along with the growing number of placements are the examples of the program specific outcomes.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	http://www.bnmdegreecollege.com/assets/peo/PROGRAMME_EDUCA
Upload COs for all courses (exemplars from Glossary)	**View File**

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

The institution does evaluation of the programme and course outcomes every year by monitoring the headway of the institution as well as learners by analyzing the following phenomenon.

- **Students take part in the special lectures and seminars on their course related topics organized by the concerned departments.**
- **Aspirations orally expressed by many students with their mentors and faculties to take up a career related to the courses of their liking during their study of undergraduate and PUC programme.**
- **Substantial number of students entering P.G programmes and U.G programmes relating to the course chosen by them in their U.G and P.G programme.**
- **A careful surveillance on the university results of our learners from first semester to the sixth semester reveals of their performance particularly in the course of their liking.**

File Description	Documents
Upload any additional information	No File Uploaded

Paste link for Additional information	http://www.bnmdegreecollege.com/assets/peo/PROGRAMME_EDUCA

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

99

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	**View File**
Upload any additional information	**View File**
Paste link for the annual report	http://www.bnmdegreecollege.com/documents/result%20analysi

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

http://www.bnmdegreecollege.com/naac_sss/Student%20Satisfactory%20 Survey%202020-21.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

00

File Description	Documents

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

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

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

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File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

3

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

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

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

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

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

year

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

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

3.3 - Extension Activities

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

Nation building refers to the evolution of a healthy Civilized Society that offers a common platform for all irrespective of their religion, caste, creed, language or class. This is possible only when the young minds and hearts are nurtured with the right set of thoughts, values and beliefs. Hence, holistic development of the youth must be prioritized by the educational institutions. The institution has been vibrant in organizing a variety of socio-centric activities to instill in students, patriotism, a sense of social responsibility and compassion towards the deprived domain of the society.

In the beginning of each academic year, the freshers are encouraged to be a part of the units such as NSS, NCCwhich focus on community services. The institution has always been at the forefront in organizing socio-centric activities so as to create awareness among the stakeholders about the assorted societal issues such as ruinous effects of smoking, consumption of drugs and alcohol, deforestation etc.

- A Blood Donation Camp was organized by BNM Degree College in association with Lion's Club Bangalore.330 units of blood was donated by the Students and Teachers of our institution.
- A Vaccination Drive was organized on 5th July 2021 byBNM Degree College in association with BBMP. Around 130 Students and Teachers have taken the vaccine.
- Fit India Freedom Run 2021 was organized on 22nd August 2021 by NCC unit of our institution.

File Description	Documents
Paste link for additional information	**http://www.bnmdegreecollege.com/naac_sss/Extension%20Activ**

Upload any additional information	No File Uploaded

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

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

00

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

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

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

9

File Description	Documents
Reports of the event organized	**View File**
Any additional information	**View File**
Number of extension and outreach Programmes conducted with industry, community etc for the last year (Data Template)	**View File**

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

706

File Description	Documents
Report of the event	**View File**

Any additional information	**View File**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	**View File**

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

00

File Description	Documents
e-copies of linkage related Document	**No File Uploaded**
Details of linkages with institutions/industries for internship (Data Template)	**View File**
Any additional information	**No File Uploaded**

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

1

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning. viz., classrooms, laboratories, computing equipment etc.

Learning is a life time process. Achievement is not easy without proper education. Right education only can ensure wisdom that makes a human being complete. We consistently focus on designing practice-oriented learning and a contemporary industry- focused curriculumsdriven by corporate interface. Extra circular activities – sports and committed faculty to ensure all round advancement of the students. Latest theory and practical techniques are adopted while teaching the subjects. Compulsory computer training is given to all the students. Our academic performance is excellent and our conversion rate of incomingto

that of outgoing in terms of academic and overall performance of all the students. To facilitate workshop and seminars for students, air condition seminarhall equipped with audio-visual aids, Slide projectors and OHP, is made available The college provides platform for students to participate in both indoor and outdoor games. the college has playground for games like cricket, football, volleyball. The deserving candidates are given opportunities to participate in inter collegiate Competition. All the students are encouraged in music, dance, drama, artwork to exhibit their talents and achieve their potential in each field. Our NationalService Scheme unit conducts various NSS camps and workshops to face the students close to the difficulties of villages, poor and downtroden. N.S.S Camps will make them to havenew thinking and social awareness.Our NCC (National credit corps) cadets takepart in the training parades , shooting etc, to instill the patriotism among the students. Our management club conducts workshops, seminars, talks by eminent in the field of business and management(Nirvahan) an annual intern collegiate Management fest is being organized for the benefit of the students. Our library houses textbooks and journals apart from the periodicals for the benefit of the students and it is kept open on all working days.

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	http://www.bnmdegreecollege.com/documents/DocScanner%20Feb28%20PM.pdf

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

College has provided the platform to all the students to take part in all the inter Collegiate Competitions held in the College and outside the college both at the other institutions and at the University level and brought laurels to the institution. In response to the emphasise given by the GOI,GOK & and the BUB, college is promoted the Yoga Practicing, training and one of our students from 1st year B.Com Mr. Dhamodhar has won several prizes at state and National Level.

As Swamy Vivekananda said, 'Sound mind is a sound body' importance of prayer is made understood and introduced to all the students to condition their mind to be receptive of the classes taught in a better way.

Playground is an integral part of our institution, where several outdoor sports activities are conducted as routine to make the students fit. Our students are also smart in attending indoor games such as carram, Table tennis, chess etc.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	http://www.bnmdegreecollege.com/documents/sports%20and%20c

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

12

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

12

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	http://www.bnmdegreecollege.com/documents/ITC%20enabled%20
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

2545273

File Description	Documents
Upload any additional information	No File Uploaded

Upload audited utilization statements	**View File**
Upload Details of budget allocation, excluding salary during the year (Data Template)	**View File**

4.2 - Library as a Learning Resource

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

Library is the source of all kinds of knowledge needed to any academic body. Its contribution to reach the pinnacle of excellence is commendable. Hence, with intense focus on the development of the library, essential measures have been taken by the institution. The Library facilities are fully automated since 2015, through Easylib Professional Software of 4.4.2 version. This software provides Physical library management, institutional repository management, Personal Digital Library Management, In out Visitor Management, Barcode and Spine Label printing, ID card Printing and more. The library has stocked over 9,102 books on various subjects, 07 Journals, 09 newspapers and 10 Magazines.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	http://www.bnmdegreecollege.com/documents/Library%20resour

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	D. Any 1 of the above

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

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

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

53822

File Description	Documents

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

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

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

35

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

4.3 - IT Infrastructure

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

In this time of Globalization and due to the threat of Covid-19, our Institution faced decisions about how to continue teaching and learning while keeping our faculty, staff and students safe from a public health emergency that is moving fast and not well understood so, having realised the need of emergency, online teaching and the need to be in paced with surge of technology incessant efforts were put in the year 2020-2021 upgraded internet connection from 40 mbps to 150 mbps Fibernet Connection, BSNL for office, computer Lab, B.Com, BBA and M.Com Department this has facilitated faculty to teach on-line more effectively and prepare study material and augment their knowledge in their area of expertise foreseeing a positive impact on the teach- learning. Our Institution is ambitious to convert all the classes into smart rooms in the near future.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**http://www.bnmdegreecollege.com/documents/Bills%20of%20IT%**

4.3.2 - Number of Computers

26

File Description	Documents
Upload any additional information	**No File Uploaded**

Student – computer ratio	**View File**

4.3.3 - Bandwidth of internet connection in the Institution	**A. ≥ 50MBPS**

File Description	Documents
Upload any additional Information	**No File Uploaded**
Details of available bandwidth of internet connection in the Institution	**View File**

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

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

1648287

File Description	Documents
Upload any additional information	**No File Uploaded**
Audited statements of accounts.	**View File**
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	**View File**

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:

Maintenance and utility of the procured items are done by both ministerial and menial staff of our institution as it is important as their purchase.

LABORATORY:

The list of apparatus or items or computers and related accessories required for the smooth conduct of practical classes is prepared by the head of the concerned department in consultation with other departmental colleagues and hand over to the Principal. The Principal in-turn puts the list across the management of the institution for its decision. Based on the availability of the funds, decisions are made to procure them by the principal on the finalisation done by the management. On purchase, as and when the items are delivered, they are taken into stock by the office.

At the start of practical classes, the students are strictly instructed to handle the apparatus with utmost care, return them intact before leaving the lab and inflict of penalty if any damage is caused. The batch in charge will remain vigilant to ensure that the apparatus are properly handled. At the end of each academic year, a thorough physical stock verification is done under the vigilance of a non-departmental colleague as per the directives of the Principal.

LIBRARY:

The library has an advisory committee to ensure its effectual functioning. Librarian being the convener of the committee and it generally meets in the beginning of each academic year and sometimes in-between to decide upon the procurement, maintenance and other library related issues. For the smooth and regimented functioning, the library is computerized and barcode system has been adopted. It uses the system 'EASY-LIB' software for automation. Each student is allowed to borrow two books from the library per fortnight and if required can even get them renewed for another fortnight. The students are expected to preserve and return the books in the same condition as they were at the time of issue. If any book is found damaged or lost, they are enforced to replace or bear the cost of the book. Towards the end of each academic year, physical stock verification is done with the help of the teachers to ensure the intactness of the books stocked in the library.

DEPARTMENT OF PHYSICAL EDUCATION:

The Institution has a sports committee consisting of a team of teachers with the Physical Education Director as the convener. At the beginning of each academic year, the convener prepares a list of sports stuff to be procured and draws the attention of the committee on the list. The committee with right acuity decides its plan of action based on the rough estimation prepared by the convener and sports fee accrued. After the procurement, the stuffs are taken into stock. Most of the outdoor sports items frequently tire out over use and their replacement becomes obvious. Such worn-out sports items are dumped with the consent of the Principal.

COMPUTERS:

The computers and associated accessories being used by the office and teachers are generally used with ample wariness.

MAINTENANCE OF THE BUILDING AND FURNITURE:

The college premises is under the surveillance of CC cameras being installed at the strategic places in the institution premises. Every morning, before the academic activities begin, the institution premises is mopped by the support staff and washrooms are cleaned every day to maintain hygiene and in the evening after the college hours, they visit all the washrooms to ensure that the

taps and electrical fixtures are properly turned off . All the class rooms in the college premises are by and large occupied right through the day. The electrical fixtures in each class room are regularly monitored to ensure proper ventilation. Every day in the evening, after the class hours, the classrooms are properly broomed, black boards are cleaned and electrical fixtures are turned off to avoid squander of electricity.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**http://www.bnmdegreecollege.com/documents/DocScanner%20Feb 28%20PM.pdf**

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

13

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

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

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

68

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

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	**C. 2 of the above**

File Description	Documents
Link to institutional website	**http://www.bnmdegreecollege.com/naac_sss/Workshop%20on%20**
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	**View File**

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

00

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

00

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	**View File**

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of	**B. Any 3 of the above**

guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees	

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

7

File Description	Documents
Self-attested list of students placed	**View File**
Upload any additional information	**View File**

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

5.2.2.1 - Number of outgoing student progression to higher education

10

File Description	Documents
Upload supporting data for student/alumni	**View File**
Any additional information	**View File**
Details of student progression to higher education	**View File**

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

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

1

File Description	Documents
Upload supporting data for the same	**View File**
Any additional information	**No File Uploaded**

5.3 - Student Participation and Activities

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

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

2

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

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

A Student Council is a representative structure for students, through which they can become involved in the affairs of the institution for the benefit of the institution and its students. Student participation is of prime importance for all the activities of the Institution. Student council works for the benefit of the students throughout the year and pursues several activities within and outside the college campus. The activities pursued by the Student council in 2020-21 are:

1. **Organising Talents day for fresher's of B.Com/BBA/M.com stream to exhibit their special interest in Dancing, Singing, Playing instruments, Drama, Acting etc.,**
2. **Organising Fresher's day after the start of the academic year. The purpose of Fresher's day is to welcome new students in a friendly atmosphere and to encourage their creative impulses to boost their confidence. The program started with lamp lightening and inaugural speech by Honorable Principal Dr. B.N. Srinivasa Rao Maney and followed by Cultural programme.**
3. **The college has very active and enthusiastic Art circle managed by students themselves under the guidance of faculty member. The Art Circle serves as a platform for enhancing and exposing the often hidden talents and skills of the students in various fields . The students actively participate in various extra curricular activites .**

4. **Organising Farewell and Graduation day from the I year & II year students for Final year outgoing students.**
5. **Online classes inaugural was organized by the student council members for the academic year2020-21**

File Description	Documents
Paste link for additional information	**http://www.bnmdegreecollege.com/naac_sss/Student%20Council**
Upload any additional information	**No File Uploaded**

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

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

29

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

5.4 - Alumni Engagement

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

NIL

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

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

File Description	Documents
Upload any additional information	**No File Uploaded**

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

A Significant Beginning

In Bangalore city, in the year 1971, a significant beginning was made in the field of Indian education by M/s.Bhageerathi Bai Narayana Rao Maanay Charities promoted by a group of eminent professionals from diversified walks of life. A Trust was formed with a focused vision to impart value based quality education apart from its other varied activities. From a humble beginning, then, the B.N.M Educational Institutions promoted by the Trust is now a leader of repute in the field of education, providing the most modern methods while maintaining the rich cultural heritage of a great Indian tradition.

Providing Comprehensive Educational Solutions

Over the years, the Trust has successfully maintained the very highest standard of imparting quality education by using the services of the finest educationists. The result, it has grown from strength to strength. Today, the BNM Group of Educational Institutions offer comprehensive educational solutions to students. From the moment they are enrolled at very tender age of two and a half years in the Montessori House of Children and then onwards passing on from the Primary, Secondary and Higher level of schooling, Graduation & Post Graduation.

BNM Educational Institutions impart the best of Education paying comprehensive individual attention and arm them with tools to carve a niche for themselves. B.N.M Degree College is committed to impart quality education in the most congenial atmosphere. We strongly believe in the slogan "Education to all". With State of the art infrastructure BNMDC is a unique learning centre.

Vision

To be a premier institution in imparting value based education that empowers the aspiring youth to face the challenges of changing times and contribute to the knowledge power of India.

Mission

- To equip the youth through quality education to all the deserving aspirants.
- To identify the regional and global needs of employment for offering specialization in these fields.
- To enhance knowledge through research, innovation, empowerment, creativity and encourage independent thinking.
- To achieve academic excellence through variety of inbuilt programmes
- To improve the standard of higher education among the students
- Quality education at the most economic cost to the backward community students

- **To motivate and mentor students to be independent, socially responsible and quality conscious**

The College offers Bachelor Degree in the discipline of Commerce & Management. The college imparts quality education with the help of committed teaching faculty and efficient administrative staff. We are proud to say that the academic record of the college shows the highest conversion rate of the students' academic performance from incoming to that of outgoing.

The endeavours and the efforts of the Management, Principal and Staff have resulted in skillful management and progress of overall development of the personality of the students admitted to the institution year after year.

"Vidyayaamruthamashnuthe" being the essence of our institution, the teaching fraternity has been trying effectively and brought results by inducing moral and social values in the students who are going to be the future citizens of India, standing with their heads held high, amongst today's globalized world of education.

File Description	Documents
Paste link for additional information	http://www.bnmdegreecollege.com/documents/Institutional%20
Upload any additional information	No File Uploaded

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

The institution has a mechanism of providing operational autonomy to various functionaries in order to ensure a decentralized governance system.

1. Top Level:

Principal is the member secretary of the governing body and chairperson of the IQAC. The Principal in consultation with the Teachers' Council nominates different committees for planning and implementation of different academic, student administration and related policies. All academic and operational policies are based on the unanimous decision of the governing body, the IQAC and the teachers' council.

2. Faculty level:

Faculty members are given representation in various committees/cells nominated by the Teachers' council, in the Governing body, in the IQAC and other committees. Every year, the composition of different committees is changed to ensure a uniform exposure of duties for academic and professional development of

faculty members. Following are the different sub-committees which have been nominated by Teachers' Council (2020-21):

- Admission Sub-committee

- University examination sub-committees

- UGC inspection & Seminar Proposal sub-committee

- Library sub-committee

- Student disciplinary sub-committee

- Sub-committee for games and sports

- Canteen sub-committee

- Cultural sub-committee

- Internal Complaints Committee

- Counselling and Career Guidance and Placement Unit

- Grievance Redressal Cell

- Website committee

- Anti-Ragging Committee

3. Student level:

Students are empowered to play important role in different activities. Functioning of different secretaries of students' union (listed below) further reinforces decentralization.

- cultural secretary

- boys' common room secretary

- girls' common room secretary

- student welfare and social service secretary

4. Non-teaching staff level:

Non-teaching staff are represented in the governing body and the IQAC. Suggestions of nonteaching staff are considered while framing policies or taking important decisions. Participative management The institution promotes the culture of participative management at the strategic level, functional level and operational level.

- Strategic level: The Principal, governing body, Teachers' council and the IQAC are involved in defining policies & procedures, framing guidelines and rules & regulations pertaining to admission, examination, discipline, grievance, support services, finance etc

- **Functional level:** Faculty members share knowledge among themselves, students and staff members while working for a committee. Principal and faculty members are involved in joint research and have published papers

- **Operational level:** The Principal interacts with government and external agencies & faculty members maintain interactions with the concerned departments of affiliating university. Students and office staff join hands with the Principal and faculty for the execution of different academic, administrative, extension related, co- and extracurricular activities.

1. Partially computerized office.

2. Online Payment of University fees.

3. Partial digitalized Library.

4. Creation of WhatsApp Groups of each class.

5. Computer Lab with Internet Facility.

6. Computer in teaching staff room, Classrooms and one computer for each clerical staff with printers.

File Description	Documents
Paste link for additional information	http://www.bnmdegreecollege.com/bcom_download_papers.php
Upload any additional information	**View File**

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

"Vidyayaamruthamashnuthe" being the essence of our institution, the teaching fraternity has been trying effectively and brought results by inducing moral and social values in the students who are going to be the future citizens of India, standing with their heads held high, amongst today's globalized world of education.

1. Starting of M.Com course in the year 2018 with 40 numbers of seats andB.Com seats from 150 numbers and BBA seats from 90 numbers.

One of the most important perspective plan proposed and deployed was the introduction of M.Com course. It was discussed in the governing council meeting in 2017-'18 to start M.Com course as there was a huge demand from B.Com students and BBA students

2. Intensified Extension activities

One more important plan, deployed and practiced every year is the extension activities. Board of Management proposed a number of extension activities since it believed these activities impacts students in creating leadership qualities, discipline, understanding the community problem, developing sense of civic responsibility and understanding national importance of unity in diversity, patriotism, safeguard public property and to respect constitution, law and order.

College conducts community reach-out programmes and environment development activities. Inviting guests for Independence day, Republic day, Gandhi Jayanthi celebrations and sapling plants. Students, staff and community participate in activities like Blood Donation, Health camps, Health awareness, environmental awareness.

Programs on Swachh Bharath, Women Empowerment, Traffic awareness, Waste management, Cashless awareness, Save Water campaign are practiced every year by the institution.

File Description	Documents
Strategic Plan and deployment documents on the website	**View File**
Paste link for additional information	**http://www.bnmdegreecollege.com/documents/Strategy%20Devel**
Upload any additional information	**View File**

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

Organizational Structure of BNM Degree College:

BNM Degree College has a well-defined organization structure.

Bhageerathi Bai Narayana Rao Maanay Educational Institutions were established in the year 1972 jointly by Prof.Sunanda.P.Jadhav with Sri.N.Ragunath Rao Maanay in memory of his parents Smt.Bhageerathi Bai and Sri.Narayana Rao Maanay.

Our Founder & Trustee Late.Sri.N.Ragunath Rao Maanay was assisted by Prof.Sunanda.P.Jadhav our Founder Secretary and Late.Sri.S.P.Rajanna, the first President of our Educational Institution for its steady growth.

Prof.B.C.Rajanna took over as President and he is presently the Chairman of BNMEI. The Institution is steadily progressing under

the able guidance and administration of our present Secretary Sri.Narayana Rao Maanay and our Joint Secretary Sri.Ashok R.Maanay.

Our Trustee and Joint Secretary managing evaluates the academic progress, administrative processes and co-curricular and extension activities of the College. The Governing Body steers the organization's management systems, their implementation and continuous improvement.

Academic council reviews the academic and administrative functioning of the College. Finance

Committee approves proposals for the development of infrastructure and scholarships, prizes and

Certificates on the recommendations of the Academic Council.

The Principal is the head of the Institution. Principal is responsible for the College functioning and growth including administrative, academic, co-curricular, extra-curricular and extension programme. IQAC of the college is involved in developing a quality system for conscious, programmed action to improve the academic and administrative performance of the College. Seven criteria in charges are responsible for the functioning of the entire college activities.

At department level, the Heads of the departments are directly responsible for coordinating all departmental academic programmes of the college. Faculty are directly responsible for the academic and curricular development of the students. Staff members have been designated as Criteria in charge, Chairperson or members of various committees. Students are involved as active members of the committee.

Functions of Various bodies:

For the complete functioning of college activities, committees are identified. Every committee consists of committee chairperson, staff and student members. They together plan for the activities. The function of every committee in the Institution is well defined. All Chairperson report to Principal and Principal monitors the effective functioning of these bodies.

Service rules: (Administrative and Service Manual Pg:12-13, Pg21)

All staff are oriented about the Administrative and Service Manual available in the institution. Faculties are educated about conditions of service, Roles and responsibilities, discharge of duties , increments, kinds of Leave, code of conduct, incentive for attending FDP, incentive for achieving academic excellence and others.

Recruitment: (Administrative and Service Manual Pg:12)

The minimum age limit is 18 years and the maximum age limit for recruitment is as prescribed by

Government. However, the maximum age limit is relaxable by the management if the candidate is found suitable. The qualification, teaching experience and other eligibility for recruitment is as prescribed by state Government / UGC / AICTE. Selection of the candidate shall be by a selection committee.

Promotion: (Administrative and Service Manual Pg:16-17, Pg 44)

Promotion is on the basis of performance in the Institution and at the discretion of the Management. And all policies and conditions are clearly stated in the Administrative and service Manual of the Institution.

Grievance Redressal Mechanism:

BNM Degree College address genuine complaints, issues and difficulties of the Stakeholders at individual as well as College level. Students are encouraged to use the Suggestion/ Feedback Methods to express constructive feedbacks or suggestions and grievances. Grievance redressal committee resolves complaints/ grievances with sensitivity and confidentiality.

File Description	Documents
Paste link for additional information	http://www.bnmdegreecollege.com/documents/Administrative%2
Link to Organogram of the Institution webpage	http://www.bnmdegreecollege.com/documents/Organogram
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	B. Any 3 of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	**View File**
Screen shots of user interfaces	**View File**

| Any additional information | [View File](#) |
| Details of implementation of e-governance in areas of operation, Administration etc (Data Template) | [View File](#) |

6.3 - Faculty Empowerment Strategies

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

Employment Welfare schemes provided for Teaching and Non-Teaching Staff

- ESI as applicable is provided for every Staff in the college.
- Sponsored trainings are provided for both Teaching and Non-Teaching staff for various workshops/FDP/Seminars/ Conferences and the expenses are borne by the institution.
- OOD is provided for attending examination, Workshop, Orientation course, refreshers course, conferences.
- Staff are encouraged for self-development and higher education.
- Ph.D and considerable increment is provided for faculties completing M.Phil, NET and SLET.
- Incentives are provided to the staff for motivating students to get university ranks and for achieving excellence in results.
- Fee Concession is provided for wards of the staff studying in the college.
- Faculties are members of Management Club. The club organizes industrial tours every year. The club conducts fun activities for teachers to rejuvenate after long working semesters.
- Gratuity is provided for Employees after completion of 5 years of service as stated in the administrative and service manual.
- Employee Provident Fund for teaching and non-teaching staff. Management contributes equal share for Employee Provident Fund.
- Staff can avail vacation leave, 12 days of casual leave, Earned leave, medical leave, sick leave.
- Faculties guiding Student projects are paid with Project Guidance fees.

- Ladies teaching and non-teaching staff can avail maternal leave for 3.5 months with salary.

Other Welfare schemes provided for Teaching and Non-Teaching Staff

- Teacher's Day Celebration - A unique practice of the college is to acknowledge the services of each and every teaching and non-teaching staff on teacher's day. Teaching and Non-Teaching Staff of BNM Educational Institutions are called under one roof. On this day every faculty of the college (teaching and non-teaching) is appreciated by the management with a memento and gifts.
- Every staff is given with Monthly planner and calendar.

- **Staff Tour is sponsored by the management every year for teaching and non-teaching staff.**
- **Salary-in-advance can be availed by staff in need.**
- **Uniforms are provided for housekeeping Staff.**

File Description	Documents
Paste link for additional information	**http://www.bnmdegreecollege.com/documents/Staff%20Developm**
Upload any additional information	**No File Uploaded**

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

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

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

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

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

1

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

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes,

Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

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

9

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

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

Performance appraisal of the staff is one of the rudimentary prerequisites for any institution to enhance its performance quality. This evidently throws light on the work assigned, quality of execution and its final outcome.

PERFORMANCE APPRAISAL FOR ALL STAFF:

- **Yes, the Institution has a performance appraisal system for all teaching and non-teaching staff of BNM Degree College.**
- **Teaching faculty performance is reviewed based on student results, punctuality, commitment, teaching skills, number of papers presented, number of conferences and workshops attended, research projects undertaken and involvement in other college activities.**
- **Non-teaching faculty are assessed based on attitude towards public, co-workers, staff/student relation, job performance, pro-activeness, behaviour towards supervisor.**
- **Faculty performance is also assessed by HOD, Principal and Management. Student's feedback on teachers and teaching learning process are reviewed with utmost importance.**
- **Head of Department's annual performance report helps in evaluating faculty.**

All self-appraisal forms are carefully read by Principal. Principal evaluates performance based on the following key parameters:

1- Results (average of all the subjects handled in previous academic year June to June)

2. Contribution to the college in various capacities (by taking the inputs from HOD,

Principal — the management will decide)

Star contributor — Multiple roles / task force

Moderate contributor – Committee Coordinator

Contributor – Members of the committee

3. Professional Improvement – Paper Presented and published, books published, Seminars and Workshops etc. participated, any other research and development activities

4. General Behaviour and Attitude Regularity and punctuality, Leaves Consumption – CL, EL and ML. Willingness to take up work from time to time.

5. Outstanding Achievement - University ranks, additional qualifications like NET, SLET, M.Phil, Ph.D or any other distinguished achievement - personal or institutional

6. Student Feedback-

For underperforming in any of the above parameters by the faculty, Principal conducts personal meeting with the faculty. As the outcome of the meeting, Principal helps to empower the faculty with required skills and expertise by deputing to faculty training programme as needed.

Personal Interview with the management with every faculty of the college helps management in understanding the achievements and limitations of the teachers and to decide over the incentives and other benefits for the teachers.

The process of evaluating Self-Appraisal form every year helps faculties to involve in many activities and evolve as a competitive teacher.

File Description	Documents
Paste link for additional information	http://www.bnmdegreecollege.com/documents/self%20appraisal
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

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

INTERNAL AUDIT:

The institution has its own internal audit mechanism, an ongoing continuous process in addition to its external audits. Qualified internal Auditors from external resources are permanently appointed. A team of staff under them do a thorough check and

verifications of all vouchers, supporting documents, records and books , e-statements of the transactions that are carried out in each financial year including budget estimations, utilizations, cash transactions, bank reconciliation statements , test cheque and verification of the events happened in the area of financial managements.

Mechanism of Internal audit and settlement of objections implemented in the institutions is as follows:

- Study of the trust deed and regulations
- Examine the previous financial statements
- Noting of provisions applicable
- Evaluation of Internal control system
- Verifications of student's fee registers
- Authorization of fees concessions, controls, policies
- Examining the statutory payments to different bodies like EPF, ESI, TDS, Income Tax
- Examining the Bank Pass book
- Examining Grants, sponsorships, deposits, payments
- At the end crosscheck all procedures and educating to put control for all transactions
- Interdepartmental stock checking reports

EXTERNAL AUDIT:

External audit is carried out in an elaborate manner on yearly basis by GPVS AND ASSOSIATES, AUDITORS. The institution accounts are audited regularly by both Internal and statutory auditors. As of now there is no major findings / objections. Minor errors of omissions and commissions pointed by the audit team are immediately rectified / corrected and precautionary steps are taken to avoid references of such errors in future.

Mechanism and settlement of objections of External Audit:

- Examining the procedures and policies and regulations
- Vouching the receipts by JV, payments, PO, etc.
- Verify the salary payment, TDS, Income Tax, EPF, ESI, Professional tax, Gratuity, etc
- Examining the property titles, approvals, fee payments to regulation bodies
- Evaluating fee receipts
- Certify the audit report
- Filing the Income Tax returns regularly

File Description	Documents
Paste link for additional information	http://www.bnmdegreecollege.com/documents/DocScanner%2014-Jan-2022.pdf

Upload any additional information	**View File**

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

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

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

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

The following are the sources of funds

1.Government Grants.

2.Institution mobilizes funds primarily through the student fee collection.

3.Interest on Investment funds.

Optimal Utilization of resources

BNM Institution is self-sufficient for the recurring expenses like maintenance and operations. The institute has a well-defined mechanism to monitor effective and efficient utilization of available financial resources for the development of the academic processes and infrastructure. The Board of Management frames resource and expenditure policy. Board of Management also implements budgetary policy like funds allocation to departments, laboratory, sports, infrastructure, maintenance and others Budget is prepared by Accounts department and submitted to the Board of Management for approval. For most of the institutional financial needs and requirements, funds generated from fee collection is used. Utilization of resources is primarily for:

·Professional development and administrative training programmes

·Staff Salary – aided and unaided

·Project and Research activities

·Student and staff support measures

·Sports and cultural activities

·Training and Placement

·Software and Internet charges

·Library resources and ICT infrastructure

·Repair & maintenance work

·Printing & stationery

File Description	Documents
Paste link for additional information	http://www.bnmdegreecollege.com/documents/Resource%20Mobil
Upload any additional information	**View File**

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:

BNM Degree College is improving the quality of education, teaching learning process and learning outcomes by internalizing policy and procedures with quality strategies as part of IQAC.

IQAC incorporates SWOC (Strengths, Weaknesses, Opportunities and Challenges) analysis of the entire quality system which are key aspect based. The quality strategies and processes used are:

·To strengthen curricular aspects with value added courses, enrichment programmes and Life skills Programme.

·To strengthen feedback collection, analysis and review.

·To continuously improve in the admission process, student diversity, teacher's quality, teaching-learning process and learning outcome.

·Outcome based education is initiated by IQAC.

·Continuously practice decentralized and participative governance with faculty performance evaluation through self-appraisal forms and confidential reports.

·To express strong concern for environmental activities.

·Result-analysis, Research and extension activities including FDP are to be increased.

·IQAC works constantly to establish newer collaboration for research and extension activities.

·To strengthen the student support system with management scholarship, women empowerment and active Grievance Redressal Cell.

·Encourage student council activities including sports and cultural.

·Infrastructural facilities including physical facilities, ICT facilities, library facilities with ICT integration to be intensified.

ACADEMIC:

The academic related activities are carried out under the guidance of the IQAC.

The Principal initiates meetings with the coordinator and members of IQAC. It involves beginning and closing of each semester, coordinating with the time table committee to keep the timetable ready before each semester to run the classes smoothly. The IQAC directs the HODs to schedule department-meetings to strategize the departmental activities which includes teaching plan, conduct of students' seminar, internal assessment tests and marks and other programmes like special lectures and workshops. Through-out the semester, the IQAC supervises all the activities of the institution. The IQAC instructs HODs to be on the alert and align all the departmental commitments as scheduled. Also to make alternative arrangements to engage students whenever any teachers are on leave or on official duty. The IQAC actively interacts with all the departments and keeps track of the entire evaluation process to make sure no complaints from students with regard to the award of their internal assessment marks. The IQAC equips the library with an adequate number of volumes on each subject to ensure that no student comes across a shortage of books. To conduct any co-curricular, extra-curricular, sports/games and NCC activities in the institution should adhere to IQAC policies.

ADMINISTRATION:

The Principal, head of the institution, member of IQAC works for the betterment of administrative outcomes. The office work is shared among administrative staff based on their expertise and experience to run the office smoothly. All the committees in the institution work under the governance of the IQAC.

File Description	Documents
Paste link for additional information	**http://www.bnmdegreecollege.com/iqac.php#**
Upload any additional information	No File Uploaded

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

Teaching learning process has three main components, teacher, students and learning objectives.

The important aspect of an academic institution is to meet the academic needs of knowledge pursuers. IQAC has come into existence in the institution to constantly improve the quality of outcome, development, promoting newer ideas, periodic monitoring and suitable measures.

The task of the IQAC is to impart the best to its learners for their comprehensive progress and teaching-learning process forms the foremost part. Teaching-learning and evaluation processes are entwined with each other. Teaching refers to dissemination of knowledge; learning refers to delivery of the knowledge being disseminated and evaluation is the reflection of the teaching-learning process. To reinforce this process continuously, vigorous efforts are to be laid in profusion and this job is assigned to the IQAC.

INITIATIVES OF IQAC:

QUALITY OF TEACHING:

1.For effective curriculum delivery, fortification of expertise of faculties is to be prioritized. In view of that, faculties are encouraged to participate in Special Lectures, Workshops, Conferences, Short Term Courses, Soft Skill Development Programmes, Faculty Development Programmes, Refresher Courses etc.

2.The library is adequately stocked with valuable books to meet the needs of both faculties and students.

3.Vigilance on engagement of all classes as per the time table.

QUALITY OF LEARNING:

1.To enhance the learning ability of students, to ignite interest in learning, they are to be made to understand the program objectives which includes openings in the job market, pursue higher education, etc.

2.To enlighten them orientation classes and bridge courses are held in the beginning of each academic year.

3.Teaching with eye to eye contact to enhance their attentiveness in the classes.

4.Harmonious atmosphere for learning is created by the accessible approach of faculties by parents.

5.One to one interactive sessions with slow learners.

6.Evaluation is done periodically.

7.Accessibility of faculties for clarification of doubts even beyond working hours if required.

8.Guiding the students to take up the competitive examinations like CA, ICWA, CS, IAS, IPS, KAS, SDA, FDA and other office cadre posts.

9.Special short term courses like Tally, MS office, etc are organized for the students to enhance their job and soft skills.

10.Lectures are organized to improve the students and teacher's life skills.

File Description	Documents
Paste link for additional information	**http://www.bnmdegreecollege.com/documents/semister%20wise.**
Upload any additional information	**No File Uploaded**

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	**D. Any 1 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	**http://www.bnmdegreecollege.com/documents/Annual%20Repor**
Upload e-copies of the accreditations	**View File**

and certifications	
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	**View File**

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Response:

Women have the right to live with dignity equal with men. In addition to that they are the source of tremendous energy beyond doubt. They are undoubtedly a great source of contribution to the nation building the Government of India has put in great effort to raise the social and economic status of women in India.

The Government of Karnataka has joined hands with the national strategy of empowering women for the progress of the nation. It has taken all efforts to provide all possible facilities for women to see that the literacy of the nation improves parallelly along with men. Our institution remained unbiased as far as students' admission is concerned, it offers co-education. The girl students are treated on par with boys, by providing equal opportunities for them. As always observed the girl students have been faring well. They are provided with safety and all facilities to secure them in the campus. In view of that a program on gender sensitivity was conducted in our college by the anti-ragging cell on 24th August 2021. The speaker on the occasion was Mrs. Meenakshi Giridhar.

File Description	Documents
Annual gender sensitization action plan	**http://www.bnmdegreecollege.com/naac_sss/Gender%20Sensiti**
Specific facilities provided for women in terms of: a.	**http://www.bnmdegreecollege.com/naac_sss/Co**

Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	**C. Any 2 of the above**

File Description	Documents
Geo tagged Photographs	**View File**
Any other relevant information	**View File**

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Our institution has facilities for managing the solid waste management e-waste management. Our institution believes in "protect nature and preserve nature". Everyone is duty bound in this regard to create an ambience with perfect hygiene. Proper management plays a key role in the factor of waste management. The goal is to reduce the waste-generation and a proper disposal of the waste generated. Degradable waste is generated by the foliage of the plant which is cleared by the in-house keeping force.

It is generated into organic manure and recycled as fertilizer to the garden the toughest challenge before us is to reduce the e-waste in the institution. The most commonly produce waste are plastic covers, chocolate covers and e-waste. The e-waste generated in the institution is sent to either to e-waste dealer or the collection point prescribed by the pollution control board.

File Description	Documents

Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	Nil
Any other relevant information	**View File**

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	**B. Any 3 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	**View File**
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. **Restricted entry of automobiles** 2. **Use of Bicycles/ Battery powered vehicles** 3. **Pedestrian Friendly pathways** 4. **Ban on use of Plastic** 5. **landscaping with trees and plants**	**A. Any 4 or All of the above**

File Description	Documents
Geo tagged photos / videos of the facilities	**View File**
Any other relevant documents	**View File**

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment	**D. Any 1 of the above**

audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	**No File Uploaded**
Certification by the auditing agency	**No File Uploaded**
Certificates of the awards received	**No File Uploaded**
Any other relevant information	**View File**

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**C. Any 2 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	**View File**
Policy documents and information brochures on the support to be provided	**No File Uploaded**
Details of the Software procured for providing the assistance	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

Our institution initiates programs in an unbiased manner. Our nation is a land of assortment in every spare; our people are grouped by religion, caste, creed and economic status. Our institution dreams of biggest agenda to unify all these. It is possible only through nurturing and educating the young minds in the right direction. The academic institution is the best centers to address these issues. With due reverence to the ideology of treating all students equally without any discrimination about the background they come from, the rules are applicable to the all student in general.

In academics there is no discrimination in class room teaching, there is one to one attention given to every student irrespective of his/her background. The slow learners are identified by their learning ability and encourage by the teachers by additional attention. The evaluation of their internal assessment and test are done absolutely fair.

In conducting co-curricular and Extra curricular activities, Our Institution is absolutely unbiased for the student's participation. All the students are encouraging to participate in all the co-curricular activities conducted in the institution. There is no chance of any activity that harms communal harmony, such programs are strictly avoided. The Juries for all the events take at most care and remain impartial while judging the events. National festivals are celebrated in the institution with fervor to enlighten the students about the importance of national integration which is essential for the progress of the country.

The selection of the students for sports goes strictly by the ability and the interest of the students to participate in the games. Here also there is no discrimination with regards to gender or religion. The co9ntribution of NSS and NCC units of the institution encourage our students to take part in all community activities it helps them with the sense of patriotism and supports the idea of national unit.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	**View File**
Any other relevant information	**View File**

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

Our institution finds it obligatory to follow the rich heritage of our nation. So, to understand our institutional commitments, rights and duties for a healthy society, the subject in Indian constitution is introduces as a non-core subject to create

awareness about the commitments to our country as the youth are the future of our nation.

Our students are systematically thought their constitutional rights duties and responsibilities through the non-core subject. Our institution celebrates world environment day (June 5th) with great fervor. our institution also celebrates Independence Day (August 15) with zeal to honor our great Indian National flag. It is with the intension to respect the martyrs of our country who laid down our lives to make our country free this an annual feature every year.

Ethnic Day is celebrated in our college regularly with different themes to bring out our rich heritage and culture in the form of celebration – Ganesh Chaturthi, Sankranti, Holi, Dussehra are some of the themes which are celebrated in the college, students participate with great zeal in the celebration and make the college vibrant with the appropriate themes.

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

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	A. All of the above

File Description	Documents
Code of ethics policy document	**View File**
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded

Any other relevant information	**No File Uploaded**

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

Our institution celebrates all the national festivals of our country. The intention of celebrating these festivals in educational institutions is to develop a sense of respect and gratitude to the motherland, at the same time to evoke due reverence to freedom fighters and their struggle and contribution for the present independent India. We have multi-folded motives in celebrating these national festivals, predominantly to instill patriotism, reverence to national flag and the national anthem. There is also hope to infuse secularism and wisdom of togetherness in the young minds.

Every year on 15th of August, Independence Day is celebrated with high regard and complete fervor. The NCC and NSS volunteers take the initiatives to conduct the program and make inclusive arrangement for flag hoisting.

After the flag hoisting the principal and the faculties address our student about the significance and emphasize the purpose behind the celebration of this important day in the history of our country. The faculties the scroll back to the history of the freedom struggle and elaborate on the perpetual efforts of our freedom fighters to procure our independence.

Similarly, on 26th of January, Republic Day is celebrated as a mark of high regard for National Flag and our immense faith in the Indian Constitution.

The birth day of The Father our Nation, Mahathma Gandhi is celebrated on 2nd of October every year. The celebration has been devoted for the cleaning the campus after 'Swachha Bharath Abhiyan' was introduced by our Honorable Prime Minister Sri Narendra Modi on then145th birth anniversary of Gandhiji.

Our institution conducts youth programs on the occasion of the birthday of Swamy Vivekananada, elaborating on the ideals of the great Indian Yogi. The programs are aimed to create awareness to about such luminaries to our students.

International Women's day is also celebrated with many women centric activities for the benefit of our girls student. The main intention to conduct women's day is to empower our students with the knowledge of health and hygiene.

World environment day is celebrated on 5th of June where nature centric activities are conducted to sensitize our student about their obligation to protect our planet Mother Earth. It is to imprint a desire in the young minds about the persistent abuse on the nature and their duty to preserve it for the future generations.

Our institution celebrates Founders Day on 21stof November every year to commemorate the birth anniversary of our beloved founder of the institution Sri Raghunath Rao Maanay. Many service activities are conducted for the benefit of the less fortunate of our society. Students who score the highest marks in each steam are also honored on that occasion.

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

7.2 - Best Practices

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

Virtual program

The pandemic second wave was severe; Many offline functions had to be called off. But some cultural and literary activities were held for the students without any hindrance. Quiz on Ramayana and Maha Baharatha was conducted, online by the Dept of Languages.

Swach Bharath Abhiyan- Students participation, Cleaning campaign- one teacher and 10 students participated.

Students are working in a NGO

Context: Man's comfortable living has become monotonous in the mod, material world. Human Values are gradually disappearing. To inculcate the human, values and social concern its is of at most important that an educational institute should encourage the students to directly interact to understand the problem faced by the elders in the society, depressed youth specially able children, victims of drug abuse. The NGO undertake these issues and address them. One student voluntarily took part in the meetings held by NGO.

Vaccination drive was organizes by the institution with co- associated with BBMP.

File Description	Documents
Best practices in the Institutional web site	**View File**
Any other relevant information	**View File**

7.3 - Institutional Distinctiveness

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

Institutional Distinctiveness

Our institution is committed to spread a positive message for the society, we conduct a blood donation camp regularly on the birthday of our management trustee Smt., Susheela Devi R Maanay. On 28th November 2020 the blood donation camp was conducted in the premises of our college. Many of our students have set an example by donating blood for the cause of humanity. Their spirit of concern for mankind in general was proved by this magnanimous action. The doctor appreciated the student and teachers and students for their charitable action in helping those who were in need of blood. It would be of great help for the less fortunate especially. Many of our NSS and NCC voluntaries joined hands in the compassionate service. Our management trustee Smt., Susheela Devi R Maanay was concerned to help those who were less privileged. The practice of conducting the blood donation camp has been carried forward year after year. The institution is striving hard in instilling the values of charity and social concern to the students by setting this example. The students have always been motivated witnessing this action of putting service before self.

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

7.3.2 - Plan of action for the next academic year

Future plans for academic year 2022-23

To achieve our objective of imparting the quality education to our students in the most congenial atmosphere our plan of action is as follows:

Academic Progress: On the academic lines, we would like to introduce the National Education Policy in its true spirit.

Training of the teachers: Teachers will be given appropriate training to inculcate the skills for the implementation of NEP.

Workshops and Seminars will be held for the benefit of teachers, non-teaching staff and also students.

Books and Software: New books are procured for the Library which are as per the syllabus prescribed by the NEP.

New Magazines, Journals and periodicals will be subscribed to support the implementation of NEP.

Library software to equip the implementation of NEP will be introduced.

To establish Commerce Laboratory as per the guidelines in new syllabus

To establish Management Laboratory as per guidelines in the new syllabus.

To provide the software required for introduction of E-commerce as per new syllabus.

To conduct National Service Scheme – NSS activities as per the guidelines in NEP.

To conduct social service activities under the NSS programme.

To conduct Blood Donation Camp under the NSS activities.

To plant new varieties of Medicinal trees.

To hold Green Audit by the Horticulture Department.

To conduct inter-collegiate Management Fest – NIRVAHAN.

To conduct inter-collegiate Music Fest.

To celebrate the Founder's Day on 21.11.2022 and hold Charity, Donation and service activates.