



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1.Name of the Institution		ST. PAUL COLLEGE
• Name of the Head of the institution	Dr. ANTONY LAWRENCE	
• Designation	Principal	
• Does the institution function from its own campus?	Yes	
• Phone no./Alternate phone no.	7498058500	
• Mobile No:	9970023164	
• Registered e-mail	principal@stpaulcollege.co.in	
• Alternate e-mail	stpaulcollege1@gmail.com	
• Address	Behind VTC Ground, near Ganpati Mandir , Ashelepada	
• City/Town	Ulhasnagar	
• State/UT	Maharashtra	
• Pin Code	421004	
2.Institutional status		
• Affiliated / Constitution Colleges	Affiliated	
• Type of Institution	Co-education	
• Location	Rural	

• Financial Status	Self-financing				
• Name of the Affiliating University	University of Mumbai				
• Name of the IQAC Coordinator	Prof. Amelia Antony				
• Phone No.	7498058500				
• Alternate phone No.	9284740029				
• Mobile	9970023164				
• IQAC e-mail address	iqac@stpaulcollege.co.in				
• Alternate e-mail address	stpaulcollegel@gmail.com				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://www.stpaulcollege.co.in/assets/naac/2021%202022%20AQAR%20REPORT.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.stpaulcollege.co.in/upload/Academic%20calendar%202022-23.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	C	1.86	2019	26/11/2019	25/11/2024
6.Date of Establishment of IQAC			30/07/2018		
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	NIL	NIL	NIL	NIL	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	3	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> 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	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
1. IQAC in association with Badlapur Govt. hospital had conducted health checkup camp for near by community.		
2. IQAC in association with Fortis hospital, kalyan had conducted health checkup camp for the entire college staff		
3. Students of DLLE (Extension) department had participated in UDAAN festival conducted by University of mumbai and secured the position		
4. NSS unit had done tree plantation programme in association with Rotary club of Ambernath.		
5.New add on courses for this year had been introduced for the better learning skills of the students like Recruitement skill, waste management, Accounting and finance etc.		
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
<p>Improvisation in teaching & learning by conducting bridge courses, developing advance learner's platform for students. CIE is conducted through class test.</p>	<p>Debate and Group discussion competition. Bridge Courses like English and Communication Skill, basic accounting and mathematics. Regular class test are conducted for better performance of the students.</p>
<p>Explore the collaboration and MOU for more number of activities in order to develop skills of students.</p>	<p>A collaboration for Faculty exchange was initiated with D.T. Kalani College and an MOU was signed for Skill Development of students with two Agencies Brightwayz and Career Jyoti</p>
<p>reparation of AQAR 2021-22 Submission and Alignment of the new Academic Year.</p>	<p>Uploaded AQAR successfully. Criteria Heads initiated the work of Next AQAR 2021-22 as per the latest requirement of NEP and NAAC.</p>
<p>Experiantil learning, problem solving techniques used for improving better teaching and learning approach</p>	<p>Students of commerce and SFC department visited various industries as per their program requirement. Students of science department visited IT firm as per the requirement of tyhe course.</p>
<p>Workshops of NEP and AQAR to be attended or conducted by the institute.</p>	<p>7 Days FDP on NEP was attended by the different Faculties of the college and also by the Principal. Various workshops were attended by IQAC Coordinator and Faculties to understand the framework of NAAC and AQAR.</p>
<p>13. Whether the AQAR was placed before statutory body?</p>	<p>Yes</p>
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
College Development Committee	27/03/2023

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2022-23	06/02/2024

15. Multidisciplinary / interdisciplinary

St. Paul College, recognized as a center of academic excellence, is distinguished for its commitment to delivering high-quality education. We instill in our students the importance of setting and attaining ambitious goals, a principle that guides our own endeavors. As part of our strategic Perspective Plans, we have implemented a policy to introduce new programs in the upcoming cycle of NAAC.

College have introduced three new programs slated for the Academic Year 2022 - 2023, namely Masters in Commerce with specializations in Advance Accounting and Management, and Bachelor of Science (Information Technology) (BSC.IT).

Faculty members consistently encourage students to engage in experiential learning, utilizing methods such as field trips, educational tours, and classroom activities including group discussions and management quizzes. The core motivation behind this integration is a commitment to learning by objectives rather than relying on rote learning.

St. Paul College already provides diverse specializations in Bachelor of Management Studies, including Marketing, Human Resource, and Finance. Students have the autonomy to choose their specialization based on personal preferences, fostering a continuous educational journey without interruptions or considerations of alternative career paths.

As an affiliated institute, we remain aligned with the curriculum set by the University of Mumbai. The courses we offer aim to equip students with knowledge in community and environmental education, further enriching their academic experience.

16. Academic bank of credits (ABC):

As an educational institution, we had already created maximum ABC ID for the students of our college.

To streamline the process of opening, closing, and verifying earned credits, our institute is set to implement a digital infrastructure. Additionally, a professional development training program will be organized for the staff, equipping them with the requisite knowledge of ABC's functioning. As students will be permitted to establish an account with ABC India, the institute will formulate a comprehensive policy for Teaching and Learning. This policy aims to ensure that every staff member is well-versed in the Standard Operating Practices (SOP). The assignment of a unique ID to each student will enable us to access information on their prior credits and current course completion status.

17.Skill development:

Conducting training sessions and seminars for students is a regular practice at the college. Various Add-on courses, such as Accounts and finance, waste management, recruitment skill, human rights and yoga and ethics had been organized. The curriculum is meticulously designed and executed, and upon completion of these courses, certificates are issued to students. These courses play a pivotal role in nurturing essential skills such as technical proficiency, confidence, time management, and values among students.

The college students exhibit a proactive approach in organizing diverse programs, including Republic Day, Christmas Celebration, Independence Day, Constitutional Day, Anti-Corruption Day, etc. The student council serves as a cornerstone of the college, demonstrating passion and dedication in orchestrating various programs and activities. The college extends full support by providing all necessary infrastructural requirements. Engaging in the organization of such events contributes to the capability enhancement of our students. Faculty actively encourages students to participate in and take charge of different events.

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

The emphasis on the promotion of India's cultural richness holds significant importance as it constitutes the very identity of the nation. In this context, the incorporation of the Indian Knowledge System becomes pivotal in the realm of Teaching and Learning. St. Paul College delivers its programs in English; however, based on a

student's comprehension, instructors provide instructions in a language familiar to the student. The essence of Teaching and Learning lies in the effective transfer of information from the teacher and the learner's understanding of the concept. Consequently, teachers employ the language most readily grasped by the student to elucidate concepts.

College faculty had participated in various FDP, Seminars and Workshops on IKS. Also college is planning to organise FDP and seminars on IKS.

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

Outcome-Based Education (OBE) is systematically integrated into every course across all programs, and faculty members are expected to facilitate participative or experiential learning in alignment with the progression of each course.

OBE represents an educational strategy and learning philosophy that centers all academic programs and instructional activities on specific "outcomes" that each student should be able to demonstrate upon completing the course. This instructional method places a strong emphasis on evaluating student performance through measurable results. The outcomes resulting from effective student participation encompass a combination of knowledge, skills, abilities, attitudes, and understanding.

The OBE model evaluates the progress of graduates based on three parameters: Program Outcomes (PO), Program Educational Outcomes (PEO), and Course Outcomes (CO). The Internal Quality Assurance Cell (IQAC), in collaboration with the principal, formulates PO, CO, and PSO (Program-Specific Outcomes) for each department. There is a concerted effort to implement these outcomes to enhance the academic performance of students. The college is dedicated to transitioning from the prevailing traditional policy to the new OBE policy in accordance with the New Education Policy (NEP) in the future.

20.Distance education/online education:

Open and Distance Learning, also known as Distance Education, is poised to offer a learning platform to a considerable number of learners. In the upcoming years, the institute plans to establish a digital infrastructure to cater to the needs of Open and Distance Learning programs. These programs will incorporate various technological tools aimed at enhancing the teaching and learning

processes. These tools will empower teachers to create, utilize, and share information across networks. There is a strategic plan to introduce several vocational courses for students in the near future. Presently, the college possesses some equipment for blended learning, and future provisions include the provision of additional equipment such as LED lights and enhanced gadgets.

The college's library serves as the primary learning resource center, offering services and facilities to fulfill the requirements of the institute's teaching, training, research, and consultancy programs. To address these needs, the college has acquired ILMS software this year, known as Preksha Version: 9.0.

Extended Profile

1. Programme

1.1	205
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	648
Number of students during the year	

File Description	Documents
Data Template	View File

2.2	885
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	139
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	18
File Description	Documents
Data Template	View File
3.2 Number of Sanctioned posts during the year	18
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	16
4.2 Total expenditure excluding salary during the year (INR in lakhs)	5124314.35
4.3 Total number of computers on campus for academic purposes	62

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

The college strategically organizes activities at the outset of the academic year, aligning them with the university planner to ensure the seamless execution of these events. Each semester we create both individual and master timetables, with subjects allocated to each teacher based on their expertise. The syllabus for every subject is

provided to the teachers, who then compile academic diaries for their respective courses. The academic planner encompasses all the dates for internal and external examinations, enabling students to commence their preparations well in advance.

The teachers effectively oversee the implementation of the curriculum. They maintain an Academic Diary and teacher plan and ensure steady progress with the syllabus within the allocated timeframe. Each year, there is a proactive effort to enhance curriculum delivery through activities such as Participative Learning, Industrial Visits, Internships, Group Discussions, Seminars, Debates, Role-plays, and the inclusion of Value-added courses and certificate courses. This approach is aimed at facilitating a more comprehensive and enriched educational experience for the students.

Semester end sees a periodic review of the curriculum activities, by the Principal on curriculum activities and extra curriculum activities. Feedback is taken from students, alumni, Parents, and faculty, and accordingly, required steps or decisions are taken.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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

The institution adheres to the academic schedule provided by the University in relation to it. It formulates its own academic timetable for all programs at the commencement of the academic year. This timetable includes the dates of examinations, both external and internal, a list of holidays, details of college events, schedules for departmental and committee meetings, as well as all other academic and extracurricular activities. The academic calendar aids faculty members in organizing their course delivery activities. Department heads oversee the timely completion of the syllabus, with syllabus completion for each Continuous Internal Evaluation (CIE) determined well in advance and followed by faculty members. Internal assessment tests, assignments, projects, management quizzes, workshops, and seminars constitute a significant portion of the CIE for students. The academic calendar is disseminated and showcased on the college Notice Board and website to keep faculty and students

informed about planned activities throughout the year. The examination committee adheres to the implementation of the academic calendar before, during, and after examinations, contributing to the efficient and successful conduct of examinations.

The Principal reviews the semester progress and gives suitable inputs and suggestions whenever required.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://www.stpaulcollege.co.in/upload/Academic%20calendar%202022-23.pdf

1.1.3 - Teachers of the Institution participate in D. Any 1 of the above following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic 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

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
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)

5

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

579

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

579

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

1.3 - Curriculum Enrichment

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

The college integrates cross-cutting issues concerning gender, environment, sustainability, human values, and professional ethics

into its syllabus, aligning with the recommendations of the University Grants Commission (UGC). Several

Key elements underscore with this approach

1. Across all programs, a Foundation course subject with 3-4 credits is included in the curriculum to raise students' awareness about environmental and sustainability issues, along with human values.
2. A course dedicated to human values and professional ethics, carrying one credit is offered to all students, ensuring that they undertake it at least once during their program of study.
3. The Department of Commerce and professional studies conducts various annual activities related to human values, professional ethics, environment and sustainability issues.
4. Initiatives such as self-defense training for women and seminars on women empowerment are organized to empower female students.
5. The National Service Scheme (NSS) actively engages in conducting vaccination drives and blood donation camps for both students and faculty, benefiting the nearby community and society.
6. The college promotes student participation in NSS and it has adopted Kishore Gaon village. NSS students actively contribute to the betterment of the village, showcasing the institution's commitment to community development.

File Description	Documents
Any additional information	No File Uploaded
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

6

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
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

38

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	View File
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	Nil

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

1056

File Description	Documents
Any additional information	View File
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

523

File Description	Documents
Any additional information	View File
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

Your institution adeptly addresses the diverse academic needs of students by differentiating between slow and advanced learners based on past examination performances. Remedial initiatives for slow learners include specialized lectures and bridge courses in fundamental subjects like mathematics and accounting, delivered online for flexible access. These efforts aim to bolster foundational knowledge and confidence, particularly benefiting students from vernacular backgrounds and those transitioning into commerce and business studies (B.Com, BMS, BBI, BAF).

Conversely, advanced learners receive enrichment through extra reading materials, opportunities to engage in seminars, workshops, and competitions, alongside encouragement to utilize high-end instruments for practical learning. This approach not only deepens their subject comprehension but also prepares them for competitive examinations and future career challenges. Additionally, the institution promotes critical thinking and communication skills development through extracurricular activities such as debates and elocution contests.

This comprehensive strategy ensures all students, regardless of their starting point, receive tailored support and opportunities to excel, fostering an inclusive and supportive educational environment that encourages personal and academic growth.

File Description	Documents
Link for additional Information	https://www.stpaulcollege.co.in/assets/mentor/SLOW%20&%20ADVANCE%20LEARNER%20POLICY.pdf
Upload any additional information	View File

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

Number of Students	Number of Teachers
645	18

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

To enhance the learning experiences, St. Paul College implements student-focused strategies like problem-solving techniques, experiential learning, and participatory learning, aimed at boosting student engagement and involvement in their educational growth and curriculum development.

Experiential Learning: To foster experiential learning, the college integrates internship programs across various subjects. The use of films, student-led presentations, and practical demonstrations is tailored to the relevance and objectives of each program. Furthermore, industrial visits are organized, offering students firsthand experiences in businesses or organizations, thereby enriching their learning journey.

Participatory Learning: The college encourages students to be proactive and collaborative in their education by engaging them in the design and implementation of the curriculum. Through the participatory learning approach, students are actively involved in the teaching, learning, and assessment processes from the outset. Additionally, an annual cultural event is hosted by the college, providing a platform for students to showcase their creativity and talents.

Problem-Solving Learners: Classroom instruction at St. Paul College includes debates and discussions on key topics to enhance students' problem-solving skills. Presentations are made in class to facilitate this. The use of case studies in research methodology further supports the development of problem-solving abilities, guiding students through the entire process from identifying problems to evaluating and implementing solutions, and finally reviewing and making recommendations.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/hyperlinks/2.3.1%20Field%20visit%20Documents.pdf

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

Every faculty member at the institution is committed to effectively utilizing ICT (Information and Communication Technology) tools in the classroom to facilitate content delivery, thereby enhancing students' understanding of concepts and their problem-solving skills. Alongside traditional teaching methods, the institute is dedicated to adopting advanced enrichment strategies through the use of ICT technologies. The college is well-equipped with the necessary infrastructure, including an ample number of computers in the library and IT lab, widespread broadband internet access, and a broad familiarity with ICT among both faculty and students. There is a strong encouragement for the use of ICT-enabled tools, such as online resources, by faculty and students alike, aimed at fostering a positive and efficient educational environment.

The integration of ICT tools, including projectors and e-learning technologies, has simplified the learning process at the college. Facilities such as three seminar halls and meeting rooms boast excellent ICT infrastructure. The e-learning center supports faculty in the creation and distribution of digital content for various courses, which is also regularly updated on the college website.

Faculty members employ a range of common ICT tools like desktop computers, laptops, projectors, printers, scanners, DVDs, and CDs to enhance teaching and learning. The college organizes lectures, webinars, workshops, and other activities using digital platforms such as Zoom and Google Meet, significantly easing the learning process for students. This shift has notably increased the adoption of e-learning, marking a transition towards remote and digital instruction methods

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://www.stpaulcollege.co.in/e-content.php

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

17

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	View File
Circulars pertaining to assigning mentors to mentees	No File Uploaded
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

18

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	View File

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

3

File Description	Documents
Any additional information	View File
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)	View File

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

98

File Description	Documents
Any additional information	View File
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.

At the beginning of each academic year, the college meticulously prepares the Academic Planner, utilizing the Academic Calendar to schedule the dates for internal assessment exams, project submissions, and assignments, while also accommodating various other activities. The academic calendar is made available on the college's website well before the semester begins, ensuring that all stakeholders have ample time to prepare.

The internal evaluation process is structured into two main categories for passing, as outlined by the University of Mumbai's syllabus. This comprehensive evaluation includes internal tests, project work, and classroom activities, among others. Typically, in most subjects, term work evaluation is carried out for a total of 25 marks.

The processes adopted for conducting internal assessments encompass several steps, including the formation of an Internal Examination

Committee, setting up question papers, overseeing the conduct of examinations, displaying results, and facilitating interactions with students to discuss their performance in internal assessments. These measures have significantly increased student engagement and attendance in classes, proving to be highly beneficial for their learning experience.

To maintain transparency and consistency in the evaluation of internal exams, the results of internal tests and semester assessments are announced on the college notice board at the end of each term.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/hyperlinks/CIE.pdf

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

The college is equipped with an examination committee tasked with the management and execution of college-level examinations, ensuring the orderly progression of both internal and semester examinations. The Principal, serving as the Exam Chief Conductor, collaborates with the Examination Chairperson and Coordinators to facilitate the seamless conduct of the Continuous Internal Evaluation (CIE) and semester assessments, avoiding any disruptions. Adherence to the university's established guidelines and policies is paramount in the administration of internal assessments and end-of-semester examinations by the college.

The process for addressing examination-related complaints is structured to be transparent, swift, and effective, involving the Examination Committee, Unfair Means Committee, and Grievance Redressal Cell. Feedback collected through the student satisfaction survey consistently reflects positively on the fairness and consistency of the evaluation system, as well as the efficacy with which student grievances are resolved.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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.

Following the guidelines set by the University of Mumbai, the Internal Quality Assurance Cell (IQAC) ensures that academicians and experts in each subject align the outcomes of every course with the objectives of learning achievement, industry benchmarks, employability skills, and the knowledge needed for achieving Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs). Information regarding the program outcomes, course outcomes, and program-specific outcomes for each program offered by the college is made available to both teachers and students through the college's website and circulars. The progress of students' learning is assessed through semester examinations at the end of the program and ongoing Continuous Internal Evaluation.

At the time of admission and during the mandatory orientation sessions for first-year students, all students are briefed on the objectives and expected outcomes of their chosen program, ensuring they also have access to the full curriculum.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.stpaulcollege.co.in/program_outcomes_and_course_outcome.php
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 has established a framework for the assessment and attainment of Program Outcomes (PO) and Course Outcomes (CO), ensuring a seamless process and strict adherence to the principles of Outcome Based Education (OBE). Various methods of assessment, including direct learning objectives and a specific assessment schedule for each course, are employed. The direct method of CO assessment encompasses internal assessments, semester-ending exams, and quizzes. Each term, both an internal assessment and a semester-ending exam are conducted to evaluate the relevant CO achievements. The direct approach accounts for 80% of CO achievement, while the indirect method, which includes exit surveys, alumni surveys, and

feedback, among others, contributes 20%.

The questions in both the University Examination and internal exams are designed to align with the competencies and cognitive skills outlined in the course outcomes. The average mark serves as the benchmark for evaluating the accomplishment of each CO. Weights are assigned to COs for each course, with a value of 1 for Weak, 2 for Medium, and 3 for Strong for both POs and PSOs. A course result must fulfill at least one, if not more, of the program's objectives. Recognition is given to each course that contributes to the PO, with assessments provided for both POs and COs, through both direct and indirect means.

The achievement level of each CO is compared against the intended goals for each course, and if these goals are not met, faculty members offer suggestions for improving the CO.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.stpaulcollege.co.in/program_outcomes_and_course_outcome.php

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

139

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	Nil

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)

<https://www.stpaulcollege.co.in/assets/PDFs/SSS%202022%2023.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)

NIL

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)	No File Uploaded

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

NIL

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
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

5

File Description	Documents
Report of the event	View File
Any additional information	View File
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

NIL

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

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

45

File Description	Documents
Any additional information	View File
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

The college hosts several extension programs on a regular basis. In these extension activities neighbourhood community, the college's staff, students, and teachers actively take part. Staff members and

students voluntarily engage in efforts to raise awareness of and encourage students' engagement with community concerns, which supports both long-term and comprehensive community development. The extension activities of the college are conducted under two University wings. The college's Department of Lifelong Learning and Education (DLLE) Units and the National Service Scheme (NSS) has carried out a number of outreach initiatives in the local community. Students are not permitted to enrol in more than one of these modules at a time. NSS volunteers participated in a number of events during the 2022-2023 academic year, including the Blood donation camp, Aids awareness camp, Voting awareness campaign, provision of voting ID Camp, Tree plantation camp was organised such activities develops a sense of social responsibility among the students. After taking part in the extended programs, students' personalities undergo significant changes. They develop into more responsible citizens and people in general. Their value system gets stronger, which enables people to handle difficult or complex situations in their lives in a more constructive way.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/nss-2022-23.php
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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year(Data Template)	No File Uploaded
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

5

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

122

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

1

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	View File

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

2

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
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.

Our college boasts a robust infrastructure with 16 well-equipped, Wi-Fi-enabled classrooms and 58 computers including twenty acquired this year seamlessly connected to a high-speed 100 Mbps internet. Safety is a priority, with 48 strategically placed CCTVs monitoring the premises including 32 added this year.

The expansive library, equipped with cutting-edge ILMS (Preksha) software, offers a haven for students and teachers. The library is further enhanced with a computer equipped with Wi-Fi capabilities.

An OSM facility is integrated into institute computers, and there's a dedicated examination room.

IT facilities include two computer labs with 54 computers, Wi-Fi, UPS, LAN connections, printers, photocopy machines, and LCD facilities. The multipurpose auditorium hosts diverse activities, events, conferences, and seminars.

Classrooms prioritize academic excellence with well-ventilated spaces. A dedicated girls' restroom, filtered water stations on every floor, and fire safety extinguishers underscore our commitment to everyone's well-being. We have special rooms for NSS, Yoga, DLLE, and Gymkhana where indoor games are played. Welcome to an institution where cutting-edge infrastructure meets holistic care for a superior educational experience

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

Nestled within our educational haven, a 375 sq. meter L-shaped playground stands as a dynamic hub for student activities, hosting daily football and badminton sessions during free lectures. The Gymkhana echoes with the spirited clatter of Carrom and Chess, while our common ground reverberates with the energy of basketball, volleyball, Kho-Kho, Kabaddi, cricket, handball, and football. In the cultural enclave, harmoniums, keyboards, sound systems, and podiums set the stage for artistic expression in the auditorium.

Nature intertwines with education in our botanical garden, while solar energy equipment on the terrace exemplifies our commitment to sustainability. Vigilant CCTVs secure our campus, and a fire safety certificate ensures a secure environment.

Yoga workshops in the Auditorium, both in-person and online, promote holistic well-being. 'Magique,' our vibrant cultural festival, transforms the campus annually into a canvas of creativity. Our NSS group actively engages in street plays, awareness programs, elocution competitions, rallies, shaping socially responsible individuals. Saturdays are dedicated to student personality development activities.

This is not just a college; it's a vibrant ecosystem fostering

growth, creativity, and holistic development. Welcome to an institution where education transcends boundaries within the pulsating heart of student life.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

16

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

16

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
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)

5124314.35

File Description	Documents
Upload any additional information	View File
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)

The library acts as the main learning resource center of the college and provides services and facilities to meet the requirements of the institute's teaching, training, research and consultancy programmes. To meet those requirements, Our college has purchased ILMS software last year.

Name of the software: Preksha

Nature of Automation: Fully

Version: 19.0

Year of Automation:2021-2022

Total number of computers for student access in library with internet connection: 00

Total number of printers for student access in library 00

Internet bandwidth /speed: internet service with 100 MBPS

Wi-Fi facility: Yes, Jio Wi-Fi is available in the campus

Our college library is well ventilated, lighted and conducive in nature.

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

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	View File
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)

0.50

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

23

File Description	Documents
Any additional information	View File
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

IT facilities at st. paul is not just sufficient but set a benchmark for excellence. We have a total of 58 computers, with students enjoying access to 54 in the fully-equipped IT lab, complete with internet connectivity, UPS, and LAN systems. Beyond the lab, computers with internet access are strategically placed in the

examination room, principal's cabin, library, and administrative office.

Our commitment to a digital presence is unwavering; the website undergoes a yearly Change through the expertise of Algocean Technologies. A high-powered Printer cum photocopy machine resides in the computer lab, complemented by regular printers in key areas.

Navigate our campus with a Wi-Fi connection at 100 Mbps bandwidth across all floors. The ILMS software orchestrates library and administrative functions seamlessly. Hardware upgrades align with evolving needs, ensuring our systems are at the forefront of technology.

Safety is paramount, with 48 strategically placed CCTVs ensuring the security of every nook and cranny. The college website evolves in real-time, a dynamic repository of information on examinations, events, and more.

An assistant oversees the computer lab and e-waste management, contributing to an environmentally conscious technological landscape. Welcome to a college where technology not only facilitates but transforms the educational journey.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

54

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

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

File Description	Documents
Upload any additional Information	View File
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)

3065130.5

File Description	Documents
Upload any additional information	View File
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.

At our college, meticulous planning and efficient governance are the keystones of our commitment to excellence. Our budget prepared for the academic, physical, and support facilities, undergoes rigorous scrutiny by the governing council committee. Their approval ensures a streamlined system adhering to conducive policies.

Our commitment to holistic development is evident in the ample facilities for cultural, sports, audio-visual, and computers. Continuous checks guarantee their optimal functionality, with immediate corrective measures in case of any issues. A leap into e-governance was made with the acquisition of ILMS software, enhancing the smooth operation of the college.

Operating in two shifts, morning and afternoon, our physical facilities, including computer labs and classrooms, are maximally utilized. A dedicated committee oversees the maintenance of

computers, networking equipment, AMC for computers, and fire-fighting equipment. Wi-Fi spans across all floors, contributing to an interconnected learning environment. Our commitment extends to the virtual realm as well; we've revamped our website through an outsourced designing contract, aligning it with contemporary standards.

A campus maintenance and cleanliness committee ensures a pristine environment, backed by a robust drainage system to prevent water logging. Our college thrives on proactive governance, ensuring not just functionality but a seamless and thriving educational ecosystem

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

115

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 benefitted 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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

96

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

A. All of the above

File Description	Documents
Link to institutional website	https://www.stpaulcollege.co.in/assets/PDFs/new/Skill%20Development%20.pdf
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

0

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

0

File Description	Documents
Any additional information	View File
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 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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	No File Uploaded
Upload any additional information	No File Uploaded
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

1

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

3

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
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	View File

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.

3

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	View File
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)

The institution actively encourages students to participate in a wide range of academic and administrative activities, ensuring their essential role in the institute's functioning. Students play a crucial part in implementing both curricular and co-curricular activities within the college. Representatives from the student body are actively involved in various academic and administrative committees, including IQAC, Anti-ragging, Women Development Cell, Internal Complaint Committee, Student Grievance, Sports & Cultural Committee, and more.

The Student Council takes on a significant role in organizing events like the Intercollegiate Fest - Magique, Days Celebration, Convocation, Teachers Day, and Extension work activities. Their substantial involvement extends to decision-making processes such as Student Support and Competitive exams, fostering leadership, efficiency, and a service-oriented spirit among students. Students within these committees regularly showcase their skills in creative endeavours, financial management (arranging sponsorships for events), and hospitality (designing suitable platforms for guests).

Graduates consistently express pride in stating that the institute not only supports their growth but also provides autonomy in decision-making across all aspects. This autonomy empowers students to make informed decisions, contributing to a well-rounded educational experience. The institution's commitment to student engagement and autonomy evidently creates an environment where students thrive academically, excel in extracurricular activities, and develop essential life skills.

File Description	Documents
Paste link for additional information	https://stpaulcollege.co.in/assets/PDFs/hyperlinks/Cultural-Activities.pdf
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

8

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	View File
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

The St. Paul College Alumni Association is currently registering. Our college's alumni are regularly involved in the growth of the institution. The alumni often plan events and actively assist the current student council in its efforts to run more smoothly. Since alumni are still in the early stages of their careers, they visit the college frequently and participate in its extension programs.

Our alumni assist students in learning about networking in the business sector to find suitable employment opportunities or to investigate startup ideas. It is requested of the alumni to advise current students on committee work, college operations, interviewing strategies, and internship prospects.

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) E. <1Lakhs

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

The foundations of St. Paul's vision and mission are student growth and development. We believe in overall growth and continuous improvement, which is reflected in our approach to students, employees, and stakeholders. The governing council creates a strategic plan at the start of the school year. The committee holds four meetings, during which time perspective plans are made and members follow up. The report of the meeting is then discussed with the College Development Committee (CDC), and our supervisors and coordinators prepare a year plan that aligns with the strategies developed by the CDC and the Governing Council. The faculty members participate actively in the committee's discussions, and their ideas and recommendations are discussed and put into practice. St. Paul proudly displays its goal and vision on its webpages, on the college wall, and in printed form in the college prospectus. St. Paul relies heavily on innovation and leadership to remain abreast of the rapidly evolving needs of society. Our goal is to improve teaching and service program quality by enlisting the top faculty, staff, and students. For both teaching and non-teaching staff, we offer ongoing, diverse training programs.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/about-us.php
Upload any additional information	View File

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

With the establishment of the College Development Committee, the College has guaranteed the principles of responsible leadership and active management. The organization's hierarchy is rigorously adhered to, with several committees and clearly defined procedures, in order to offer leadership, manage a variety of tasks, and take prompt action while maintaining the college's vision and goal.

Policy creation is a "bottom-up" process, whereas policy implementation is a "Top-Down" one. The faculty members who lead the various committees contribute to the college's daily seamless operation. Exam Committee, Admission Committee, Library Committee, Grievance Redressal Committee, Anti-Ragging Committee, Cultural Events Committee, Research Committee, and so on are some examples of committees.

One of the best examples of this decentralization process is the transition that took place following the pandemic, in which all parties involved had little issue transferring from an online learning module to a hybrid and ultimately a classroom environment. The non-teaching personnel made the admissions process online by working at the forefront. It was designed with ease of use and navigation in mind for the pupils. All program coordinators gave students advice on how to choose courses that would best suit their aptitudes and experience levels.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/Composition_IQAC.php
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Website Development: To make the website more user-friendly for students and to ensure that all students can make the best use of ICT resources, a new vendor was chosen, and extensive revisions were made to the website.

Curriculum Development: By creating and implementing bridge courses and add-on courses, the curriculum is made more enriching. To give pupils a comprehensive education, e-learning is linked with the academic agenda.

Integrated Library Management Software (ILMS) : It was acquired to provide a smooth supply of books and reference materials to students by keeping up with their demand.

Teaching and Learning: a) Students' feedback on the syllabus and

completion is taken into consideration; b) Teachers are encouraged to attend short-term courses, or FDPs. c) The college has video recording facilities Teachers are encouraged to employ ICT as a teaching and learning tool.

Exam and Evaluation: The committee makes sure that the entire system is open, punctual, and effective; in particular, the Examination Cell is outfitted with a student-centric perspective. The Lead College administers exams and evaluates faculty-prepared model solutions for University papers under the cluster-mentor system at the University of Mumbai.

Student Admissions: When admitting students, the Reservation Policy is strictly followed. The purpose of the internal complaint committee is to investigate student concerns about admissions.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/PERSPECTIVE%20PLAN%20FOR%20WEBSITE.pdf
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.

Our staff members are required to adhere to the hierarchy, which is composed of the Governing Council, which is made up of trust members and CDC, the Principal, who oversees the day-to-day operations of the institution, and Coordinators, who serve as a liaison between the administration and students. In terms of hiring practices, teachers are hired following extensive rounds of interviews with panelists from various departments. The Registrar is directly in charge of the Administrative function, followed by junior clerks; the Junior Clerk again handles Admissions and Lessoning with the University for coordination; Coordinators monitor and supervise academic and administrative activities.

Activity heads oversee a variety of extracurricular and co-curricular activities. All parties involved at the college have excellent interpersonal relationships. Annually, a range of events are expertly arranged by the Cultural Committee, which is mainly composed of former and present students. The committee has complete

control over selecting the event's judges, prizes, and brochure.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/code_of_conduct_Information_Brochure.pdf
Link to Organogram of the Institution webpage	https://www.stpaulcollege.co.in/assets/PDFs/organogram_st%20paul%20college.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All 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

At St. Paul college, we recognize the invaluable contributions of our dedicated teaching faculty in shaping the academic landscape of our institution. Committed to fostering a supportive and enriching work environment, we proudly introduce comprehensive staff welfare schemes aimed at enhancing the overall well-being of our esteemed educators.

Our welfare initiatives encompass a range of benefits, including health and wellness programs, professional development opportunities, and financial support. In prioritizing the health of our staff, we offer robust healthcare packages, regular health check-ups, and wellness workshops. Acknowledging the importance of

continuous learning, our college is dedicated to providing avenues for professional growth through workshops, conferences, and advanced training programs.

St. Paul college takes pride in being not just an academic institution but a family that values and nurtures its members. Through these welfare schemes, we affirm our commitment to creating an environment where every staff member can thrive both personally and professionally. As we uphold the tradition of academic excellence, we stand equally dedicated to the well-being and prosperity of our cherished teaching community.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/staffwelfare_scheme.php
Upload any additional information	View File

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

11

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

35

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

03

File Description	Documents
IQAC report summary	No File Uploaded
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

The academic year ends with an evaluation of each employee's performance. All teaching and non-teaching staff members are required to fill out the self-evaluation form. Promotions and evaluations are made in line with each employee's yearly performance review or outcomes. There are differences in the evaluation criteria between non-teaching and teaching professionals. The University of

Mumbai and UGC rules are followed for evaluating teaching personnel. Numerous elements are included in the grading criteria, such as discipline, diligence, perseverance, teamwork, and departmental and technical skills in addition to hard effort and tenacity. The management is in favor of equitable pay practices.

Appointments for the upcoming year start in June, and the appraisal is finished in April each year. During the assessment, candidates complete self-assessment questions. The applicant either receives a new term or gets their employment terminated after the panel debate. The idea that every employee can finally be translated into real improvement and still has potential for improvement is supported by the entire procedure.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/index.php#
Upload any additional information	View File

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

At the end of the college's fiscal year, the institute conducts an internal audit. A.K. Singh, a chartered accountant, was chosen by the college to oversee the internal audit process. The report is distributed to the governing council and college development committee for additional approval. Since the institute is private and unaided, no external auditor is appointed.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/about-us.php#governing
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)

0

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)	View File

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

We are an independent college hence student fees are our primary source of funding. There are no grants or funds from any state or university governments.

Every academic year, the Principal prepares the budget after consulting with the IQAC and additional department heads. Provisions are made for books, salaries, and maintenance costs like phone, energy, and water while creating the institutional budget. Priorities, demands, and requirements of various committees are taken into consideration while creating provisions for the departments, as well as the department's development. The budget can be implemented efficiently thanks to clearly specified policies and procedures. After that, the Governing Body must give its final approval. The suggested activities are carried out with the approved Budget. The designated monies are used to plan college events, buy sporting equipment, and hold seminars, workshops, and conferences. The management board, administration, and audit all evaluate how resources are used, including accounts, budgets, and audits. The reserve is safeguarded for unforeseen costs and certain emergency scenarios.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/new/Maintanance%20Policy.pdf
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

The NEP 2020 revolution is causing the institute to restructure all of its processes. This year, IQAC's most significant action was to start the institution's audit process with several audits, including an environment, energy, and green audit that was successfully finished. The Academic and Gender Audit will also be finished in the next year.

Electronic governance and website redevelopment: In response to the growing need for digital infrastructure, the IQAC has effectively redesigned the college website to make it more easily navigable and responsive. In order to connect with e-governance practices and paperless offices, the institute has also implemented an ILMS software. This software will handle every requirement of the school, employees, and pupils, including online admissions, fee collecting, finance, and accounting. The Library Management System will be a key component of this software.

In an effort to support faculty research, the college's management and IQAC have implemented a policy requiring staff members to produce two or more research papers annually. Following submission of the necessary paperwork to the Research Cell, staff members will receive reimbursement for the publication costs associated with those papers.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/auditcertificate.php
Upload any additional information	View File

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

The UGC norm is followed in the composition of the IQAC, and a special committee is responsible for gathering and evaluating stakeholder comments regarding the Teaching and Learning Process. Committees and departments carry out suggested adjustments. Slow learners receive extra attention, and bridge courses are designed just for them. Advanced students are afforded the chance to go further into their studies through a variety of activities that are structured according to the semester. In order to keep the departments and IQAC updated on teaching-learning, extracurricular,

and curricular activities for the students, the faculties are required to produce an annual publication.

All students can access the e-resources that are available on the website. All of the students have benefited from this methodology throughout COVID-19, and teachers have found it useful in applying it as a teaching tool in ICT-enabled classrooms. Over time, it will advance the concept of studying in a hybrid style.

The college has undoubtedly started entering into more MOUs and agreements for the students' development as a step toward progress.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/about_IQAC.php
Upload any additional information	View File

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)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.stpaulcollege.co.in/event.php
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
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

St. Paul College is committed to fostering gender parity and student diversity across all its degree programs. To Develop a equitable and inclusive environment, committees like the Internal Complaint Committee, Sexual Harassment Committee and Anti-Ragging Committee to address any concerns or complaints that may arise.

Promoting a safe and secure space for all students facilities like CCTV cameras, security guards, dedicated girls' common rooms, and washrooms is provided. The Women's Cell organizes workshops on self-defense and safety, poster making competitions on gender equality, and cultural events like sari draping competitions yearly.

The college counselor conducts regular student development activities and lectures on gender equality, aiming to cultivate a positive and productive atmosphere that respects and values all individuals. Scholarships are available from both government and non-government organizations to deserving students and sports are encouraged for the overall development of students.

To ensure continued progress towards gender equity, the college implements an Annual Gender Sensitization Action Plan, outlining a roadmap for achieving this goal. This plan includes initiatives like workshops, awareness campaigns, and capacity-building programs for faculty and staff.

By prioritizing gender parity and inclusivity, St. Paul College strives to create a welcoming and enriching learning environment for all its students.

File Description	Documents
Annual gender sensitization action plan	https://stpaulcollege.co.in/assets/naac/Annual%20Gender%20Sensitization%20Action%20Plan_2021%202022.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.stpaulcollege.co.in/facilities-2-23.php#

7.1.2 - The Institution has facilities for alternate sources of energy and energy

B. Any 3 of the above

conservation measures Solar energy
 Biogas plant Wheeling to the Grid Sensor-
 based energy conservation Use of LED bulbs/
 power efficient equipment

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

St. Paul College is proud to be a college with minimal plastic usage. We prioritize long-lasting materials like wood or metal whenever possible, and for temporary needs, we utilize a rental system to minimize waste generation. To educate students on proper waste disposal, every classroom is equipped with designated dry and wet bins, accompanied by informative posters like "Compost Life Cycle" and "Use Less Plastic."

Collected solid waste is meticulously separated and disposed of responsibly. Daily, around 3-4 buckets of segregated waste are handed over to municipal trucks, while the remaining is managed through alternative methods. Notably, our wet waste undergoes a remarkable transformation within the college itself! It journeys to our very own composting pit, where it is nurtured into nutrient-rich, organic green compost. This compost then finds its purpose in our flourishing botanical garden, promoting a beautiful and sustainable cycle.

Recognizing the potential hazards of electronic waste, we responsibly dispose of any e-waste generated through a formal agreement with Aniket Traders, a reputable and certified vendor. This partnership ensures environmentally sound disposal practices, minimizing harm to our planet.

Through these initiatives, St. Paul strives to foster a culture of environmental responsibility within our college community.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	https://www.stpaulcollege.co.in/assets/PDFs/new/Waste%20Management%20.pdf
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	No File Uploaded
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **B. Any 3 of the above**

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

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 **B. Any 3 of the above**

**following 1.Green audit 2. Energy audit
3.Environment 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	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

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

B. Any 3 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	View File
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).

St. Paul College embraces its vibrant tapestry of students and

staff, fostering an environment that cherishes respect and celebrates differences. Cultural, regional, linguistic, socioeconomic, and other diverse backgrounds are not just tolerated, but actively celebrated through various initiatives.

Sports and cultural events like dance competitions and musical showcases become vibrant platforms for mutual understanding and appreciation. Commemorative days like Women's Day empower students with self-defense seminars, while Yoga Day promotes inclusivity and mindfulness across all social divides.

An institute-wide code of ethics acts as the cornerstone of respectful interaction, ensuring equality and fairness for all members, regardless of their background. This code is further reinforced by separate codes for teachers and staff, outlining specific ethical conduct within their roles.

St. Paul's commitment to inclusivity extends beyond mere words. The college actively organized vaccination drives throughout the year, ensuring accessibility for everyone, including marginalized communities. Additionally, mental health awareness sessions empower students with invaluable tools to navigate challenges and embrace diverse perspectives

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	No File Uploaded

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

St. Paul College is not just about academics; it is a transformative incubator for responsible, engaged citizens. National celebrations ignite patriotism and respect for national symbols, while vibrant co-curricular activities foster a spirit of community and shared responsibility. Environmental consciousness is deeply embedded in the curriculum, empowering students to be stewards of the planet through sustainability initiatives and scientific thinking.

Beyond textbook knowledge, foundation courses instil moral values and a sense of ethical responsibility. Diverse national day celebrations promote unity and respect, transcending differences in

religion, language, and region. St. Paul's commitment extends further, with initiatives like "Stand Up Against Street Harassment" empowering students to be active agents of positive change, creating a safe and inclusive environment for all.

St. Paul College goes beyond rote learning. It is a vibrant ecosystem where values translate into action. Students graduate not just as scholars, but as well-rounded individuals equipped to contribute meaningfully to a harmonious and equitable society. Here, every individual thrives in an environment that celebrates diversity, nurtures responsibility, and empowers active citizenship

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

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** B. Any 3 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	View File
Any other relevant information	No File Uploaded

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

St. Paul College reverberates with a vibrant calendar of commemorative days, fostering a deep sense of national pride and appreciation for diverse cultural traditions.

National holidays like

Independence Day and Republic Day are celebrated with great enthusiasm.

Students are actively participating in planning, singing the national anthem,

and raising the flag with pride. Cultural performances alongside faculty add a

colorful dimension to these momentous occasions.

Commemorating heroes and

history is woven into the college's fabric. Birth and death anniversaries of

national icons like Chhatrapati Shivaji Maharaj and Kargil Vijay Diwas serve as

poignant reminders of sacrifices made for our nation. Constitution Day reinforces

the importance of fundamental rights and responsibilities, shaping responsible

citizens

Cultural diversity

flourishes with celebrations like Garba and Janmashtami, showcasing the

richness of India's heritage. International Women's Day delves into crucial

topics like skin care and well-being. World Hindi Day celebrates the

language's

beauty and significance.

Fresher's welcomes and

farewells, student-organized under faculty guidance, add vibrancy to college

life, marking special moments and building lasting bonds.

St. Paul's commemorative days go beyond mere celebrations. They cultivate a sense of belonging, national pride, and cultural awareness, shaping well-rounded individuals who contribute to a diverse and harmonious society.

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.

Best Practice No 1. Water Conservation for Community Development: Due to rampant construction outside the college premises, an existing water body and swamp used to dry up during summer months. The college took initiative to conserve the water body and a rainwater harvesting system was installed to collect rainwater falling on the roof and the premises and this was diverted to the water body. This elevated the ground water level in the area. A borewell was constructed within the college premises, which pumps in Pure water through a borewell throughout the year and is used by the college, for all nonpotable purposes.

Best Practice No 2. Green energy and conservation of Environment. Normally, electricity is generated through hydroelectric or thermal power generation systems which over a period of time has led to

environmental pollution and degradation. St. Paul College being an environmentally friendly institution has installed a 10KV solar power generation system on its roof top. In this case the entire power generated is transferred to the State electricity grid. The power consumed by the College is adjusted against the power transferred to the state electricity grid and the excess consumed, if any, is billed accordingly.

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

The mission of St. Paul College is to provide quality education to all its students. The institution has worked extremely hard to achieve this aim from the start. Due to our location in a rural area, we are able to easily provide access to the underprivileged and needy pupils in the immediate area. Most of the students come from socially and economically disadvantaged groups, therefore college ensures to groom them and deliver effective teaching of the curriculum. A good many of them have passed out and some have been placed in good jobs. The college makes sure that the education of any of its students is not affected due to lack of financial support. In the Academic year 2021-22, college has provided concessions on a fee considering the matter case to case basis. We also have provided them with monetary free ship to enable them to complete their studies. We are a student centric college, hence loss of education is not accepted. In such situations college tries to understand the student condition and support them.

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

The college strategically organizes activities at the outset of the academic year, aligning them with the university planner to ensure the seamless execution of these events. Each semester we create both individual and master timetables, with subjects allocated to each teacher based on their expertise. The syllabus for every subject is provided to the teachers, who then compile academic diaries for their respective courses. The academic planner encompasses all the dates for internal and external examinations, enabling students to commence their preparations well in advance.

The teachers effectively oversee the implementation of the curriculum. They maintain an Academic Diary and teacher plan and ensure steady progress with the syllabus within the allocated timeframe. Each year, there is a proactive effort to enhance curriculum delivery through activities such as Participative Learning, Industrial Visits, Internships, Group Discussions, Seminars, Debates, Role-plays, and the inclusion of Value-added courses and certificate courses. This approach is aimed at facilitating a more comprehensive and enriched educational experience for the students.

Semester end sees a periodic review of the curriculum activities, by the Principal on curriculum activities and extra curriculum activities. Feedback is taken from students, alumni, Parents, and faculty, and accordingly, required steps or decisions are taken.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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

The institution adheres to the academic schedule provided by the University in relation to it. It formulates its own academic timetable for all programs at the commencement of the academic year. This timetable includes the dates of examinations, both external and internal, a list of holidays, details of college events, schedules for departmental and committee meetings, as well as all other academic and extracurricular activities. The academic calendar aids faculty members in organizing their course delivery activities. Department heads oversee the timely completion of the syllabus, with syllabus completion for each Continuous Internal Evaluation (CIE) determined well in advance and followed by faculty members. Internal assessment tests, assignments, projects, management quizzes, workshops, and seminars constitute a significant portion of the CIE for students. The academic calendar is disseminated and showcased on the college Notice Board and website to keep faculty and students informed about planned activities throughout the year. The examination committee adheres to the implementation of the academic calendar before, during, and after examinations, contributing to the efficient and successful conduct of examinations.

The Principal reviews the semester progress and gives suitable inputs and suggestions whenever required.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://www.stpaulcollege.co.in/upload/Academic%20calendar%202022-23.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the 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

D. Any 1 of the above

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

6

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
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)

5

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

579

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

579

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

1.3 - Curriculum Enrichment

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

The college integrates cross-cutting issues concerning gender, environment, sustainability, human values, and professional ethics into its syllabus, aligning with the recommendations of the University Grants Commission (UGC). Several

Key elements underscore with this approach

1. Across all programs, a Foundation course subject with 3-4 credits is included in the curriculum to raise students' awareness about environmental and sustainability issues, along with human values.
2. A course dedicated to human values and professional ethics, carrying one credit is offered to all students, ensuring that they undertake it at least once during their program of study.
3. The Department of Commerce and professional studies conducts various annual activities related to human values, professional ethics, environment and sustainability issues.
4. Initiatives such as self-defense training for women and seminars on women empowerment are organized to empower female students.
5. The National Service Scheme (NSS) actively engages in conducting vaccination drives and blood donation camps for both students and faculty, benefiting the nearby community and society.
6. The college promotes student participation in NSS and it has adopted Kishore Gaon village. NSS students actively

contribute to the betterment of the village, showcasing the institution's commitment to community development.

File Description	Documents
Any additional information	No File Uploaded
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

6

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
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

38

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	View File
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	Nil

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

1056

File Description	Documents
Any additional information	View File
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

523

File Description	Documents
Any additional information	View File
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

Your institution adeptly addresses the diverse academic needs of students by differentiating between slow and advanced learners based on past examination performances. Remedial initiatives for slow learners include specialized lectures and bridge courses in fundamental subjects like mathematics and accounting, delivered online for flexible access. These efforts aim to bolster foundational knowledge and confidence, particularly benefiting students from vernacular backgrounds and those transitioning into commerce and business studies (B.Com, BMS, BBI, BAF).

Conversely, advanced learners receive enrichment through extra reading materials, opportunities to engage in seminars, workshops, and competitions, alongside encouragement to utilize high-end instruments for practical learning. This approach not only deepens their subject comprehension but also prepares them for competitive examinations and future career challenges. Additionally, the institution promotes critical thinking and communication skills development through extracurricular activities such as debates and elocution contests.

This comprehensive strategy ensures all students, regardless of their starting point, receive tailored support and opportunities

to excel, fostering an inclusive and supportive educational environment that encourages personal and academic growth.

File Description	Documents
Link for additional Information	https://www.stpaulcollege.co.in/assets/mentor/SLOW%20&%20ADVANCE%20LEARNER%20POLICY.pdf
Upload any additional information	View File

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

Number of Students	Number of Teachers
645	18

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

To enhance the learning experiences, St. Paul College implements student-focused strategies like problem-solving techniques, experiential learning, and participatory learning, aimed at boosting student engagement and involvement in their educational growth and curriculum development.

Experiential Learning: To foster experiential learning, the college integrates internship programs across various subjects. The use of films, student-led presentations, and practical demonstrations is tailored to the relevance and objectives of each program. Furthermore, industrial visits are organized, offering students firsthand experiences in businesses or organizations, thereby enriching their learning journey.

Participatory Learning: The college encourages students to be proactive and collaborative in their education by engaging them in the design and implementation of the curriculum. Through the participatory learning approach, students are actively involved in the teaching, learning, and assessment processes from the outset. Additionally, an annual cultural event is hosted by the

college, providing a platform for students to showcase their creativity and talents.

Problem-Solving Learners: Classroom instruction at St. Paul College includes debates and discussions on key topics to enhance students' problem-solving skills. Presentations are made in class to facilitate this. The use of case studies in research methodology further supports the development of problem-solving abilities, guiding students through the entire process from identifying problems to evaluating and implementing solutions, and finally reviewing and making recommendations.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/hyperlinks/2.3.1%20Field%20visit%20Documents.pdf

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

Every faculty member at the institution is committed to effectively utilizing ICT (Information and Communication Technology) tools in the classroom to facilitate content delivery, thereby enhancing students' understanding of concepts and their problem-solving skills. Alongside traditional teaching methods, the institute is dedicated to adopting advanced enrichment strategies through the use of ICT technologies. The college is well-equipped with the necessary infrastructure, including an ample number of computers in the library and IT lab, widespread broadband internet access, and a broad familiarity with ICT among both faculty and students. There is a strong encouragement for the use of ICT-enabled tools, such as online resources, by faculty and students alike, aimed at fostering a positive and efficient educational environment.

The integration of ICT tools, including projectors and e-learning technologies, has simplified the learning process at the college. Facilities such as three seminar halls and meeting rooms boast excellent ICT infrastructure. The e-learning center supports faculty in the creation and distribution of digital content for various courses, which is also regularly updated on the college website.

Faculty members employ a range of common ICT tools like desktop computers, laptops, projectors, printers, scanners, DVDs, and CDs to enhance teaching and learning. The college organizes lectures, webinars, workshops, and other activities using digital platforms such as Zoom and Google Meet, significantly easing the learning process for students. This shift has notably increased the adoption of e-learning, marking a transition towards remote and digital instruction methods

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://www.stpaulcollege.co.in/e-content.php

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

17

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	View File
Circulars pertaining to assigning mentors to mentees	No File Uploaded
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

18

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	View File

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

3

File Description	Documents
Any additional information	View File
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)	View File

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

98

File Description	Documents
Any additional information	View File
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.

At the beginning of each academic year, the college meticulously prepares the Academic Planner, utilizing the Academic Calendar to schedule the dates for internal assessment exams, project submissions, and assignments, while also accommodating various other activities. The academic calendar is made available on the college's website well before the semester begins, ensuring that all stakeholders have ample time to prepare.

The internal evaluation process is structured into two main categories for passing, as outlined by the University of Mumbai's syllabus. This comprehensive evaluation includes internal tests, project work, and classroom activities, among others. Typically, in most subjects, term work evaluation is carried out for a total of 25 marks.

The processes adopted for conducting internal assessments encompass several steps, including the formation of an Internal Examination Committee, setting up question papers, overseeing the conduct of examinations, displaying results, and facilitating interactions with students to discuss their performance in internal assessments. These measures have significantly increased student engagement and attendance in classes, proving to be highly beneficial for their learning experience.

To maintain transparency and consistency in the evaluation of internal exams, the results of internal tests and semester assessments are announced on the college notice board at the end of each term.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/hyperlinks/CIE.pdf

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

The college is equipped with an examination committee tasked with the management and execution of college-level examinations, ensuring the orderly progression of both internal and semester examinations. The Principal, serving as the Exam Chief Conductor, collaborates with the Examination Chairperson and Coordinators to facilitate the seamless conduct of the Continuous Internal Evaluation (CIE) and semester assessments, avoiding any

disruptions. Adherence to the university's established guidelines and policies is paramount in the administration of internal assessments and end-of-semester examinations by the college.

The process for addressing examination-related complaints is structured to be transparent, swift, and effective, involving the Examination Committee, Unfair Means Committee, and Grievance Redressal Cell. Feedback collected through the student satisfaction survey consistently reflects positively on the fairness and consistency of the evaluation system, as well as the efficacy with which student grievances are resolved.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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.

Following the guidelines set by the University of Mumbai, the Internal Quality Assurance Cell (IQAC) ensures that academicians and experts in each subject align the outcomes of every course with the objectives of learning achievement, industry benchmarks, employability skills, and the knowledge needed for achieving Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs). Information regarding the program outcomes, course outcomes, and program-specific outcomes for each program offered by the college is made available to both teachers and students through the college's website and circulars. The progress of students' learning is assessed through semester examinations at the end of the program and ongoing Continuous Internal Evaluation.

At the time of admission and during the mandatory orientation sessions for first-year students, all students are briefed on the objectives and expected outcomes of their chosen program, ensuring they also have access to the full curriculum.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.stpaulcollege.co.in/program_outcomes_and_course_outcome.php
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 has established a framework for the assessment and attainment of Program Outcomes (PO) and Course Outcomes (CO), ensuring a seamless process and strict adherence to the principles of Outcome Based Education (OBE). Various methods of assessment, including direct learning objectives and a specific assessment schedule for each course, are employed. The direct method of CO assessment encompasses internal assessments, semester-ending exams, and quizzes. Each term, both an internal assessment and a semester-ending exam are conducted to evaluate the relevant CO achievements. The direct approach accounts for 80% of CO achievement, while the indirect method, which includes exit surveys, alumni surveys, and feedback, among others, contributes 20%.

The questions in both the University Examination and internal exams are designed to align with the competencies and cognitive skills outlined in the course outcomes. The average mark serves as the benchmark for evaluating the accomplishment of each CO. Weights are assigned to COs for each course, with a value of 1 for Weak, 2 for Medium, and 3 for Strong for both POs and PSOs. A course result must fulfill at least one, if not more, of the program's objectives. Recognition is given to each course that contributes to the PO, with assessments provided for both POs and COs, through both direct and indirect means.

The achievement level of each CO is compared against the intended goals for each course, and if these goals are not met, faculty members offer suggestions for improving the CO.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.stpaulcollege.co.in/program_outcomes_and_course_outcome.php

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

139

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	Nil

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)

<https://www.stpaulcollege.co.in/assets/PDFs/SSS%202022%2023.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)

NIL

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)	No File Uploaded

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

NIL

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
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

5

File Description	Documents
Report of the event	View File
Any additional information	View File
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

NIL

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

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

45

File Description	Documents
Any additional information	View File
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

The college hosts several extension programs on a regular basis. In these extension activities neighbourhood community, the college's staff, students, and teachers actively take part. Staff members and students voluntarily engage in efforts to raise awareness of and encourage students' engagement with community concerns, which supports both long-term and comprehensive community development. The extension activities of the college are conducted under two University wings. The college's Department of Lifelong Learning and Education (DLLE) Units and the National Service Scheme (NSS) has carried out a number of outreach initiatives in the local community. Students are not permitted to enrol in more than one of these modules at a time.

NSS volunteers participated in a number of events during the 2022-2023 academic year, including the Blood donation camp, Aids awareness camp, Voting awareness campaign, provision of voting ID Camp, Tree plantation camp was organised such activities develops a sense of social responsibility among the students. After taking part in the extended programs, students' personalities undergo significant changes. They develop into more responsible citizens and people in general. Their value system gets stronger, which enables people to handle difficult or complex situations in their lives in a more constructive way.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/nss-2022-23.php
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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year(Data Template)	No File Uploaded
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

5

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

122

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

1

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	View File

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

2

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
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.

Our college boasts a robust infrastructure with 16 well-equipped, Wi-Fi-enabled classrooms and 58 computers including twenty acquired this year seamlessly connected to a high-speed 100 Mbps internet. Safety is a priority, with 48 strategically placed CCTVs monitoring the premises including 32 added this year.

The expansive library, equipped with cutting-edge ILMS (Preksha) software, offers a haven for students and teachers. The library is further enhanced with a computer equipped with Wi-Fi capabilities.

An OSM facility is integrated into institute computers, and there's a dedicated examination room.

IT facilities include two computer labs with 54 computers, Wi-Fi, UPS, LAN connections, printers, photocopy machines, and LCD facilities. The multipurpose auditorium hosts diverse activities, events, conferences, and seminars.

Classrooms prioritize academic excellence with well-ventilated spaces. A dedicated girls' restroom, filtered water stations on every floor, and fire safety extinguishers underscore our commitment to everyone's well-being. We have special rooms for NSS, Yoga, DLLE, and Gymkhana where indoor games are played.

Welcome to an institution where cutting-edge infrastructure meets holistic care for a superior educational experience

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

Nestled within our educational haven, a 375 sq. meter L-shaped playground stands as a dynamic hub for student activities, hosting daily football and badminton sessions during free lectures. The Gymkhana echoes with the spirited clatter of Carrom and Chess, while our common ground reverberates with the energy of basketball, volleyball, Kho-Kho, Kabaddi, cricket, handball, and football. In the cultural enclave, harmoniums, keyboards, sound systems, and podiums set the stage for artistic expression in the auditorium.

Nature intertwines with education in our botanical garden, while solar energy equipment on the terrace exemplifies our commitment to sustainability. Vigilant CCTVs secure our campus, and a fire safety certificate ensures a secure environment.

Yoga workshops in the Auditorium, both in-person and online, promote holistic well-being. 'Magique,' our vibrant cultural festival, transforms the campus annually into a canvas of creativity. Our NSS group actively engages in street plays, awareness programs, elocution competitions, rallies, shaping socially responsible individuals. Saturdays are dedicated to student personality development activities.

This is not just a college; it's a vibrant ecosystem fostering growth, creativity, and holistic development. Welcome to an institution where education transcends boundaries within the pulsating heart of student life.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

16

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

16

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
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)

5124314.35

File Description	Documents
Upload any additional information	View File
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)

The library acts as the main learning resource center of the college and provides services and facilities to meet the requirements of the institute's teaching, training, research and consultancy programmes. To meet those requirements, Our college has purchased ILMS software last year.

Name of the software: Preksha

Nature of Automation: Fully

Version: 19.0

Year of Automation:2021-2022

Total number of computers for student access in library with internet connection: 00

Total number of printers for student access in library 00

Internet bandwidth /speed: internet service with 100 MBPS

Wi-Fi facility: Yes, Jio Wi-Fi is available in the campus

Our college library is well ventilated, lighted and conducive in nature.

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

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	View File
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)

0.50

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

23

File Description	Documents
Any additional information	View File
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

IT facilities at st. paul is not just sufficient but set a benchmark for excellence. We have a total of 58 computers, with students enjoying access to 54 in the fully-equipped IT lab, complete with internet connectivity, UPS, and LAN systems. Beyond the lab, computers with internet access are strategically placed

in the examination room, principal's cabin, library, and administrative office.

Our commitment to a digital presence is unwavering; the website undergoes a yearly Change through the expertise of Algocean Technologies. A high-powered Printer cum photocopy machine resides in the computer lab, complemented by regular printers in key areas.

Navigate our campus with a Wi-Fi connection at 100 Mbps bandwidth across all floors. The ILMS software orchestrates library and administrative functions seamlessly. Hardware upgrades align with evolving needs, ensuring our systems are at the forefront of technology.

Safety is paramount, with 48 strategically placed CCTVs ensuring the security of every nook and cranny. The college website evolves in real-time, a dynamic repository of information on examinations, events, and more.

An assistant oversees the computer lab and e-waste management, contributing to an environmentally conscious technological landscape. Welcome to a college where technology not only facilitates but transforms the educational journey.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

54

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
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)

3065130.5

File Description	Documents
Upload any additional information	View File
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.

At our college, meticulous planning and efficient governance are the keystones of our commitment to excellence. Our budget prepared for the academic, physical, and support facilities, undergoes rigorous scrutiny by the governing council committee. Their approval ensures a streamlined system adhering to conducive policies.

Our commitment to holistic development is evident in the ample facilities for cultural, sports, audio-visual, and computers. Continuous checks guarantee their optimal functionality, with immediate corrective measures in case of any issues. A leap into e-governance was made with the acquisition of ILMS software, enhancing the smooth operation of the college.

Operating in two shifts, morning and afternoon, our physical facilities, including computer labs and classrooms, are maximally

utilized. A dedicated committee oversees the maintenance of computers, networking equipment, AMC for computers, and fire-fighting equipment. Wi-Fi spans across all floors, contributing to an interconnected learning environment. Our commitment extends to the virtual realm as well; we've revamped our website through an outsourced designing contract, aligning it with contemporary standards.

A campus maintenance and cleanliness committee ensures a pristine environment, backed by a robust drainage system to prevent water logging. Our college thrives on proactive governance, ensuring not just functionality but a seamless and thriving educational ecosystem

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

115

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

96

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

A. All of the above

File Description	Documents
Link to institutional website	https://www.stpaulcollege.co.in/assets/PDFs/new/Skill%20Development%20.pdf
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

0

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

0

File Description	Documents
Any additional information	View File
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 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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	No File Uploaded
Upload any additional information	No File Uploaded
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

1

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**

3

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
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	View File

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.**

3

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	View File
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)

The institution actively encourages students to participate in a wide range of academic and administrative activities, ensuring their essential role in the institute's functioning. Students play a crucial part in implementing both curricular and co-curricular activities within the college. Representatives from the student body are actively involved in various academic and administrative committees, including IQAC, Anti-ragging, Women Development Cell, Internal Complaint Committee, Student Grievance, Sports & Cultural Committee, and more.

The Student Council takes on a significant role in organizing events like the Intercollegiate Fest - Magique, Days Celebration, Convocation, Teachers Day, and Extension work activities. Their substantial involvement extends to decision-making processes such as Student Support and Competitive exams, fostering leadership, efficiency, and a service-oriented spirit among students. Students within these committees regularly showcase their skills in creative endeavours, financial management (arranging sponsorships for events), and hospitality (designing suitable platforms for guests).

Graduates consistently express pride in stating that the institute not only supports their growth but also provides autonomy in decision-making across all aspects. This autonomy empowers students to make informed decisions, contributing to a well-rounded educational experience. The institution's commitment to student engagement and autonomy evidently creates an environment where students thrive academically, excel in extracurricular activities, and develop essential life skills.

File Description	Documents
Paste link for additional information	https://stpaulcollege.co.in/assets/PDFs/hyperlinks/Cultural-Activities.pdf
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

8

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	View File
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

The St. Paul College Alumni Association is currently registering. Our college's alumni are regularly involved in the growth of the institution. The alumni often plan events and actively assist the current student council in its efforts to run more smoothly. Since alumni are still in the early stages of their careers, they visit the college frequently and participate in its extension programs.

Our alumni assist students in learning about networking in the business sector to find suitable employment opportunities or to investigate startup ideas. It is requested of the alumni to advise current students on committee work, college operations, interviewing strategies, and internship prospects.

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)	E. <1Lakhs
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	
<p>The foundations of St. Paul's vision and mission are student growth and development. We believe in overall growth and continuous improvement, which is reflected in our approach to students, employees, and stakeholders. The governing council creates a strategic plan at the start of the school year. The committee holds four meetings, during which time perspective plans are made and members follow up. The report of the meeting is then discussed with the College Development Committee (CDC), and our supervisors and coordinators prepare a year plan that aligns with the strategies developed by the CDC and the Governing Council. The faculty members participate actively in the committee's discussions, and their ideas and recommendations are discussed and put into practice. St. Paul proudly displays its goal and vision on its webpages, on the college wall, and in printed form in the college prospectus. St. Paul relies heavily on innovation and leadership to remain abreast of the rapidly evolving needs of society. Our goal is to improve teaching and service program quality by enlisting the top faculty, staff, and students. For both teaching and non-teaching staff, we offer ongoing, diverse training programs.</p>	

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/about-us.php
Upload any additional information	View File

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

With the establishment of the College Development Committee, the College has guaranteed the principles of responsible leadership and active management. The organization's hierarchy is rigorously adhered to, with several committees and clearly defined procedures, in order to offer leadership, manage a variety of tasks, and take prompt action while maintaining the college's vision and goal. Policy creation is a "bottom-up" process, whereas policy implementation is a "Top-Down" one. The faculty members who lead the various committees contribute to the college's daily seamless operation. Exam Committee, Admission Committee, Library Committee, Grievance Redressal Committee, Anti-Ragging Committee, Cultural Events Committee, Research Committee, and so on are some examples of committees.

One of the best examples of this decentralization process is the transition that took place following the pandemic, in which all parties involved had little issue transferring from an online learning module to a hybrid and ultimately a classroom environment. The non-teaching personnel made the admissions process online by working at the forefront. It was designed with ease of use and navigation in mind for the pupils. All program coordinators gave students advice on how to choose courses that would best suit their aptitudes and experience levels.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/Composition_IOAC.php
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Website Development: To make the website more user-friendly for students and to ensure that all students can make the best use of ICT resources, a new vendor was chosen, and extensive revisions were made to the website.

Curriculum Development: By creating and implementing bridge courses and add-on courses, the curriculum is made more enriching. To give pupils a comprehensive education, e-learning is linked with the academic agenda.

Integrated Library Management Software (ILMS) : It was acquired to provide a smooth supply of books and reference materials to students by keeping up with their demand.

Teaching and Learning: a) Students' feedback on the syllabus and completion is taken into consideration; b) Teachers are encouraged to attend short-term courses, or FDPs. c) The college has video recording facilities Teachers are encouraged to employ ICT as a teaching and learning tool.

Exam and Evaluation: The committee makes sure that the entire system is open, punctual, and effective; in particular, the Examination Cell is outfitted with a student-centric perspective. The Lead College administers exams and evaluates faculty-prepared model solutions for University papers under the cluster-mentor system at the University of Mumbai.

Student Admissions: When admitting students, the Reservation Policy is strictly followed. The purpose of the internal complaint committee is to investigate student concerns about admissions.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/PERSPECTIVE%20PLAN%20FOR%20WEBSITE.pdf
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.

Our staff members are required to adhere to the hierarchy, which is composed of the Governing Council, which is made up of trust members and CDC, the Principal, who oversees the day-to-day operations of the institution, and Coordinators, who serve as a liaison between the administration and students. In terms of hiring practices, teachers are hired following extensive rounds of interviews with panelists from various departments. The Registrar is directly in charge of the Administrative function, followed by junior clerks; the Junior Clerk again handles Admissions and Lessoning with the University for coordination; Coordinators monitor and supervise academic and administrative activities.

Activity heads oversee a variety of extracurricular and co-curricular activities. All parties involved at the college have excellent interpersonal relationships. Annually, a range of events are expertly arranged by the Cultural Committee, which is mainly composed of former and present students. The committee has complete control over selecting the event's judges, prizes, and brochure.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/code_of_conduct_Information_Brochure.pdf
Link to Organogram of the Institution webpage	https://www.stpaulcollege.co.in/assets/PDFs/organogram_st%20paul%20college.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All 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

At St. Paul college, we recognize the invaluable contributions of our dedicated teaching faculty in shaping the academic landscape of our institution. Committed to fostering a supportive and enriching work environment, we proudly introduce comprehensive staff welfare schemes aimed at enhancing the overall well-being of our esteemed educators.

Our welfare initiatives encompass a range of benefits, including health and wellness programs, professional development opportunities, and financial support. In prioritizing the health of our staff, we offer robust healthcare packages, regular health check-ups, and wellness workshops. Acknowledging the importance of continuous learning, our college is dedicated to providing avenues for professional growth through workshops, conferences, and advanced training programs.

St. Paul college takes pride in being not just an academic institution but a family that values and nurtures its members. Through these welfare schemes, we affirm our commitment to creating an environment where every staff member can thrive both personally and professionally. As we uphold the tradition of academic excellence, we stand equally dedicated to the well-being and prosperity of our cherished teaching community.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/staffwelfarescheme.php
Upload any additional information	View File

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

11

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

35

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

03

File Description	Documents
IQAC report summary	No File Uploaded
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

The academic year ends with an evaluation of each employee's performance. All teaching and non-teaching staff members are required to fill out the self-evaluation form. Promotions and evaluations are made in line with each employee's yearly performance review or outcomes. There are differences in the evaluation criteria between non-teaching and teaching professionals. The University of Mumbai and UGC rules are followed for evaluating teaching personnel. Numerous elements are included in the grading criteria, such as discipline, diligence, perseverance, teamwork, and departmental and technical skills in addition to hard effort and tenacity. The management is in favor of equitable pay practices.

Appointments for the upcoming year start in June, and the appraisal is finished in April each year. During the assessment, candidates complete self-assessment questions. The applicant either receives a new term or gets their employment terminated after the panel debate. The idea that every employee can finally be translated into real improvement and still has potential for improvement is supported by the entire procedure.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/index.php#
Upload any additional information	View File

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

At the end of the college's fiscal year, the institute conducts an internal audit. A.K. Singh, a chartered accountant, was chosen by the college to oversee the internal audit process. The report is distributed to the governing council and college development committee for additional approval. Since the institute is private and unaided, no external auditor is appointed.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/about-us.php#governing
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)**

0

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)	View File

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

We are an independent college hence student fees are our primary source of funding. There are no grants or funds from any state or university governments.

Every academic year, the Principal prepares the budget after consulting with the IQAC and additional department heads.

Provisions are made for books, salaries, and maintenance costs like phone, energy, and water while creating the institutional budget. Priorities, demands, and requirements of various committees are taken into consideration while creating provisions for the departments, as well as the department's development. The budget can be implemented efficiently thanks to clearly specified policies and procedures. After that, the Governing Body must give its final approval. The suggested activities are carried out with the approved Budget. The designated monies are used to plan college events, buy sporting equipment, and hold seminars, workshops, and conferences. The management board, administration, and audit all evaluate how resources are used, including accounts, budgets, and audits. The reserve is safeguarded for unforeseen costs and certain emergency scenarios.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/assets/PDFs/new/Maintanance%20Policy.pdf
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

The NEP 2020 revolution is causing the institute to restructure all of its processes. This year, IQAC's most significant action was to start the institution's audit process with several audits, including an environment, energy, and green audit that was successfully finished. The Academic and Gender Audit will also be finished in the next year.

Electronic governance and website redevelopment: In response to the growing need for digital infrastructure, the IQAC has effectively redesigned the college website to make it more easily navigable and responsive. In order to connect with e-governance practices and paperless offices, the institute has also implemented an ILMS software. This software will handle every requirement of the school, employees, and pupils, including online admissions, fee collecting, finance, and accounting. The Library Management System will be a key component of this software.

In an effort to support faculty research, the college's

management and IQAC have implemented a policy requiring staff members to produce two or more research papers annually. Following submission of the necessary paperwork to the Research Cell, staff members will receive reimbursement for the publication costs associated with those papers.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/auditcertificate.php
Upload any additional information	View File

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

The UGC norm is followed in the composition of the IQAC, and a special committee is responsible for gathering and evaluating stakeholder comments regarding the Teaching and Learning Process. Committees and departments carry out suggested adjustments. Slow learners receive extra attention, and bridge courses are designed just for them. Advanced students are afforded the chance to go further into their studies through a variety of activities that are structured according to the semester. In order to keep the departments and IQAC updated on teaching-learning, extracurricular, and curricular activities for the students, the faculties are required to produce an annual publication.

All students can access the e-resources that are available on the website. All of the students have benefited from this methodology throughout COVID-19, and teachers have found it useful in applying it as a teaching tool in ICT-enabled classrooms. Over time, it will advance the concept of studying in a hybrid style.

The college has undoubtedly started entering into more MOUs and agreements for the students' development as a step toward progress.

File Description	Documents
Paste link for additional information	https://www.stpaulcollege.co.in/about_IQAC.php
Upload any additional information	View File

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)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.stpaulcollege.co.in/event.php
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
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

St. Paul College is committed to fostering gender parity and student diversity across all its degree programs. To Develop a equitable and inclusive environment, committees like the Internal Complaint Committee, Sexual Harassment Committee and Anti-Ragging Committee to address any concerns or complaints that may arise.

Promoting a safe and secure space for all students facilities like CCTV cameras, security guards, dedicated girls' common rooms, and washrooms is provided. The Women's Cell organizes

workshops on self-defense and safety, poster making competitions on gender equality, and cultural events like sari draping competitions yearly.

The college counselor conducts regular student development activities and lectures on gender equality, aiming to cultivate a positive and productive atmosphere that respects and values all individuals. Scholarships are available from both government and non-government organizations to deserving students and sports are encouraged for the overall development of students.

To ensure continued progress towards gender equity, the college implements an Annual Gender Sensitization Action Plan, outlining a roadmap for achieving this goal. This plan includes initiatives like workshops, awareness campaigns, and capacity-building programs for faculty and staff.

By prioritizing gender parity and inclusivity, St. Paul College strives to create a welcoming and enriching learning environment for all its students.

File Description	Documents
Annual gender sensitization action plan	https://stpaulcollege.co.in/assets/naac/Annual%20Gender%20Sensitization%20Action%20Plan_2021%202022.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.stpaulcollege.co.in/facilities-22-23.php#

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

B. Any 3 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

St. Paul College is proud to be a college with minimal plastic usage. We prioritize long-lasting materials like wood or metal whenever possible, and for temporary needs, we utilize a rental system to minimize waste generation. To educate students on proper waste disposal, every classroom is equipped with designated dry and wet bins, accompanied by informative posters like "Compost Life Cycle" and "Use Less Plastic."

Collected solid waste is meticulously separated and disposed of responsibly. Daily, around 3-4 buckets of segregated waste are handed over to municipal trucks, while the remaining is managed through alternative methods. Notably, our wet waste undergoes a remarkable transformation within the college itself! It journeys to our very own composting pit, where it is nurtured into nutrient-rich, organic green compost. This compost then finds its purpose in our flourishing botanical garden, promoting a beautiful and sustainable cycle.

Recognizing the potential hazards of electronic waste, we responsibly dispose of any e-waste generated through a formal agreement with Aniket Traders, a reputable and certified vendor. This partnership ensures environmentally sound disposal practices, minimizing harm to our planet.

Through these initiatives, St. Paul strives to foster a culture of environmental responsibility within our college community.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	https://www.stpaulcollege.co.in/assets/PDFs/new/Waste%20Management%20.pdf
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

B. Any 3 of the above

of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	
File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Any other relevant information	View File
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	B. Any 3 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 audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	B. Any 3 of the above

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

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

B. Any 3 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	View File
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).

St. Paul College embraces its vibrant tapestry of students and staff, fostering an environment that cherishes respect and celebrates differences. Cultural, regional, linguistic, socioeconomic, and other diverse backgrounds are not just tolerated, but actively celebrated through various initiatives.

Sports and cultural events like dance competitions and musical showcases become vibrant platforms for mutual understanding and appreciation. Commemorative days like Women's Day empower students with self-defense seminars, while Yoga Day promotes inclusivity and mindfulness across all social divides.

An institute-wide code of ethics acts as the cornerstone of respectful interaction, ensuring equality and fairness for all members, regardless of their background. This code is further reinforced by separate codes for teachers and staff, outlining specific ethical conduct within their roles.

St. Paul's commitment to inclusivity extends beyond mere words. The college actively organized vaccination drives throughout the year, ensuring accessibility for everyone, including marginalized communities. Additionally, mental health awareness sessions empower students with invaluable tools to navigate challenges and embrace diverse perspectives

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	No File Uploaded

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

St. Paul College is not just about academics; it is a transformative incubator for responsible, engaged citizens. National celebrations ignite patriotism and respect for national symbols, while vibrant co-curricular activities foster a spirit of community and shared responsibility. Environmental consciousness is deeply embedded in the curriculum, empowering students to be stewards of the planet through sustainability initiatives and scientific thinking.

Beyond textbook knowledge, foundation courses instil moral values and a sense of ethical responsibility. Diverse national day celebrations promote unity and respect, transcending differences in religion, language, and region. St. Paul's commitment extends further, with initiatives like "Stand Up Against Street Harassment" empowering students to be active agents of positive change, creating a safe and inclusive environment for all.

St. Paul College goes beyond rote learning. It is a vibrant ecosystem where values translate into action. Students graduate not just as scholars, but as well-rounded individuals equipped to contribute meaningfully to a harmonious and equitable society. Here, every individual thrives in an environment that celebrates diversity, nurtures responsibility, and empowers active citizenship

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

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

B. Any 3 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	View File
Any other relevant information	No File Uploaded

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

St. Paul College reverberates with a vibrant calendar of commemorative days, fostering a deep sense of national pride and

appreciation for diverse cultural traditions.

National holidays like

Independence Day and Republic Day are celebrated with great enthusiasm.

Students are actively participating in planning, singing the national anthem,

and raising the flag with pride. Cultural performances alongside faculty add a

colorful dimension to these momentous occasions.

Commemorating heroes and

history is woven into the college's fabric. Birth and death anniversaries of

national icons like Chhatrapati Shivaji Maharaj and Kargil Vijay Diwas serve as

poignant reminders of sacrifices made for our nation. Constitution Day reinforces

the importance of fundamental rights and responsibilities, shaping responsible

citizens

Cultural diversity

flourishes with celebrations like Garba and Janmashtami, showcasing the

richness of India's heritage. International Women's Day delves into crucial

topics like skin care and well-being. World Hindi Day celebrates the language's

beauty and significance.

Fresher's welcomes and

farewells, student-organized under faculty guidance, add vibrancy to college

life, marking special moments and building lasting bonds.

St. Paul's commemorative days go beyond mere celebrations. They cultivate a sense of belonging, national pride, and cultural awareness, shaping well-rounded individuals who contribute to a diverse and harmonious society.

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.

Best Practice No 1. Water Conservation for Community Development: Due to rampant construction outside the college premises, an existing water body and swamp used to dry up during summer months. The college took initiative to conserve the water body and a rainwater harvesting system was installed to collect rainwater falling on the roof and the premises and this was diverted to the water body. This elevated the ground water level in the area. A borewell was constructed within the college premises, which pumps in Pure water through a borewell throughout the year and is used by the college, for all nonpotable purposes.

Best Practice No 2. Green energy and conservation of Environment. Normally, electricity is generated through hydroelectric or thermal power generation systems which over a period of time has led to environmental pollution and degradation. St. Paul College being an environmentally friendly institution has installed a 10KV

solar power generation system on its roof top. In this case the entire power generated is transferred to the State electricity grid. The power consumed by the College is adjusted against the power transferred to the state electricity grid and the excess consumed, if any, is billed accordingly.

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

The mission of St. Paul College is to provide quality education to all its students. The institution has worked extremely hard to achieve this aim from the start. Due to our location in a rural area, we are able to easily provide access to the underprivileged and needy pupils in the immediate area. Most of the students come from socially and economically disadvantaged groups, therefore the college ensures to groom them and deliver effective teaching of the curriculum. A good many of them have passed out and some have been placed in good jobs. The college makes sure that the education of any of its students is not affected due to lack of financial support. In the Academic year 2021-22, the college has provided concessions in fee considering the matter case to case basis. We also have provided them with monetary free ship to enable them to complete their studies. We are a student centric college, hence loss of education is not accepted. In such situations the college tries to understand the student condition and support them.

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

The strategic plan for the academic year 2023-2024 at St. Paul College unfolds with a multifaceted approach aimed at elevating the overall educational experience. The focus lies in fortifying placements, with training sessions for third-year students to

enhance employability. Both on and off-campus placement opportunities will be conducted to bridge the gap between academia and industry demands.

The institution endeavors to bolster its network through the formal registration of the Alumni Association by the next academic year. This initiative aims to harness the wealth of experiences and expertise alumni can offer, creating a symbiotic relationship between past and present students.

The Research Cell, with the Internal Quality Assurance Cell (IQAC), seeks to cultivate a culture of academic inquiry. Faculty members are encouraged to publish more research papers and actively participate in Faculty Development Programmes, fostering a dynamic academic environment.

Recognizing the importance of nurturing entrepreneurial spirit, the plan outlines the incorporation of Incubation and Startup Trainings in the curriculum. The upcoming year will witness a surge in technical and soft skill training, along with diverse competitions tailored to instill entrepreneurial knowledge among students. This holistic approach underscores St. Paul College's commitment for academic excellence and holistic development of its student