SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

SEICOM DEGREE COLLEGE

NEW MARUTHI NAGAR EXTENSION NEW BALAJI COLONY MR PALLE
TIRUPATI
517501
https://seicomcollege.ac.in/

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NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

SEICOM Degree College is affiliated to Sri Venkateshwara University (S.V. University), Tirupati. The Institution is situated at Tirupati District, Andhra Pradesh, the abode of Lord Balaji, a pilgrimage centre. The location is ideal and appropriated for peaceful and active learning, leading towards a promising future for the students. The campus possesses eco-friendly environment. SEICOM Degree College is a completely self-financing institution and was founded in the year 1997. It is a part of SEICOM Society (a Unit of Srinivasa Educational Institute of Commerce Trust). It is being run under the able guidance of Dr. T. Surendranatha Reddy, the Chairman of the institution. Dr. Reddy is a renowned educationist and an able administrator with a strong desire to cater to the educational needs of the poor students. The Principles of SEICOM Degree College are Study, Struggle and Serve. The Institution's primary obligation is to make the students to realize their potential and materialize their aspirations and dreams. The institute always moves ahead with new innovations and best practices to reach the point of quality and excellence. The institution offers a host of programmes for students to pick such as as B.Com (BA), B.com (CA), BBA, BCA (DS), B.Sc. (Bio-Technology), B.Sc. (MECs), B.Sc. (MSCs), B.Sc. (MPCs), B.Sc. (BZC) and B.Sc. (Food Science and Technology). It strongly believes in imparting value-based education. The Value-Added courses are taught to equip students with technical and professional skills, mould the students to deal with real situations of life and to face future challenges with confidence and courage. The institution, under the leadership of chairman, strives to impart quality education. The curricular, co-curricular and extra-curricular pursuits at the institution sculpt the students into the society's paradigm of ideal citizens. Besides its emphasis on academic excellence, the institution creates a platform through which students are moulded into multi-faceted citizens. The extension activities of the institution are taken up through NSS, SEICOM Socio Spark Club, SEICOM Club, SEICOM Green Life Club and SEICOM Cultural Club to reinforce all-round development of the students. Significant strides are taken by the Institution in the growth of its academic offerings, research accomplishments and entrepreneurial promotion.

Vision

To strive for carving the youth as dynamic, competent, valued and knowledgeable professionals who shall contribute for the development of our nation.

Mission

- Providing Quality Education, Student – Centered Teaching–Learning processes and state–of–art infrastructure for professional aspirants hailing from both rural and urban areas.
- Imparting Commerce and Science education that encourages independent thinking, develops strong domain of knowledge, hones contemporary skills and positive attitudes towards holistic growth of young minds.
- Evolving the Institution into a Center of Academic Excellence

Quality policy

To deliver quality education to our students by creating a supportive learning environment that addresses the evolving and challenging needs of society

Quality Objectives

- To foster lifelong leadership skills and societal values in our students.
- Maintaining the strategic quality management system to ensure the effectiveness of corrective action plans
- Regular assessment of stakeholder satisfaction.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Pro-active and supportive Management
- Committed and Dedicated faculty members imparting Quality Education
- Availability of well-Ventilated lecture Halls with comfortable seating for the students.
- Good work culture and academic climate prevailing in the Institution
- Good transport facilities both for the faculty and the students
- Number of value-added certificate courses offered with the Industry Partners help to increase the employability of students
- The curricular, co-curricular and extra-curricular complements the curriculum
- Good Teaching-Learning environment with ICT enabled facilities, adequate number of classrooms, laboratories and computers with Wi-Fi facilities
- Very good exposure given to the students through the outreach activities making the institution relevant to the neighborhood
- Useful and Functional MoUs which leads to collaborative activities for stakeholders instilling the confidence
- Large number of students availing the Government and the Institutional Scholarships
- Promotion of Innovation and Entrepreneurship through collaboration with startup companies

Institutional Weakness

- The Institution is completely self-financed and hence extremely difficult to secure financial resources from Government and Funding Agencies
- The number of Ph.D. holders are less
- Less number of Research publications in indexed journals and UGC-Care

Institutional Opportunity

- Expanding collaboration opportunities with research institutes to inspire and train both students and faculty members.
- Networking with more industries for student internships, placements, and the generation of additional resources
- Leveraging the expertise of a distinguished faculty pool to further explore talents and foster the

development of inventions that can be patented and commercialized.

- To introduce Post Graduate Programs in the existing disciplines
- To obtain the Autonomous status for the Institution

Institutional Challenge

- The competitions faced by the number of other emerging and existing educational institutions
- Maintenance of infrastructural facilities like lecture halls, library, and laboratories
- Retention of the faculty members
- To strengthen the startup initiatives to cater to the innovative ideas of the students
- To inculcate the research culture and the faculty members
- Locational disadvantage which hampers the placement opportunities

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

SEICOM Degree College, Tirupati is affiliated to S.V University. In addition to adhering to University's academic calendar, the institution has developed its own comprehensive schedule, encompassing curricular, co-curricular, and extra-curricular activities for each semester. As a part of the planning, frequent meetings are conducted in each and every department to devise strategies to implement the curriculum successfully keeping in view the academic calendar communicated by the University. The Institution is keen on providing innovative teaching methodologies for enriching the learning experience. Faculty Members are encouraged to identify and develop learning materials, resources, and technologies needed for effective teaching as a part of curriculum implementation. Faculty are encouraged to use innovative teaching methods such as power point presentations, discussions, seminars, NPTEL Video lectures etc., apart from traditional lecture methods to impart the curriculum. The college strictly adheres to the rules, regulations and guidelines prescribed by the S.V. University, Tirupati from time to time. Following a semester pattern with the Choice Based Credit System, students enjoy the flexibility to select elective, core, and soft skill courses. The institution offers 10 Programs, supplemented by 75 number of Value-Added Courses collaboratively designed and delivered by industry, academia, and professionals to meet industry demands. These enhanced courses, crafted with corporate insights, address gaps in the curriculum effectively. To bridge the gap between theoretical knowledge and practical world, students are encouraged to undertake internships, projects, and field visits, enhancing their professional capabilities and real-world orientation. Moreover, various student development programs, guest lectures, workshops, and seminars enrich educational experiences. In order to integrate and promote the cross-cutting issues relevant to professional ethics, gender, human values, environment and sustainability, mandatory foundation courses such as Entrepreneurship Development, Communication Skills, Human Values & Professional Ethics and Information & Communication Technology etc., have been introduced by the affiliating university as non-core courses. These initiatives not only enhance professional skills but also foster gender sensitivity, instill human values, and promote environmental awareness, contributing to the holistic growth of the students. Moreover, the institution maintains a transparent feedback system involving all stakeholders, where suggestions are carefully analyzed and implemented to enhance institutional effectiveness.

Teaching-learning and Evaluation

In accordance with the norms and guidelines of S.V. University, Tirupati, there is a transparent process for Teaching-Learning, and Evaluation, ensuring that all activities are well-planned, structured, and organized. There is a well-planned mechanism in the institution to review the admissions process and students' profiles. The institution boasts a robust admission policy that aligns seamlessly with the reservation guidelines stipulated by the affiliating university. A commendable teacher-student ratio of 1:18 ensures the Teaching-Learning dynamics remain vibrant and effective. Classes are conducted adhering to class timetable and the institutes calendar of events. Slow and advanced learners are identified by the faculty members in their respective disciplines for the marks that they have secured in the qualifying examination and personal interaction during the orientation program. Slow learners are provided with remedial classes that provides necessary support for them to overcome the challenges they face. Special attention is also given besides training them to face the test and the examination by making them to answer the previous question papers and providing them with the Question Banks. The advance learners are motivated to take up research projects and to participate in conferences / workshops / seminars and to produce research articles. Parent-Teacher Meetings are being conducted after completion of internal assessments to appraise the performance of their ward. The meritorious students are being identified based on their performance in all the internal and external activities and suitably awarded and rewarded. Scholarship and tuition fee waiver are given to meritorious students. Teaching aids like computer, audio visual-Media, ICT, and Internet materials are used in the class rooms. The Institution operates within the framework of the Continuous Internal Evaluation system designed by the affiliating university, adhering strictly to the internal assessment patterns prescribed for all the programs. The evaluation process, characterized by both formative and summative assessment methods, is robust, continuous, and transparent. Any grievances related to internal tests or university examinations are promptly and effectively addressed through our redressal mechanism. Aligned with the affiliating university's standards, we define and assess Course Outcomes (COs) and Program Outcomes (POs) and their attainment and mapping is done using direct and indirect assessment tools. The achievement of Learning Outcomes is being reviewed by the Principal in the HOD's meetings. The observations with regard to shortcomings are being communicated to the respective faculty for remedial actions at the gross root levels to achieve the intended learning outcomes.

Research, Innovations and Extension

A good research ecosystem has been created by forming the Research & Development Cell, Entrepreneurship Development Cell and Intellectual Property Rights (IPR) Cell. The primary motto of Research and Development (R&D) of SEICOM Degree College is to give the students a bright career through education, research and service pertaining to the Information Technology, Commerce and the Management. R&D Cell is established to provide opportunities to take up the research activities and it also develops scientific temper, research culture and aptitude among the faculty and the students. To promote research in the college, the management has introduced various facilities in the form of giving incentives to motivate the faculty to involve in research, consultancy and extension activities. In order to sensitize the students to the contemporary social issues, awareness programs such as NSS, Swach Bharath, Dream Green, Environmental Studies, Health Awareness Camps like Blood Donation, Green Life club are formed to activate these programs as a part of extension activities. The critical thinking and innovation ideas of the stakeholders is nurtured through these cells. The institution has obtained grants through various funding agencies for carrying out minor research projects of societal importance. 48 Workshops / Seminars / Conferences on Methodology/ Entrepreneurship/Intellectual Property Rights have been organized. Faculty members are also motivated to attend such programs organized by the University and other reputed organizations. 723 publications in Conference Proceedings have been published during the assessment period. The institution has 25 functional MoUs with different organizations of repute have been signed. This has led to leveraging the research initiatives, bridging the gap between industry and the institution through value-added courses. The collaborative

activities through these MoUs are organized regularly which enriches the critical thinking and innovative ideas of the students and the faculty members.

Infrastructure and Learning Resources

The institution is located in an aesthetically pleasing environment, featuring excellent amenities and attractive architectural designs. There are 31 well-ventilated and spacious classrooms along with facilities like Fans, LED lights, benches, appropriate white and blackboards, ICT enabled audio-visual aids. In addition, there are well-equipped 2 Seminar Halls with Lecture Capturing facilities. The entire campus and the buildings are covered by surveillance through CCTV cameras enabling the officials concerned to watch and monitor the activities of the institution. Available resources are optimally used to organize curricular, co-curricular and extra-curricular activities. Separate rooms have been identified for IQAC, NSS, Placement Cell, Entrepreneurship Cell, R&D Cell and Grievance Redressal cell for planning and organizing activities. The library has 2374 titles and 5858 volumes which are update regularly. The library is kept open between 9AM to 5PM. Three Computer Labs equipped with 280 PCs for student use and have access to broadband and Wi-Fi connectivity. The entire campus is Wi-Fi enabled. In addition, 20 computers are available for the administrative and other purposes. Indoor games facilities are made available. The facility management team takes care of upkeep and maintenance of the entire campus. Additionally, there is a parking lot designated for two-wheelers and four wheelers.

Student Support and Progression

The Institution has an Admission Committee which takes care of the updating of the college prospectus / Hand Book giving information in details regarding the admission process, rules and regulations of the college and code of conduct for both the faculty and the students. Merit Scholarships are given to the outstanding students by the management besides the scholarship (Fee Reimbursement) given by the Government of Andhra Pradesh. As a means of external motivation, the institution offers good number of scholarships benefiting a large number of students during the assessment period. Support for students who require additional encouragement is provided through remedial classes, peer teaching, and doubt-clearing sessions. The Grievance Redressal Cell handles the issues relating to grievances and ragging of the students. The necessary coaching and orientation classes for Competitive Exams are conducted for the students who wish to appear for UPSC, APPSC, GATE, IELTS, MAT, ICET, PGCET and other competitive exams. Further, classes are conducted exclusively for imparting communication skills, soft skills and personality development. The Economically poor students are provided with books from the Book Bank in the library. Students are strongly encouraged and motivated to participate in academic, co-curricular and extra-curricular activities by awarding certificate of excellence and other awards instituted by the college. A good number of students are placed in reputed companies with competitive compensation packages over the years. During the assessment period, 2018-23, 889 students' secured placements, while 126 students progressed to higher education. The institution's cultural club and sports cell oversees a wide array of activities, with students winning more than 30 awards by representing the institution in inter-collegiate, State/National Level cultural fests and sports events. Additionally, the institution meticulously plans and implements various student welfare schemes, admission policies, infrastructure development, curricular and co-curricular activities, and extension activities through various committees and cells. These diverse activities contribute to the cultivation of leadership skills, organizational abilities, accountability, and public relations skills among the students. Furthermore, the institution boasts an active, enthusiastic, alumni meet that provides essential support in guiding current students toward their future endeavors.

Governance, Leadership and Management

The college was founded in the year 1997 by SEICOM Society (a Unit of Srinivasa Educational Institute of Commerce Trust), Tirupati District, Andhra Pradesh with a primary objective of offering quality education to the students of poverty stricken and backward community of Rayalaseema region of Andhra Pradesh. The institution is governed by the SEICOM Society. Top management, the Head of the institution, HoDs, Coordinators and faculty members of the departments work together harmoniously to accomplish the institution's vision, mission, and established strategic goals and educational objectives. As per the guidelines of the affiliating university, the Governing Council of the Institution is constituted in which university nominees and the management representatives are present. The institute's governing body with the principal as its secretary frames the rules, regulations and policies for smooth and effective functioning of the institute. The institution promotes participatory leadership and teamwork culture amongst faculty and students. The Governing Council considers the advice and expertise of the academic community and supports the relevant and thoughtful recommendations. The Strategic Plan is in place to ensure efficient and seamless implementation of the policies. Key performance indicators connected to the main objectives listed in the strategic plan namely Academic Excellence, Research Initiatives, Industry participation and integrated approaches for sustainability shows that the institution has made progress toward implementing its goals and objectives. The institution has implemented e-Governance in academics, finance & accounts, administration, student admission and examination. Excellent welfare measures exist both for the teaching and non-teaching staff. The welfare schemes include special leave, maternity leave, ESI, EPF, Gratuity, and the like. Financial support is given to the faculty members for attending conferences/workshops/seminars and to paper publications. Faculty Development Programmes to enhance the knowledge and skills of the faculty members have been arranged during the assessment period besides the Administrative Development Program. IQAC is constituted to frame quality parameters and to monitor the implementation of quality parameters under the guidance of the principal and the management. Internal audits and external audit are conducted annually.

Institutional Values and Best Practices

The Institute is deeply committed to fostering an environment rooted in integrity, respect, and excellence. Awareness on Gender sensitivity providing an inclusive environment is taken care of through a variety of programs organized. The safety & security of all the stakeholders is ensured through the security personal deployed at various strategic places and the CCTVs. Utmost care is given in ensuring a plastic free campus and the efficient way of waste management using the principal of Reduce-Reuse-Recycle. The college constantly monitors and supervises the plan of action concerning the measures to make the campus eco-friendly. The facility management wing of the institution ensures development and maintenance of green environment. To promote the serene and green mindset among the students, the National service scheme (NSS) unit organizes programs like Planting saplings, safe Waste management practices, digging water, harvesting pits, and making the campus smoke free. The processes for the management of Solid, Liquid, Hazardous Chemical, and e-waste has been laid down. The green initiatives are implemented by periodically conducting the Energy, Green and Environment Audits from approved agencies. The institution facilitates the use of alternative energy resources and energy conservation measures through solar cells, LED bulbs, Sensor Based Lights, Water Storage Facilities and Borewells. The institution has additionally organized various initiatives to sensitize its students and employees to the constitutional values, rights and obligations and other dedicatory Commemorative occasions like Independence Day and Republic Day, Gandhi Jayanthi, Elector's Voters Day and many more. The best practices of the institutions are i) **Talent Cultivation Programs (TCPs),** providing students with a platform that nurtures and enhances their hidden talents and skills, contributing to their holistic development

and ii) **Engage, Enable, Excel (EEE),** engaging students in social causes, community activities, and personal development programs to cultivate a deeper understanding of societal needs. The **Distinctiveness** of the Institution is **Creating a Culture of Sports Excellence in Institutions**, giving equal importance to both academics and sports, encouraging students to excel in both arenas.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	SEICOM DEGREE COLLEGE
Address	NEW MARUTHI NAGAR EXTENSION NEW BALAJI COLONY MR PALLE TIRUPATI
City	TIRUPATI
State	Andhra Pradesh
Pin	517501
Website	https://seicomcollege.ac.in/

Contacts for Communication					
Designation	**Name**	**Telephone with STD Code**	**Mobile**	**Fax**	**Email**
Principal	D CHANDRA SEKHAR REDDY	0877-2241094	9949032949	0877-2241095	seicomprincipal@gmail.com
IQAC / CIQA coordinator	T. PRANEETH SWAROOP	0877-2242606	7799045454	0877-5542607	praneethswaroop1314@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Andhra Pradesh	Sri Venkateswara University	[View Document](#)

Details of UGC recognition

Under Section	Date	View Document
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Recognitions

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

Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	NEW MARUTHI NAGAR EXTENSION NEW BALAJI COLONY MR PALLE TIRUPATI	Urban	0.286	2575.02

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom,Commerce,Honours Computer Applications	36	Intermediate	English	240	169
UG	BCA,Computer Science,Honours Data Science	36	Intermediate	English	120	97
UG	BCA,Computer Science,Honours Artificial Intelligence	36	Intermediate	English	0	0
UG	BSc,Computer Science,Honours Computer Science	36	Intermediate	English	150	34
UG	BBA,Business Administration,Honours	36	Intermediate	English	60	45
UG	BSc,Life Sciences,Honours Biotechnology	36	Intermediate	English	150	15

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	16				28				30			
Recruited	12	3	0	15	11	15	0	26	10	15	0	25
Yet to Recruit	1				2				5			

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				20
Recruited	10	7	0	17
Yet to Recruit				3

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Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				4
Recruited	3	1	0	4
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	4	2	0	0	0	0	0	0	0	6
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	8	1	0	11	15	0	10	15	0	60
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

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

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	4	3	0	7

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	819	0	0	0	819
	Female	413	0	0	0	413
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	42	96	80	56
	Female	25	36	30	42
	Others	0	0	0	0
ST	Male	10	10	12	11
	Female	1	4	7	4
	Others	0	0	0	0
OBC	Male	113	169	169	140
	Female	81	73	68	72
	Others	0	0	0	0
General	Male	46	84	79	82
	Female	42	35	38	44
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		360	507	483	451

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	SEICOM Degree College, Tirupati, affiliated to Sri Venkateshwara University (S.V. University), Tirupati adheres to the course structure and the content for pedagogical transaction designed by the university.

	As and when the University implements the NEP 2020, the college will adhere to the National Education Policy. The Institution is fully prepared to implement the same. The Institution awaits to integrate several courses which are essential for the present-day technology. The Institution already encourages the faculty members of other departments to teach the interdisciplinary courses. The Institution offers Value-Added Courses many of which span multiple disciplines.
2. Academic bank of credits (ABC):	The institution awaits further clarity regarding the working of the Academic Bank of Credits that is set up under the National Education Policy (NEP 2020). The institution shall gear up for the integration of the National Academic Bank of Credits Portal, provided the affiliating university approves and so requires. The evaluation of the students' learning outcome is currently in accordance with the regulations of the affiliating university and is based on Continuous Internal Evaluation (CIE) and Semester End Evaluation (SEE) methods. The assessed academic performance is uploaded in the university portal well within the limitation of time.
3. Skill development:	Realizing the importance of developing multivariate skills among the students to make them globally competent, the institution has adopted dual education system, by introducing Value Added Courses that supplement the regular courses. Experiential learning is facilitated by training students through industry practitioners and engaging them with internships and group based co-operative project work to improve reasoning and collaborative skills. Consequently, students are moulded to emerge successful entrepreneurs and as per the industry's current human resource requirement. By observing and celebrating commemorative days and regional, cultural and national festivals, the institution enables students to interact respectfully across cultural differences and manage conflicts. Service learning that is offered to students through extension activities promotes valuing human dignity. Student centred pedagogies that are adopted by the faculty members help students to develop critical thinking with regard to global issues, respectful communication and adaptability. The institutional vision is equitable with that of the National Education Policy in this regard. The university curriculum mandates internships for

	students, aimed at augmenting their technical proficiency through exposure to current industry practices in their respective fields, thereby addressing socio-economic demands. Additionally, the University curriculum incorporates courses that address crosscutting themes such as Professional Ethics, Human Values, Environment, and Sustainability. Students in their final year are strongly encouraged to work on projects that solve societal challenges; some students have also received funding from government agencies to execute the project work. In order to embed value-based education in first-year students, technical talks on Human Values (UHV) and professional ethics as part of the introduction program. Number of MOUs have been signed by the Institution with industries, training centers, and professional bodies. Several activities, including workshops, hands-on training sessions, internships, and field visits, are carried out through these MOUs in order to raise the skill level of the students. To improve skill sets among students, institution has Skill lab which implements curriculum-based skill training courses, wherein trainee students would gain certifications and endorsements from industry-recognized learning centers. It offers many skill development courses through Domain Expertise from both Academia and Industry.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	As the institute follows the framework of the S.V. University curriculum, the Indian knowledge system is seamlessly integrated into the academic program. In order to discover and nurture the creative abilities of students, the institution has established a SEICOM Cultural club, which organizes various cultural events such as 'ethnic day', Jai Ganesha, Sankranthi Mela (Rangoli), Art Festival and other such events. These events include competitions centered on Indian mythology characters, an Indian carnival, classical music/songs, classical dance, rangoli, face painting, clay modeling, and more, aimed at fostering an appreciation for Indian culture and tradition among students.
5. Focus on Outcome based education (OBE):	The institution focuses on student centric teaching and learning methodology in which course delivery and assessment are planned to achieve stated objectives and outcomes. Course Outcomes (COs) for each course and Program Outcomes (POs) for each program are specified. The Program Specific

	Outcomes (PSOs) for each program has been defined. It focuses on measuring student performance at different levels such as PO course mapping, CO-PO mapping, CO-PSO mapping, CO mapping of assessments, syllabus and questions in the Continuous Internal Evaluation. POs are aligned closely with graduate attributes. Apart from the domain specific skills, learning outcomes at all levels ensure social responsiveness, ethics, entrepreneurial skills and the like so that the students contribute proactively to economic, environmental and social well-being of the Nation. Vision and Mission of the Department are framed in line with the Institution's Vision and Mission. Program Educational Objectives (PEOs) and Program Specific Outcomes (PSOs) are also framed by every department to achieve its vision and mission. Based on formative and summative assessments, the set target levels and set attainment levels for a program, attainment levels of POs and PSOs of all the courses of a program are computed. To bridge the curriculum gap and to address all the POs, site/industry visits, technical talks, seminars, workshops etc. are conducted by every Department.
6. Distance education/online education:	To enhance the Teaching-Learning process, the institution regularly employs technological tools. Amidst the disruptions caused by the pandemic lockdown, the institution effectively utilized platforms such as Zoom, Microsoft Teams and audio-visual aids to mitigate learning interruptions. Additionally, to accommodate students from various states unable to attend in-person classes, a hybrid mode of education was implemented. Online webinars and conferences organized by the institution during the pandemic transcended geographical barriers, fostering interactions between experts and students from distant locations. Drawing from the lessons learned during the COVID-19 pandemic, both educators and students now have improved access to online resources. Students are actively encouraged to enroll in NPTEL and Coursera online courses to enhance their self-learning abilities and stay abreast of the latest technological advancements.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes. The Institution has an Electoral Literacy Club (ELC) under the Systematic Voter's Education and Electoral Participation Program (SVEEP) of the Election Commission of India. The main objective of the club is to strengthen the culture of Electoral participation among the student community. The club strives hard to raise the level of awareness among the students and the public towards a responsible democratic and sustained participation in the whole electoral process. The club also provides hands-on experience to sensitize the students and the public on the importance of voting and to fulfill the obligation and commitment they have towards the Nation as responsible citizens.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	Yes. The institution has nominated Mr. R. Venkat Sumanth, Mr. P. Dinesh Kumar and Ms. D. Kiranmai as student co-ordinators and Dr. K.C. Lavanya and Dr. Goundluru Mohan as faculty co-ordinators. The IQAC Director Mr. Praneeth Swaroop has been nominated as Nodal Officer. Activities and innovative programs related to ELC are regularly organized through the student co-ordinators, under the guidance of the faculty co-ordinator.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	Programs such as awareness creation to familiarize the students and neighbouring community with the use of VVPAT/EVM are conducted by the ELC. With the introduction of the EVM in which NOTA has been introduced is made known to all the students. National Voter's Day is observed where students take a pledge to cast their vote. A workshop has been organized to educate students about filling up of different types of voters' application form. The students in-turn spread the awareness among the neighbouring community and motivate them to participate in the Election process. Students also take care to create the awareness at their family levels that develops the practice of informed and ethical participation which is the basic necessity for a good democracy.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	The students have promoted and organized mock polling and mock parliament sessions. This enables the students to have very good experiential learning about our democratic setup which may result in an active political change. Further, the students also take up a survey within their localities by visiting the residence to create awareness about filling up the

	voter form, the importance of NOTA and the functioning of EVM and the like.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	The institution regularly organizes the guest lecturers from eminent political/legal personalities to create awareness among the youngsters about the provisions available in our constitution such as Fundamental Rights, privileges and obligations that it imposes on our citizens. Voter Registration Camps that are arranged by the Institution facilitate registration of all the students above 18 years. A mock polling activity is organized by the Institution gives the necessary experience to the students. Large number of students have been enrolled as first-time voters in the Electoral Roll because of the efforts under taken by ELC.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1232	1339	1255	1107	935

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 67

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
66	68	64	59	57

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
51.94249	29.92758	49.05150	58.52714	52.96359

File Description	Document
Upload Supporting Document	[View Document](#)

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

SEICOM Degree College is affiliated to the Sri Venkateshwara University, Tirupati. The institution offers Undergraduate Programmes (UG) in as B.Com (BA), B.com (CA), BBA, BCA (DS), B.Sc. (Bio-Technology), B.Sc. (MECs), B.Sc. (MSCs), B.Sc. (MPCs), B.Sc. (BZC) and B.Sc. (Food Science and Technology). The institution follows the CBCS pattern introduced by the affiliating University from 2015 for effective Teaching–Learning process. It adheres to the academic calendar in terms of planning and implementing academic curriculum for their Programmes. The institution prepares its own calendar that embodies curricular, co-curricular and extra-curricular activities earmarked for each semester. The institution plans the academic activities meticulously on the basis of affiliating university's academic schedule and makes it available to the students through a handbook in the beginning of the academic year. The courses are allotted to the faculty members who prepare the Programme of work, lecture content, question bank and assignments. The dedicated committee prepares a master timetable, accommodating the bridge classes and remedial classes, which is circulated amongst the teachers and students well in advance. Suitable teaching strategies like group discussions, quiz and teaching aids like audio visual and ICT methods are employed, for effective content delivery. Refinement to methods of teaching is based on feedback from the stakeholders. Apart from the effective teaching techniques, the institution organizes guest lectures to enrich the curriculum delivery. The value-added courses supplement the regular courses offered. During pandemic, the teachers were trained to conduct online classes and the Information Communication Technology (ICT) enabled system was used to deliver the concepts effectively. The internal tests, assignments were conducted on the digital platform. The HoDs closely supervise the completion of the syllabus as per the lesson plan prepared by faculty members.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during

the last five years)

Response: 75

File Description	Document
List of students and the attendance sheet for the above mentioned programs	[View Document](#)
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Evidence of course completion, like course completion certificate etc. Apart from the above:	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Other Upload Files	
1	[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 85.46

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1050	1089	1033	991	852

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1

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

Response:

In order to mould students to gain social competency, the affiliating university has integrated the cross-cutting issues relevant to **Gender, Environment and Sustainability**, **Human Values and Professional Ethics**, into the curriculum. In order to integrate and promote the cross-cutting issues relevant to professional ethics, gender, human values, environment and sustainability, mandatory foundation courses such as Entrepreneurship Development, Communication Skills, Human Values & Professional Ethics and Information & Communication Technology etc., have been introduced by the affiliating university as non-core courses. Concept of ethics in business and various theories attached to ethics such as absolution vs relativism, theological approach, stages of moral development are analyzed. Aspects like emotional honesty, modesty, flexibility, professionalism, productivity and ethical principles in business are introduced. The principles based on Indian societal system and relevance of Indian value-based management in global perspective are discussed in the course. This helps them in professional development besides acquiring traits like emotional honesty, virtue of humility and flexibility. The curriculum of languages plays a vital role in sensitizing the students to the themes of gender equity, third gender issues, racial discrimination and the like. These are accomplished through various co-curricular and extra-curricular activities. The language curriculum contributes to the enrichment of human values like empathy, tolerance, compassion, love and more. The institution instills human values among students through organizing various activities at the Institution. Indian Constitution is taught as an additional course for students which introduces equality, integrity and brotherhood and the course enlightens about the special provision for SC & ST and Women, Children & Backward Classes. Environmental awareness is an essential aspect which has to be imparted to the students. Environment Education is a course in 3rd Semester of UG Programme reflects on the impact of government policies on environment protection. The course deals with the multidisciplinary nature of environmental studies creating a public awareness of environment and its sustainability. The course enables the students to get acquainted with global issues pertaining to environment, its protection and importance of sustainable development. The institution also organizes the activities to bring awareness and responsibility towards environment protection through platforms like SEICOM Socio Spark Club, SEICOM E^2 Club, SEICOM Green Life Club and SEICOM Cultural Club and NSS.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 37.99

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 468

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	[View Document](#)
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[View Document](#)
Action taken report on the feedback analysis	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 64.19

2.1.1.1 **Number of seats filled year wise during last five years (Only first year admissions to be considered)**

2022-23	2021-22	2020-21	2019-20	2018-19
360	507	483	451	420

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
720	840	780	560	560

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list as published by the HEI and endorsed by the competent authority	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 95.61

2.1.2.1 **Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)**

2022-23	2021-22	2020-21	2019-20	2018-19
272	388	366	325	303

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

2022-23	2021-22	2020-21	2019-20	2018-19
360	420	390	280	280

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	[View Document](#)
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 18.67

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 and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

SEICOM Degree College has adopted the student centric methods in the curriculum delivery. Experiential Learning is employed to facilitate students to acquire professional values, knowledge and skills. The students are encouraged to take up internships as a part of the curriculum, which equip the students with skills of applying knowledge to their future workplaces. Students are taken for periodic field visits to gain awareness about industrial practices like production and operation management, human resource management, organizational hierarchy and personnel management. Students volunteer to organize various co- curricular and extra-curricular events which aid in developing managerial skills, team spirit, and leadership qualities. Participation in activities like classroom discussions, peer teaching and group discussions help in understanding of the concepts. Inter and intra college cultural fests aid to develop event management skills. To enable students, develop problem solving skills, role plays of the CEO, Partners and Directors are conducted. Some of the Events conducted at the college campus help students to solve the problems confronted in the business world. Case studies are given and quizzes are conducted to inculcate problem solving abilities. ICT tools complement the teaching learning methodologies. To support, enhance and optimize the delivery of information, the institution has smart classrooms that are Wi-Fi enabled and furnished with LCD projectors and Smart Boards. It has fully functional and well-equipped computer labs with the latest software for imparting knowledge. Teachers are encouraged to use PowerPoint presentations, video clippings, audio system, online sources, making learning an interesting experience as well as exposing the students to advanced practical knowledge. Multimedia projectors, laptops, Internet, animated technical programmes, movies and documentaries are some of the learning resources to introduce innovative teaching methods. Wi-Fi facility has been given to all faculty members to access internet on individual laptop and mobile devices. During pandemic and the various other adversities, the institution shifted to online teaching-learning and testing-evaluation mode. The institution has introduced online feedback system from the stakeholders. During pandemic, the institution conducted webinars, workshops, conferences on a virtual platform.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 89.2

2.4.1.1 **Number of sanctioned posts year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
74	77	71	66	64

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 10.83

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
8	8	8	6	4

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	**View Document**
Institution data in the prescribed format	**View Document**
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

The Continuous Internal Evaluation system is devised by the affiliating university. The institution adheres to the internal assessment pattern prescribed by the affiliating university for all the programs offered. Two Internal Assessment (IA) tests are conducted during each semester. The students are well informed about the format of the internal assessment during the orientation program. The institution has a transparent Continuous Internal Examination process in place. It has an Examination Committee constituted by the Head of the Institution to carry out the effective conduct of examinations and implementation of internal assessment. The Examination Committee schedules the internal tests and the faculty members are required to set the question papers on the pre-decided portions that will be intimated to the students in advance. The conduct of IA test is systematic and transparent in terms of seating arrangement of students, allotment of rooms, invigilators, floor attenders and the like. The answer scripts are valued by the subject teachers following the scheme of evaluation within a stipulated time and valued answer scripts are distributed to the students in the classroom for verification. The assignments based on the curriculum in all the subjects are given after the first IA test. The IA marks are uploaded on the university examination portal and are documented. The college adheres to the assessment pattern as specified by the affiliating university, with IA of 25 marks and end semester examination for 75 marks. The mode of assessment is multifactorial, based on internal tests, assignments, presentations and activities like group discussions, quiz and role plays. The end semester university examination answer scripts are evaluated at the affiliating university. The institution has a well-established Examination Grievance Redressal Cell that takes care of grievances related to evaluation such as error in totaling, evaluation of assignments/IA test answer-scripts, printing error in the marks list and the like within the stipulated time and the same is documented. The assignment marks are considered for the summative IA which will be displayed on the notice board for reference of the students. The internship/project work evaluation shall be conducted with internal and external examiners who are appointed by the university. Queries related to results, corrections in marks sheets, other certificates issued by the University are also handled by the Grievance Redressal Cell. Students are allowed to obtain photocopy of answer-sheets on request, apply for revaluation/reassessment, re-totaling and challenge valuation by paying necessary processing fee to the University through the institution. For students whose marks are not entered or incorrectly entered in the University mark list, the institution assists the students to apply for corrected marks cards by following the procedure prescribed by the affiliating university. The entire mechanism to deal with examination related grievances is time bound. For the queries related to the university examinations, the institution follows up persistently until the issue is resolved.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

The institute has adopted the Outcome Based Education (OBE) in its teaching, learning and evaluation process as per the affiliating university guidelines. The Programme Outcomes (POs) and the Course Outcomes (COs) are specified by the University for each course and programmes. Every programme offered by the institution have definite learning outcomes that are specified in the form of POs, PSOs and COs. All graduates are required to be familiar with the Programme Outcomes upon completion of their programme. The Program Specific Outcomes (PSOs) were formulated by the HoDs, Senior faculty of the program on the basis of feedback from different stakeholders. The POs are defined in a manner so as to reflect the professional scenarios as well as career advancement prospects. Graduate Attributes, which include academic ability, personal characteristics, and transferable skills, provide every student with the opportunity to develop during their academic career. The Graduate attributes of the institution are chosen to reflect global professional and success dimensions of graduates and aim to bring out critical thinking, knowledge, problem solving ability, digital literacy, innovativeness, emotional intelligence, social responsibility, ethical behaviour, communication skill, collaborativeness, enterprise and leadership potential. The COs, POs and PSOs for all the programmes offered by the institution are displayed on the institution's website, notice boards, project report, lab manuals and printed in the handbook. In addition, COs, POs and PSOs are communicated to the students verbally during the orientation programme at the beginning of the academic year. The affiliating university conducts a workshop whenever there is a change in the syllabus. The concerned subject teachers ensure their participation in the workshop. Regular awareness programmes to the teachers are conducted by the institution to communicate COs, POs and PSOs. The mapping of COs with POs and COs with PSOs are carried out by the teachers as a part of teaching-learning and evaluation plans. As part of their teaching-learning and evaluation procedures, teachers connect Course Outcomes (COs) with Programme Outcomes (POs), and COs with Programme Specific Outcomes (PSOs). CIE components are carefully designed to meet the identified COs, POs, and PSOs. At the beginning of the academic year, all faculty members create lesson plan for the whole semester. This ensures the integration of specific outcomes into evaluation methods at the course level. This document helps faculty members of different departments to keep a record of necessary information pertaining to teaching-learning and evaluation at all times during an academic session. This helps faculty members to plan better, conduct the course more effectively and help availability of information at one place.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

The evaluation of POs and COs is supported by a carefully developed assessment process that is designed for learner-centric, outcome-oriented education. Assessment tools are chosen to be consistent with Bloom's taxonomy, ensuring that they meet the cognitive learning level required as per the outcomes. The attainment of PSOs is measured in terms of COs. The institution employs Direct and Indirect Assessment tools for the measurement of COs/POs. The Continuous Internal Assessment (CIA), Semester End Examination (SEE), projects, case studies, creating business models and internship are the tools for the measurement of COs and POs through direct assessment. Indirect assessment tools are exit surveys, progression to higher studies, qualification in competitive examinations and placement and feedback from different stake holders. The PSOs are measured by taking the aggregate result of all courses of a programme of a student and the average performance of all the students in the programme. The assessment calculation of direct attainment is 80% and for Indirect attainment is 20%. For a course, mapping of COs to POs/PSOs is done through the CO-PO/PSO matrix. CIE contributes 25% and Semester End Examinations 75% for attainment of COs. Each course has a predefined course outcomes and corresponding evaluation criteria. The course outcomes are mapped with the program outcomes to facilitate quantitative measurement of the attainment of program outcomes. The performance of the students in the semester end examinations in each course is used to compute the level of attainment of the POs and PSOs through the mapping of questions to COs and COs to POs and PSOs. CO-PO and PSO mapping for all the courses in the program are prepared by the program coordinator in consultation with other faculty members. The attainment of each CO is calculated by setting the class average marks as the target. The COs of each course are mapped to POs & PSOs with weightages of 3 as Strong, 2 as Medium and 1 as Weak. Exit surveys are employed to conduct indirect assessments of a course and programme, whereby students complete and submit their response to a standardized questionnaire. Exit survey questionnaires contain a blend of outcome statements, faculty/department execution models, and the like. The total number of responses for each CO, PO, and PSO is recorded.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 91.39

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

2022-23	2021-22	2020-21	2019-20	2018-19
338	317	292	215	208

2.6.3.2 **Number of final year students who appeared for the university examination year-wise**

during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
365	347	321	236	230

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	[View Document](#)
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response:

File Description	Document
Upload database of all students on roll as per data template	[View Document](#)

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

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

Response: 15.9

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

2022-23	2021-22	2020-21	2019-20	2018-19
3.9	2.2	1.8	3.8	4.2

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness   about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

Research & Development Cell of SEICOM Degree College, is a cell that fosters creativity and allows students and faculty to brainstorm fresh concepts and plans. It supports innovation, fosters entrepreneurial spirit, and nurtures a start-up culture among members of the organization. Through this cell, various initiatives like organizing events focused on intellectual property, entrepreneurship programs, start-up workshops, competitions, innovative idea presentations and like are undertaken to enhance the skills and knowledge of faculty members and students. The R&D Cell conducts review meetings to ensure faculty members submit research proposals to government organizations as well as other funding agencies. The institution offers ample opportunities for both students and faculty to enhance their research exposure through field visits, industrial training, internships, projects, industry lecture series, seminars, and Memorandums of Understanding (MoUs). It has a transparent Research and Development (R&D) policy in place, encouraging faculty and students to take advantage of the various facilities available for research and innovation within the institution. The faculty members are deputed to

attend workshops, seminars and conferences to gain a wider exposure in research. The institute operates a Andhra Pradesh Skill Development Corporation (APSDC) Skill Lab, providing numerous skill development courses facilitated by domain experts from academia and industry. APSDC has also sponsored 30 Laptops for skill development courses.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.2.2

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

Response: 48

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

2022-23	2021-22	2020-21	2019-20	2018-19
23	9	6	4	6

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 0.03

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	2	0	0

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	[View Document](#)
Link to re-directing to journal source-cite website in case of digital journals	[View Document](#)
Links to the papers published in journals listed in UGC CARE list or	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.3.2

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

Response: 10.79

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
163	158	149	133	120

File Description	Document
List of chapter/book along with the links redirecting to the source website	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

The Institute has made a significant impact on society and the environment by actively engaging in promoting the Institution-Neighborhood-Community network. The focus is on involving students, promoting a service-oriented approach, and fostering the overall development of students to cultivate good citizenship. It encourages students' social participation by instilling ethical values and promoting awareness of social issues, along with legal and social remedies for various concerns. The institution is guided by a mission statement that emphasizes the cultivation of these ethical standards through outreach programs. To serve the localities in the vicinity, the campus has established NSS unit. The NSS Unit's primary objective is to nurture the youth's positive mindset and spirit, inspiring them to serve society and contribute to the nation's social upliftment through a collective movement. Within the NSS program, students are educated about the significance of personal cleanliness, the impact of pollution, the importance of water and energy conservation, and the protection of natural resources. They also engage in meaningful interactions with the public. NSS unit is also actively engaged in community development through a range of activities, including Dream Green Tree plantation, Swachh Bharat initiatives, leadership and soft skills training, blood donation camps, motivational programs, food safety awareness campaigns, stress management and meditation sessions, as well as organizing COVID vaccination drives. Consequently, every student is counselled to join NSS and cultivate lifelong skills such as communication, management, leadership, analytical thinking, and perceptual acuity. SEICOM Degree College regularly organizes activities that involve student participation within the institution and the neighboring community. These activities offer students valuable exposure to real-life workplace experiences and contribute to their holistic development. The institution encourages faculty members and students to engage in community-oriented initiatives, addressing various needs like health, sanitation, education, and women's empowerment. Ample opportunities are provided to raise awareness and actively serve the local community. The institution not only imparts technical education but also emphasizes the importance of humanitarian values for societal well-being. Students willingly participate in initiatives that benefit society and, in turn, develop essential skills for community engagement. Faculty members

offer support in monitoring students' involvement in different social activities. The institution takes the lead in organizing extension and outreach programs to benefit the nearby community. These initiatives contribute to the holistic development of the student community.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

Extension activities conducted by the SEICOM Degree College serves as a crucial bridge between academia and society, encompassing endeavors that transcend the conventional boundaries of academic and research endeavors. These initiatives are designed to foster social awareness, cultivate strong community ties, advocate for social justice, and enrich the general welfare of society. Through community outreach programs, SEICOM Degree College has actively engaged with local communities, offering workshops, seminars, and skill development initiatives tailored to meet community needs. These efforts facilitate technology transfer, empowering local industries and promoting economic growth. Furthermore, skill development workshops equip individuals with practical knowledge, enhancing employability and fostering entrepreneurship. Social awareness campaigns organized by the institution shed light on pressing societal issues, fostering informed discourse and encouraging collective action. Internship opportunities allow students to apply their skills in real-world settings, contributing meaningfully to community service projects. It helps the students to cultivate the qualities of tolerance, empathy and be service-minded nature. Through these extension activities, the institution demonstrates their commitment to social responsibility, nurturing a generation of young graduates equipped to address the multifaceted challenges facing society. The institution emphasizes the active involvement of both staff and students in programs addressing social issues as integral to their holistic development. Additionally, the institute regularly conducts medical camps and blood donation drives to address healthcare needs, along with tree plantation drives to contribute to environmental sustainability. The institution also conducted activities to raise awareness about COVID-19 prevention and safety measures during Pandemic. Additionally, efforts are made towards plastic removal to support the initiative of Tirumala Tirupati Devasthanam (TTD) towards Ban on Single-use plastic in Tirumala. The institute's commitment to maintaining a clean and eco-friendly campus environment is reflected in the campus cleaning campaigns organized by NSS volunteers. These endeavours ensure that the campus remains green, clean, and provides an eco-friendly atmosphere for all stakeholders.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 51

3.4.3.1 **Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	9	7	12	13

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 25

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	[View Document](#)
List of year wise activities and exchange should be provided	[View Document](#)
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

The institution ensures adequate facilities for teaching-learning and caters to the growing academic needs of the institution. The institution consists of two blocks Namely Main Block and Second Block. The ground floor of the Main Block furnished with Principal's cabin, Reception lounge with waiting area, Administrative Office and ERP section, Board Room for the easy accessibility of the stakeholders. Both the blocks of the institution has well-ventilated and well-furnished class rooms with sufficient seating capacity. 8 Classrooms are supported with overhead LCD projectors. Wi-Fi access points in all floors of the building enable strong connectivity during the classes. The classrooms and corridors have a bulletin board for displaying all necessary information and articles, charts and models. Computer laboratories have fixed computer terminals and the rooms are well connected with Wi-Fi and LAN facilities. The computers are provided with the latest configuration with internet facility. Firewalls and anti-virus software are installed to ensure the data safety. The institution has a learning resource center catering to the learning needs of the academic community. Reprographic and printer facilities are also available. The Student Activity Centre and the NSS room provide the platforms for the co-curricular activities of the students. The institution provides waiting room for students. Separate toilets for girls and boys are on each floor of the building. Additionally, two-wheeler parking facility is provided. All the five floors of the institution are furnished with water purifiers and water dispensers with cans. The institution has Uninterrupted power supply through generator. In order to create a balanced atmosphere comprising of academic, cultural, and sports, the institution organizes activities for the overall development of the students. The institution hosts preliminary rounds of the events of intra and intercollegiate cultural fests utilizing the seminar hall and classrooms. To conduct the on-stage events of intra and inter-institution competitions, a close by auditorium is hired. The institution has a multipurpose indoor play area in the basement. Students can make use of indoor games like Chess and Carrom after class hours. A well-qualified physical trainer coaches the students. The institution caters to the needs of all major outdoor sport events by hiring a nearby playground. The institution regularly conducts Yoga activities to revive the ancient tradition and culture to provide a healthy body and mind. A certified yoga instructor conducts yoga classes for students. This enhances the holistic development of the students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 41.56

4.1.2.1 **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
33.10940	15.41092	6.99175	4.81747	40.42112

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

The library functions in a highly professional manner in the best interests of the academic community of the institution. It remains open from 9:00 AM to 5:00 PM on all working days. The library is Semi-automated for easy, error-free and timely services. Library management system is incorporated with

latest technology that enables the library to serve its users effectively. There is a Library Advisory committee which meets regularly and takes care of the upkeep of the library, the purchase of Journals and latest editions of Books. The recommendations for the purchase of the latest edition of the books including the reference books as received from the departments are scrutinized and purchase order placed after due approval from the head of the institution. The database component of LIBSOFT is used for efficient data backup, restoring, clearing the old transactions, and importing/exporting the data. Library logbook maintenance and access to specific modules by the users are possible through the administrator component of the LIBSOFT. The software also supports online Purchase process. The details of subscribed Periodicals (journals, magazines and newspapers) are monitored and maintained. Library Borrower's Card for the users are generated with barcode and photograph. Library statistics like graphical representation of reports of materials in demand, circulation statistics, best readers, stock status, new arrivals and expenditure analysis are obtained and documented through the software. Software also helps in generation of no-due certificates, reminders for overdue material and the like. Annual stock verification is carried out through the software. The library has been upgraded to LIBSOFT Web OPAC (Online Public Access Cataloguing) which has helped the users to check their transaction details such as due date, fine amount and the like. The users look for the availability of required learning resources through the access to the web OPAC. Virtual library content can be accessed across the networks through web OPAC. Access to National Digital Library is available for students and the faculty. The library is a member of N-LIST and provides remote access to e-books and e-journals. This facilitates the library users to go through the data base of the available resources. The institution spends adequate amount for the purchase of books and e-resources. The faculty members and the students extensively use the library and the average footfall per day during the latest completed academic year is 12-15%. The library recognizes the student who makes maximum utility of its resources and confers the best library award, each year

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

The institution has well established policy laid down for upgrading IT infrastructure from time to time to facilitate academic, research related and administrative activities. Budget for IT infrastructure has seen an upper trend every year. A team of technical experts and management representatives prepares budgetary

plans and recommends the purchase of appropriate hardware and software. The team also takes care of IT infrastructure like website, system administration and its maintenance. In addition, this team ensures website up-gradation which helps easy navigation and access for relevant information pertaining to the institution. The institution has campus-wide Wi-Fi facility, and the classrooms have LCD Projector. An internet policy of the institution enables multiple Wi-Fi access points for faculty members to have free access to unlimited internet facility to work. The campus is updated with 1GBPS Bandwidth Internet Speed which caters to the increasing academic and administrative needs of the institution. The service provider for the internet facilities is through GTPL Broadband pvt Ltd. The computer labs and office desktops/ laptops are protected by anti-virus software which is updated on regular basis. In addition to the generator backup, the computer labs and desktops in the campus are connected to UPS backup. Firewalls monitor unwanted inbound traffic and are capable of tracing and blocking application-level proxies and threats. The institution also encourages open-source software use for academics and research through the use of packages such as N-List wherever required. The institution has adopted Paper Cloud Enterprise Resource Planning (ERP) solution to meet the administrative requirements, teaching-learning, assessment, daily attendance status access, seating arrangements in the examination hall and the entire examination process. Online admission process, payment of fees through net banking, registration of students are carried out. During pandemic, the online teaching and internal assessments were taken up through Learning Management System. The institution conducted various webinars using the licensed version of video conferencing tools like Zoom and other popular platforms. The institution has deployed a strong surveillance system containing high-resolution cameras installed all over the campus. LCD Monitor has been placed at the Principal Chamber area to showcase the activities of the institution.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3.2

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

Response: 4.4

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 280

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	[View Document](#)
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 28.83

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

2022-23	2021-22	2020-21	2019-20	2018-19
15.30384	13.62095	16.52200	15.09218	9.34415

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 71.2

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
897	959	874	715	733

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	[View Document](#)
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	[View Document](#)
Upload policy document of the HEI for award of scholarship and freeships.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

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

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	[View Document](#)
Report with photographs on ICT/computing skills enhancement programs	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 71.15

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

2022-23	2021-22	2020-21	2019-20	2018-19
956	1009	745	715	750

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

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

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof related to Mechanisms for submission of online/offline students' grievances	[View Document](#)
Proof for Implementation of guidelines of statutory/regulatory bodies	[View Document](#)
Details of statutory/regulatory Committees (to be notified in institutional website also)	[View Document](#)
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 67.71

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
226	234	212	159	184

5.2.1.2 **Number of outgoing students year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
365	347	321	236	230

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	**View Document**
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	**View Document**
Institutional data in the prescribed format	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 11.57

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

2022-23	2021-22	2020-21	2019-20	2018-19
14	10	06	11	15

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	**View Document**
Institutional data in the prescribed format	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

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 last five years

Response: 40

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

2022-23	2021-22	2020-21	2019-20	2018-19
12	09	02	11	06

File Description	Document
Upload supporting document	[View Document](#)
list and links to e-copies of award letters and certificates	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.3.2

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

Response: 30.4

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
40	38	13	29	32

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.4 Alumni Engagement

5.4.1

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

Response:

The alumni association of the institution ably supports the initiatives undertaken for progress in the areas of academics, placements and extension activities. The formal association of the institution's alumni came into existence in 2011. Alumni are elected as executive members of the committee to be a part of the running of the Alumni association. They take active part along with the faculty office bearers of the association in conducting the meetings every year. The institution has a database of the graduated students and remains connected with the alumni via different social media such as WhatsApp groups, Facebook, Messenger and the like. Many of the alumni have attained eminent positions in various public and private sectors such as banking, entrepreneur, finance, sports, business and industry, social work, IT both in India and abroad. Their expertise is utilized in mentoring and guiding the current set of students in their professional choices and to create awareness about emerging career options in their domains. The student alumni play a noteworthy role in bridging the gap between the academic and corporate sectors through career guidance and peer counselling. Reputed alumni members are invited as Resource Persons for college conferences and seminars. Workshops are conducted with the help of alumni, where tips to face the interview are provided to the students. They also train the students to face competitive exams. Alumni Association helps to organize educational and industrial visits for the students. Alumni are involved in the quality initiatives of the institution. The association assists the current students by providing placement leads and referrals. Alumni feedback regarding curricular aspects is highly valued. The suggestions given by the alumni help the institution to improvise in terms of teaching learning process and to strengthen the add-on courses which meet the industry needs. Alumni are invited as special guests on occasions such as Orientation programs, Freshers' Fest, graduation day and share the knowledge acquired by them in their areas of success through their pep talks which motivate the students to succeed. Prominent Alumni are invited as Judges for the intra and inter collegiate Fests. The institution integrates alumni during the conduct of awareness programs such as prohibition of alcohol and drug abuse, plantation and clean-up drives, and the like. The contribution of alumni in organizing special events such as felicitation of teachers who have completed 15 years of service in the college, Teachers' Day Celebration, Annual Sports Meet, awareness programs and more is significant. Besides supporting the institutional growth through their skills and experience, Alumni have been generating invaluable good opinion about the institution among their social and professional networks. The generous contributions made by the alumni have supported student scholarships, awards, projects and sponsored several social activities of the institution. Alumni meets are conducted periodically for networking and strengthening the social relations and sharing the expertise with the students for guidance of projects, internships and placements. The Alumni Association plays a supportive and constructive role in the overall development of the institution.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

The institution with the help of the governing council effectively deploys the objectives which are in tune with its vision and mission **"Empower the students through quality education by providing a conducive learning environment and making a transformational impact on student's lives and society".** The Governing Council through its authorized nominees meets regularly to review, adopt and monitor the various measures taken up for the growth of the institution. It also lays guidelines for the best utilization of the available resources, evaluate and approve the key-indicators of performance of the institution It also establishes standards for maximizing the use of existing resources, as well as evaluating and approving the institution's key performance metrics. These good governance measures are implemented by a collaborative decentralized leadership team that includes the Head of the Institution, IQAC, HoDs, and Coordinators. The success of governance and collaborative leadership in academic and administrative aspects has been demonstrated in the core vision areas of quality education, research activities and entrepreneurial development. To impart quality education, new and diverse academic programmes have been introduced over the years in response to the rising needs and innovative emerging trends. A number of value-added courses have been included to impart industry-oriented skills along with curriculum enrichment activities for the University courses. The effective governance has helped the students from the institution to become professionals, leaders with humanitarian service organization, sports and performance artists. The institution has decentralized structure for decision making in all academic and administrative operations in order to enhance accountability and transparency including financial autonomy based on approvals. The institution's governance is based on the importance of obtaining high quality by actively adopting the quality policy and ensuring its execution through a structure of shared accountability that extends from individual faculty members to the highest authority. The institution, in tune with its vision and purpose statement, empowers the role of the stakeholders in decision making through their participation in the quality initiatives and the various other cells and forums. The Governing council of the institution guides and articulates the available resources and provides freedom to the Head of the Institution towards attainment of the mission of the institution. The HoD's/ Coordinators/ Office superintendent are empowered to discharge their duties and responsibilities without any interference. Several Committees pertaining to admissions, examinations, library, and the like are formed by the HoD's in consultation with the Head after taking approval from the Governing Council for the budgets. Participation of different stakeholders including their feedback through various committees enables effective and smooth functioning of the institution at all levels. The Institution promotes the culture of participative management at leadership, strategic, functional and operational levels including Alumni and industry to enable the learners' outcomes taking into consideration the compliances framework on different academic, administrative, extension, co and extra-curricular activities. The Institution, is offering a new curriculum and pedagogical framework, as well as a comprehensive, multidisciplinary education, to realize the goal of nurturing young minds as stated in

NEP–2020.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

The name SEICOM is actually an acronym for 'SREENIVASA EDUCATIONAL INSTITUTE OF COMMERCE (SEICOM)'. It is widely recognized in the temple town for its association with commerce. Initially starting as a tutorial institute, SEICOM Degree College has now become one of the most sought-after educational institutions at the base of the seven hills. Located in Tirupati, SEICOM Degree College offers a wide range of academic and professional courses, and every year, Large number of students graduate from the college. The institution's dedication to academic excellence is evident in its infrastructure, which includes spacious classrooms, tutorial rooms, modern laboratories, well-equipped workshops, seminar halls, a library, and staff rooms. The computer centers provide high-speed internet connectivity, creating a conducive learning environment. In addition to academics, the institute offers various facilities such as transportation services and reprographic facilities. The experienced and dedicated faculty play a crucial role in the institution, providing robust student mentorship that extends beyond traditional academic support. The institution's commitment to holistic student development is demonstrated through its comprehensive counseling system, which offers personalized attention to each student in both academic and extracurricular activities. The institution actively promotes entrepreneurship programs, sports, and cultural initiatives, fostering innovation and creativity among students. To ensure a safe and nurturing environment, the institute has established various committees and clubs, including the Anti-Ragging Committee, Internal Complaints Committee, Grievance Redressal Committee, and other relevant clubs. Additionally, the college provides essential services such as career counseling to ensure the well-being of its student community. The institution is not just an academic establishment; it is a vibrant community that encourages a wide range of activities. Cultural, sports, technical, and literary events are integral to the college experience. The institute arranges industrial visits and alumni activities, creating a dynamic and engaging learning environment. The annual reports highlight the achievements and progress of the institute, while the consistently excellent results in university examinations emphasize the institution's unwavering commitment to academic excellence. The institution operates with a well-defined and decentralized organizational structure to shape and implement policies related to academics and administration in alignment with its vision and mission. Various policies covering admission, E-Governance, Green Campus, Research and Development, Intellectual Property Rights (IPR), Scholarships, Financial Support, Staff Welfare, and optimal utilization

of resources are implemented through various institutional bodies.The student admission and welfare processes are governed by a fair and strong procedure in line with the university's norms. E-governance policy improves services for all involved parties. Student support and welfare cater to academic needs, career advancement, and overall well-being through additional courses, practical learning, participatory programs, placement cell activities, Anti-Ragging Committee, Internal Complaints Committee, and Grievance Redressal Committee.

File Description	Document
Upload Additional information	[View Document](#)
Institutional perspective Plan and deployment documents on the website	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2

Institution implements e-governance in its operations

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

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	[View Document](#)
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	[View Document](#)
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-

teaching staff and avenues for career development/progression

Response:

The Employee Welfare Policy of the Institution is well-defined and includes a range of welfare schemes to create a caring work environment. This encompasses social security and health facilities such as ESI/EPF/Gratuity, Staff Group Insurance, and leave and OOD policy. There are various types of leave available for employees, including casual, special, medical, sabbatical, examination, marriage, maternity, and paternity leaves. These schemes and aids provided by the management offer insight into the support available for employees. The On Official Duty facility allows faculty to attend University Duties, Workshops, Orientation/Refresher courses, Conferences, and act as Resource persons. Research facilities are provided for faculty members who wish to pursue their Ph.D. or other research work such as minor and major research projects, offering flexibility in working hours. Incentives for research and publications are also provided. The institution regularly organizes Faculty Development Programmes to enhance teaching skills and knowledge. Faculty members are recognized and honored based on their seniority, achievements, and academic contribution on Teacher's Day. The institution also provides preferential service to Divyaang staff and organizes free medical checkup camps and vaccination drives for staff members. Fee concessions are offered for the children of both teaching and non-teaching staff studying in the Institution. During the 2020 pandemic, faculty members received both doses of vaccination free of cost, and eligible family members received them at subsidized rates. Faculty members affected by Covid were provided paid leave during their sickness. The institution places great importance on the academic performance of faculty members, which is evaluated through a feedback mechanism. The faculty members are assessed based on components of effective, innovative teaching methodologies and their participation in co-curricular and extra-curricular activities. The 'Performance Based Appraisal System' allows academic staff to self-evaluate at the end of the academic year, followed by reviews at two higher levels. Performance is assessed by the IQAC, HoDs, and reported to the governing council. Deserving faculty members receive additional increments based on the appraisal to motivate better performance. Following the appraisal, necessary training is provided to faculty members through FDP's by senior faculty members and external resource persons. The Head of the Institution and the HoD's collaborate with faculty members to discuss performance improvement measures. Faculty members who complete their Ph.D. and qualify in the NET/SET exams receive additional increments. The Performance Appraisal Report for supporting staff is done annually based on the observations of the Head of the Institution. One supporting staff member is honored based on their performance and contribution each year. New recruits undergo induction and receive special training.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 59.55

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

2022-23	2021-22	2020-21	2019-20	2018-19
41	38	38	34	36

File Description	Document
Policy document on providing financial support to teachers	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	[View Document](#)
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 85.64

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
70	74	72	64	60

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
17	16	17	16	17

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the certificates of the program attended by teachers.	[View Document](#)
Annual reports highlighting the programmes undertaken by the teachers	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

The institution operates on a self-financing basis, with tuition fees being the primary source of revenue from students. Non-government agencies sponsor events such as seminars and workshops, while alumni contribute to fundraising efforts. Sponsorships for cultural events and festivals are sought from individuals and corporations. The institution follows a systematic approach for planning, executing, and monitoring to effectively mobilize and utilize financial resources. Budget allocations for new programs, infrastructure enhancement, maintenance, and other expenditures are approved annually by the Governing Council. Resource diversification is based on proposals from various departments, forums, cells, and clubs. The allocation and monitoring of funds for proposed needs are strictly overseen by the head of the institution. The utilization of infrastructure and facilities is ensured through the appointment of adequate personnel. The institution optimally utilizes its physical infrastructure beyond regular hours for remedial classes, co-curricular/extra-curricular activities, and parent-teacher meetings. Additionally, the institution's infrastructure is used as an examination center for University Examinations. To ensure optimal use of non-renewable resources, the institution actively pursues the adoption of low-carbon technologies such as LED lighting, recycling, and transitioning to paperless offices. The institution focuses on promoting research, development, and activities involving faculty at various levels. Faculty Development Programs and technology-enhanced learning are also addressed as part of resource

optimization. The institution has a well-established strategy for mobilizing and optimally utilizing resources, with internal and external financial audits conducted regularly. Internal audits are performed twice a year, covering bank reconciliation statements, fees reconciliation, and cash book verification. During internal audits, liabilities of sundry creditors and statutory compliances are examined and resolved. External audits are conducted annually by an external chartered accountant, focusing on procurement and management of capital equipment, commodities, and services. The audit ensures compliance with the governing council's approved budget and examines bills, receipts, and petty cash expenditure statements. It also checks remittance of tax dues, statutory obligations, and meeting other compliances such as affiliation/renewal fees and students' admission registration fees. The Finance Department receives the audited financial accounts and the Auditor's Report, which are then submitted to the management of the institution. The institution maintains transparency and accountability throughout the auditing process.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

Since the inception of the Internal Quality Assurance Cell (IQAC), the institution has made significant strides in achieving its strategic goals. At the start of each academic year, the IQAC establishes a framework to streamline activities by coordinating the calendar of events across various departments and ensuring alignment with the affiliating university. The IQAC supports faculty members in planning academics and improving academic delivery by implementing effective teaching methods, catering to the needs of today's learners. Faculty members are trained and encouraged to enhance their teaching skills through ICT training programs, resulting in increased confidence in preparing students for a technologically interconnected world. In addition, the IQAC recommends the inclusion of add-on courses to enrich the affiliating university's curriculum, keeping students abreast of industry standards. The IQAC also provides additional coaching such as Remedial and Bridge classes for students in need and offers experiential learning opportunities through industrial visits, field-based learning, and internships. Reflective sessions following these experiences help reinforce learning. Special coaching classes are organized to prepare students for competitive examinations, leading to improved academic performance and university ranks. The IQAC monitors students' holistic development through mentoring and assesses learning outcomes by mapping Course Outcomes, Program Outcomes, and Programme Specific Outcomes. Regular internal assessments and assignments are conducted to track students' academic

progress, and Parent-Teacher Meetings are organized to update parents on their wards' performance. The IQAC promotes research endeavors for students and faculty members through awareness programs, workshops, conferences, and paper publications, resulting in an increased number of minor research projects. Faculty Development Programs are consistently conducted to enhance faculty members' knowledge, skills, and professional practices. The IQAC also monitors participation in industry initiatives, internships, and research projects, supporting research projects at the undergraduate level. The IQAC addresses institutional building activities such as entrepreneurial efforts, social and environmental responsibilities through various platforms. In addition, the IQAC ensures that the activities of the placement cell enhance the competency levels of students through mock tests, group discussion sessions, and skill enhancement sessions. It has established assessment methods for faculty performance through a performance appraisal system and regularly seeks feedback from students, alumni, industry experts, and other stakeholders to institutionalize best practices adopted by various departments. The IQAC has brought clarity to work processes, enabling stakeholders to reconsider current work processes. It has successfully emphasized the importance of creating authentic documentation and maintaining records for future reference among faculty members. The faculty members and students have been empowered by IQAC to focus on Research and Development through the organization of workshops, conferences, seminars, and faculty development programs. By integrating technology-based learning, the IQAC team has enhanced the traditional teaching methods, providing students with a globalized platform. IQAC has facilitated improved inter-departmental collaboration, effectively eliminating communication gaps through regular evaluation and feedback from stakeholders. It serves as the coordinating body for the adoption and dissemination of best practices within the institution.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	View Document
NIRF report, AAA report and details on follow up actions	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	View Document
Link to Minute of IQAC meetings, hosted on HEI website	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

The institution has a gender equity policy with goals, objectives and an action plan. The Human Resource Policy reflects the management's gender equity procedures on hiring, salary scale, promotions, and other benefits. The institution ensures that all facilities are accessible and welcoming to all genders. This includes reviewing campus security, restroom availability, and other amenities to accommodate diverse needs. The institution supports its faculty members' representation in academic councils, boards of studies, and boards of examiners at affiliating universities. Students are fairly given the chance to offer their services to different forums and cells. The institution formed a Gender Equity Cell in order to carry out the policy goals. It not only raises awareness among students but also observes national and international days that promote gender equity. Institute has also established "Grievance Redressal Cell" which address the issues related to women. These cells are monitored by senior faculty members to protect the interest of women. The Institute provides equal opportunity for all to participate in all activities conducted in the institute that may be administrative, co-curricular and extracurricular activities. Male and female staff members and students are treated equally. The institution promotes gender awareness through various programmes, including workshops, seminars, guest lectures, posters, and counselling. Female students were taught "self-defense." Regular education on human rights, domestic violence, and cyber security helps protect female students and employees. Electronic Surveillance systems in all prominent places viz., Classrooms, Corridors, Seminar halls, Library and other premises are installed to ensure safety in the campus and maintained to monitor and record activities. Women can access confidential helplines 24 hours a day, seven days a week. The Student Grievance Redressal Cell works toward ensuring effective solution to the students' grievances of academic and administrative nature and in all such matters directly affecting them, either individually or as a group, with an impartial and fair approach. Fire extinguishers and first-aid kits have been installed in strategic locations to ensure the safety of all students and staff. Functional anti-ragging cells run various awareness campaigns and displays posters in the academic block. The institution firmly believes in the creation of an environment that is both unbiased and competitive, and this applies to both genders as well. The initiation of the Gender Audit marks a significant step toward fostering an inclusive and equitable educational environment in the institution. By identifying disparities and implementing targeted measures, the college aims to create a community where all students can thrive, irrespective of gender.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.1.2

The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	[View Document](#)
Geo-tagged photographs/videos of the facilities.	[View Document](#)
Circulars and report of activities for the implementation of the initiatives document	[View Document](#)
Bills for the purchase of equipment's for the facilities created under this metric	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	[View Document](#)
Policy document on environment and energy usage Certificate from the auditing agency	[View Document](#)
Green audit/environmental audit report from recognized bodies	[View Document](#)
Certificates of the awards received from recognized agency (if any).	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)	

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

In today's diverse society, fostering an inclusive environment within educational institutions is paramount. The Institution is committed to promoting tolerance and harmony across various dimensions of diversity, including cultural, regional, linguistic, communal, and socioeconomic factors. Through a range of initiatives, the college strive to create a nurturing atmosphere that not only respects diversity but also enriches the educational experience for all students and staff. Blood donation camp is organized by NSS unit of the Institute, where students and faculty contribute voluntarily by donating blood for the noble cause of serving society. The institution celebrates National and International commemorative days with dedication and enthusiasm. Republic Day and Independence Day are celebrated to raise awareness among students about the fight for independence and to commemorate the signing of the Indian Constitution. Commemorative days such as Gandhi Jayanthi and Ambedkar Jayanthi are commemorated to honour and practice the values of these great figures. To promote tolerance and harmony among different cultures, the institution encourages the celebration of festivals such as Ganesh Chaturthi, Deepawali and Ramanavami. In order to promote the values and ethos in students, the institute celebrates the Ayudha Pooja Festival during Dussehra every year. These festivals are an important part of cultural heritage, and commemorating them helps students learn about diverse cultures, traditions, and customs. The institution organizes Ethnic Day, where students showcase the cultural diversity of their region and the nation as a whole. Students dress in traditional Indian attire, representing various states. This brings students closer to the traditions, customs, and cultural beliefs, fosters brotherhood among them, and seeks to offer a favorable working environment. Different clubs of the college observes Innovation Day, Earth Day, Entrepreneurship Day, and Environmental Day and Teacher's Day. Constitution Day is observed yearly on 26th November in order to teach students about constitutional principles such as sovereignty, secularism, democracy, unity, integrity, and international peace. The institution conducts a variety of

programmes to raise awareness of constitutional obligations among the academic community and to discourage anti-social behaviour. During Covid-19 pandemic, the administration took measures while re-opening the Institute after assuring immunization of teaching and non-teaching staff and organized a special covid-19 vaccination camp at campus to vaccinate all teaching, non- teaching staff, students and parents. The institution pays tribute to great personalities by commemorating their birth and death anniversaries, aiming to instill values, beliefs, and ideals in the young minds. Thus, the institution strives to impart in students not only professional abilities, but also cultural sensitivity, and social responsibility.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.2 Best Practices

7.2.1

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

Response:

Title of the Practice - Talent Cultivation Programs (TCPs)

SEICOM Degree College has always focused on providing students with a platform that nurtures and enhances their hidden talents and skills, contributing to their holistic development. One of the college's standout initiatives is the TCPs, designed to foster creativity, leadership, and innovation among students. These programs offer students an opportunity to explore and exhibit their skills in diverse areas, preparing them for success in their future endeavors.

Objectives

The main objective of the Talent Cultivation Programs is to identify and cultivate the hidden skills and talents of students through a series of unique programs. Through TCPs, the college seeks to provide a platform for students to showcase their abilities in various domains, including arts, commerce, technology, and soft skills, guiding them toward a successful future.

Context

At SEICOM Degree College, the management and faculty firmly believe that discovering and developing a student's inherent skills is crucial for their success in life. The college acknowledges that academic excellence alone is not enough to prepare students for the challenges of the real world. SEICOM strives to create an environment where students are not only academically competent but also equipped with the necessary talents and skills to thrive in their careers.

The Practice

SEICOM Degree College has introduced various innovative programs under the Talent Cultivation Programs banner to help students discover and refine their unique talents. These initiatives include:

AGT (Andhra Got Talent): A talent shows organized by SEICOM to provide students with a platform to showcase their artistic talents, including singing, dancing, acting, and more.

Flashmobs: Performances held in public spaces to promote creative expression and confidence among students, allowing them to display their talents in a spontaneous manner.

INSIGHT: A leadership development program designed to cultivate critical thinking, problem-solving, and leadership skills among students through workshops and group activities.

SKILL CONNECT: SEICOM students visit schools and colleges to train other students in soft skills such as communication and teamwork, fostering a culture of knowledge sharing.

Tour de Commerce (Commerce Exhibition): An annual exhibition where commerce students showcase projects and ideas, demonstrating their knowledge and creativity.

Computer Exhibitions: A platform for computer science students to exhibit technological innovations and software solutions, attracting attention from industry experts.

Evidence of Success

The Talent Cultivation Programs have been met with overwhelming success. The AGT event saw participation from students across the state, while INSIGHT effectively fostered leadership and critical thinking.

In Skill Connect, SEICOM students conducted soft skills training in various schools and colleges. Tour de Commerce and Computer Exhibitions attracted over 10,000 visitors, allowing SEICOM students to showcase their creativity and knowledge.

Problems Encountered

Despite their success, the college faced challenges, primarily financial strain in organizing large-scale events. However, SEICOM received support from sponsors, enabling them to continue fostering talent through their innovative programs.

In conclusion, SEICOM Degree College's Talent Cultivation Programs have been instrumental in identifying and nurturing students' hidden talents, contributing to their overall development and preparing them for future success.

Title of the Practice – EEE (ENGAGE, ENABLE, EXCEL)

Objectives

- Engaging students in social causes, community activities, and personal development programs to cultivate a deeper understanding of societal needs.
- Enabling students with the tools, skills, and knowledge necessary to take on leadership roles and excel in their chosen careers.
- Excelling in all aspects of life academically, professionally, and personally by using the opportunities provided through various college programs and activities.
- Through **EEE**, SEICOM seeks to nurture a generation of students who are actively involved in society, equipped with essential skills, and ready to succeed in their chosen paths.

Context

Societal awareness, skill-building, and professional excellence are vital for students' all-around development. SEICOM Degree College recognizes that education extends beyond academic learning. Engaging students in various activities and causes helps them build empathy, leadership, and teamwork skills, while enabling them to excel in the rapidly changing professional landscape. By creating opportunities that encourage students to engage in real-world challenges, SEICOM ensures that its students are not just career-ready but also socially conscious individuals.

The Practice

SEICOM Degree College has initiated several unique programs under the Engage, Enable, Excel (EEE) framework. Key activities include:

Dream Green (Plantation of 1 Lakh Trees Challenge): A program to engage students in environmental sustainability. The college challenged its students to plant one lakh trees, promoting awareness about environmental protection and climate change.

Cycle Rally to Avoid Plastic: As part of the engagement initiative, SEICOM organized a cycle rally in Tirupati, where students raised awareness about the dangers of plastic pollution and advocated for eco-friendly alternatives.

Save a Student: Through this initiative, students were encouraged to help economically disadvantaged peers by raising funds. This enabled students to practice empathy and social responsibility while making a difference in their community.

Alumni Meets: SEICOM regularly holds alumni meetings to enable students to network with past graduates. These events provide students with career advice, mentorship, and job placement opportunities through the vast alumni network.

Evidence of Success

The Dream Green initiative achieved significant success. The former Collector of Chittoor district launched the event's poster, supporting the students' efforts by providing 50% of the saplings for free. SEICOM students successfully planted close to one lakh trees.

The Cycle Rally to Avoid Plastic saw full participation from SEICOM students.

In Save a Student program, Students contributed financially to assist economically weaker students,

fostering a culture of mutual aid and empathy within the college.

The Alumni Meets have also been highly successful. Alumni have actively contributed by offering mentorship, career advice, and even job opportunities.

Problems Encountered

Despite the success of the EEE initiative, SEICOM Degree College encountered several challenges. Encouraging students to adopt a society-oriented mindset and participate voluntarily required ongoing encouragement and mentoring. Building long-term commitment to these values took time, but consistent engagement through these programs has helped shift mindsets over time.

In conclusion, by engaging students in social causes, enabling them to acquire key skills, and helping them excel in various fields, SEICOM is ensuring that its students are well-prepared for the challenges ahead in both their careers and personal lives.

File Description	Document
Best practices as hosted on the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1

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

Response:

INSTITUTIONAL DISTINCTIVENESS REPORT- SEICOM DEGREE COLLEGE, TIRUPATI

Title: Creating a Culture of Sports Excellence in Institution

At SEICOM Degree College, Tirupati, we firmly believe that education extends beyond academics. Sports, as a pillar of physical and mental development, form a crucial part of our holistic education approach. SEICOM stands out among other Institutions by giving equal importance to both academics and sports, encouraging students to excel in both arenas. The college has built a reputation for nurturing and producing talented athletes who compete at various levels, creating a distinctive identity for SEICOM.

Objectives

In today's fast-paced and competitive world, sports play a key role in shaping an individual's

personality, fostering discipline, teamwork, and leadership skills. At SEICOM Degree College, we emphasize the importance of sports alongside academics, aiming to create well-rounded individuals who excel in both areas. The key objectives of promoting sports at SEICOM are:

1. Holistic Development: Encourage the all-round development of students by providing equal focus on academics and sports.

2. Sports as a Career: Foster a culture where talented sports students can pursue sports as a career option while continuing their academic journey.

3. Physical Fitness and Well-being: Promote a healthy and active lifestyle among students through regular participation in sports.

4. Talent Nurturing: Identify and nurture talented sportsmen from a young age, providing them with the training and resources to succeed.

5. Inculcating Discipline: Develop essential life skills such as discipline, perseverance, and teamwork through structured sports programs.

Context

SEICOM Degree College has always been committed to encouraging and supporting students with exceptional sporting talents. The college recognizes that sports provide a platform for students to showcase their abilities on a larger stage, potentially leading to scholarships, professional opportunities, and personal growth.

SEICOM has established itself as a premier institution for nurturing sports talent by offering state-of-the-art sports facilities, dedicated coaching staff, and extensive support to athletes. The college attracts talented sports students from across the region, who are drawn to the promise of receiving not only quality education but also excellent training in their chosen sport. SEICOM ensures that these students have the resources, guidance, and opportunities to excel both academically and athletically.

Practice

SEICOM Degree College has implemented several initiatives to support and promote sports talent:

1. Management Scholarships: To encourage sports talent, SEICOM offers management scholarships to students who demonstrate exceptional skill in various sports. These scholarships reduce the financial burden on students and allow them to focus on their training and academics.

2. Comprehensive Sports Training: SEICOM provides extensive training to athletes by employing experienced coaches and setting up training sessions that align with academic schedules. Special attention is given to individual and team performance improvement, physical fitness, and strategic gameplay.

3. Sports Events and Competitions: SEICOM organizes inter-college sports tournaments, annual sports events, and actively participates in inter-university games, giving students ample opportunities to compete and prove their mettle.

4. Participation in High-Level Tournaments: Many students from SEICOM have participated in state-level and national-level tournaments, winning several awards and earning recognition in the broader sporting community.

Evidence of Success

SEICOM Degree College's efforts in promoting sports have borne remarkable results. Over the years, the college has earned numerous accolades in sports at different levels:

1. Inter-University Champions: SEICOM has consistently won several inter-university sports competitions since its inception, with the college being recognized as the overall champion in various sporting events for many consecutive years.

2. Individual Achievements: Several athletes from SEICOM have won individual awards and medals in university-level, state-level, and national-level competitions, marking their excellence in their respective sports.

3. Broad Recognition: SEICOM's sporting success has not only enhanced the reputation of the college but has also helped many students secure scholarships, placements in national teams, and other professional sports opportunities.

4. Career Opportunities through Sports: Many students from SEICOM have secured government jobs, leveraging the certificates and achievements they earned through their participation in sports. This has helped further their careers and contributed to their personal success.

Problems Encountered and Solutions

One of the main challenges SEICOM faced was balancing the rigorous academic curriculum with the demands of sports training for its athletes. Managing academic performance while ensuring peak physical performance required careful planning and execution. The following measures were taken to overcome these challenges:

1. Special Classes: To ensure that student-athletes do not fall behind in their academics, SEICOM introduced special classes and tutorials tailored to their schedules. This allowed athletes to catch up on missed lectures and prepare for examinations without compromising their sports training.

2. Academic Flexibility: SEICOM DEGREE COLLEGE also offers flexible assessment schedules and provides additional academic support to athletes during their sports seasons, ensuring that they maintain their academic standing while excelling in sports.

3. Economic Challenges of Talented Players: A significant issue faced by the college is the financial hardship of talented players. Many students from economically weaker backgrounds struggle to afford the expenses related to sports training and equipment. SEICOM has addressed this by providing scholarships and financial aid, helping talented athletes continue pursuing their passion without financial strain.

SEICOM Degree College continues to strive toward being a leader in integrating sports and academics, setting a benchmark for other institutions to follow. Through focused objectives, continuous

encouragement, and comprehensive support, SEICOM nurtures future champions who excel both on the field and in the classroom.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

5. CONCLUSION

Additional Information :

The institution right from its inception takes utmost care to emphasize the personal learning of its students which equips them with the academic knowledge coupled with skills of self-direction, curiosity and creativity. The faculty members go as the resource persons to the other institutions. Awareness is created among the faculty and students to take up SWAYAM courses on various related topics. Discussions and brainstorming have happened in the Governing Council and other top management of the institution to introduce Post Graduate programs in innovative/emerging areas.

Concluding Remarks :

In the context of the present Higher Education Scenario, the institution is gearing up to meet the aspirations of the 21st Century by accruing the degree of alignment between standards learning outcomes and teacher training. The academic process of the institution largely focuses on imparting knowledge through quality teaching, the thrust on research activities and service-oriented outreach activities leading to holistic development of the students. The institution is proud in preparing its students for employability, social responsibility and good citizenry. It creates ample opportunities for the students to develop their critical thinking competencies which allows them to participate in socially relevant societal needs. Concentration on the teaching pedagogies and aspirations to further strengthen the collaborative activities to produce a coherent and integrated set of educational experiences for students across the various disciplines is emphasized. The Institution has developed relevant strategies that enhances the synergy between the experiential learning and student education, work in partnership with the stake holders to implement the research culture that empowers the students to become leaders. The institution can boast of positive academic environment, peaceful and stimulating setting for intellectual pursuit leading to a holistic and wholesome learning environment. The institution is gearing up for introducing the post graduate programs and ultimately to attain the autonomous status.