



## Yearly Status Report - 2019-2020

### Part A

#### Data of the Institution

<b>1. Name of the Institution</b>		<b>FATHER MULLER COLLEGE</b>
Name of the head of the Institution		<b>Prof Akhilesh P M</b>
Designation		<b>Principal</b>
Does the Institution function from own campus		<b>Yes</b>
Phone no/Alternate Phone no.		<b>08242238401</b>
Mobile no.		<b>8277546831</b>
Registered Email		<b>fmcosh@fathermuller.in</b>
Alternate Email		<b>akhileshmahalinga@gmail.com</b>
Address		<b>Father Muller College, A Unit of Father Muller Charitable Institutions, Father Muller Road, Kankanady</b>
City/Town		<b>Mangalore</b>
State/UT		<b>Karnataka</b>
Pincode		<b>575002</b>

<b>2. Institutional Status</b>																			
Affiliated / Constituent	<b>Affiliated</b>																		
Type of Institution	<b>Co-education</b>																		
Location	<b>Urban</b>																		
Financial Status	<b>private</b>																		
Name of the IQAC co-ordinator/Director	<b>Dr. Aju Abraham</b>																		
Phone no/Alternate Phone no.	<b>08242238022</b>																		
Mobile no.	<b>9663828055</b>																		
Registered Email	<b>fmcoshnaac@fathermuller.in</b>																		
Alternate Email	<b>ajubaslp@gmail.com</b>																		
<b>3. Website Address</b>																			
Web-link of the AQAR: (Previous Academic Year)	<a href="https://www.fathermullercollege.in/images/naac/aqar/2019-20/AQAR%202019-20.pdf">https://www.fathermullercollege.in/images/naac/aqar/2019-20/AQAR%202019-20.pdf</a>																		
<b>4. Whether Academic Calendar prepared during the year</b>	<b>Yes</b>																		
if yes, whether it is uploaded in the institutional website: Weblink :	<a href="https://www.fathermullercollege.in/images/Academic%20Calender%20%202019-20.pdf">https://www.fathermullercollege.in/images/Academic%20Calender%20%202019-20.pdf</a>																		
<b>5. Accrediation Details</b>																			
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<b>6. Date of Establishment of IQAC</b>	<b>01-Apr-2012</b>																		
<b>7. Internal Quality Assurance System</b>																			
<table border="1"> <thead> <tr> <th colspan="3">Quality initiatives by IQAC during the year for promoting quality culture</th> </tr> <tr> <th>Item /Title of the quality initiative by IQAC</th> <th>Date &amp; Duration</th> <th>Number of participants/ beneficiaries</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>			Quality initiatives by IQAC during the year for promoting quality culture			Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries											
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AQAR and SSR criteria wise discussion	06-Mar-2019 1	8
Clinical Conference	19-Jun-2019 1	19
Department Working System	27-Jun-2019 1	14
Camp	18-Jul-2019 1	10
Extracurricular activities	20-Jul-2019 1	8
Subject distribution and Preparation for the academic year	13-Jul-2019 1	19

[View File](#)

**8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.**

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	2020 0	0

[View File](#)

**9. Whether composition of IQAC as per latest NAAC guidelines:**

**Yes**

Upload latest notification of formation of IQAC

[View File](#)

**10. Number of IQAC meetings held during the year :**

**9**

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

**Yes**

Upload the minutes of meeting and action taken report

[View File](#)

**11. Whether IQAC received funding from any of the funding agency to support its activities during the year?**

**No**

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

1. Conduct Awareness programs 2. Workshop and Seminars 3. ExtraCurricular Activities 4. Post Graduate program (MSc Aud and MSc SLP) 5. Preparation of documents for AQAR and SSR

[View File](#)

**13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year**

Plan of Action	Achivements/Outcomes
International Yoga Day Celebration	Conducted on 21st June 2019, 3:30 pm at the Father Muller Indoor Stadium.
Celebrated Van Mahotsava -2019	Conducted by FMCI- FMMC, FMCON, FMSON and FMCOSH in father Muller campuses.
Post Graduate program (MSc Aud and MSc SLP)	RCI Inspection
Mega Walkathon	Silent March was conducted in view of "World Hearing Day" (by WHO) highlighting the effect of noise on hearing and health.
Workshop/Seminars	Faculty were attended
Training Programs	Faculty were attended
Best Clinical Conference Award	Certificates and cash awards were distributed
<a href="#">View File</a>	

**14. Whether AQAR was placed before statutory body ?**

Yes

Name of Statutory Body	Meeting Date
Management	19-May-2021

**15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?**

Yes

Date of Visit

15-Sep-2020

**16. Whether institutional data submitted to AISHE:**

Yes

Year of Submission

2020

Date of Submission

14-Feb-2020

**17. Does the Institution have Management Information System ?**

Yes

If yes, give a brief description and a list of modules currently operational (maximum 500 words)

1. News/Events 2. Student data 3. Student Attendance 4. Student Internal

Part B

**CRITERION I – CURRICULAR ASPECTS**

**1.1 – Curriculum Planning and Implementation**

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

We follow the Curriculum for the Bachelors in Audiology and Speech-Language Pathology (BASLP) provided by the Rehabilitation Council of India (RCI) and Mangalore University. • Syllabus Revision is done as per the Rehabilitation council of India by the Mangalore University in 2018. Academic programmes offered by Father Muller College of Speech and Hearing are specifically designed and developed to fulfill the vision and mission of the institution and at the same time taking into account the changing needs of various stakeholders namely students, health care industry and the society and at the same time adhering to Regulatory requirements. The institution devised a method for implementing the curriculum that was both structured and effective. 1. Academic calendar- • The Academic Calendar is created to show the theoretical hours, practicum hours, and clinical postings. • Details of student groups, seminar and presentation days are put up in the academic calendar in prior. • Details internal assessment put up in advance. 2. Lesson Plan: • The lesson plan includes course outcomes, course objectives, content topics, reference books • The expected outcomes from the students are at the beginning of each semester. • It gives an insight into how the lecture class should be handled throughout the semester. 3. ICT enabled classrooms: Information and Communication Technology (ICT) is used to support, enhance, and optimize the delivery of information. All the classrooms are enabled with laptops and LCD with an internet connection. 4. Internal assessment: internal assessments include various assessment strategies that teachers have planned all through the curriculum. It provides us the information needed on teaching and learning strategies. 5. Enrichment of curriculum: Need-based student enrichment programs such as conferences, workshop, and seminars are conducted regularly. 6. Staff Meetings: • Staff Meetings held weekly to review the progress of teaching • Each faculty discuss their action plans regarding the curriculum optimally and effectively. • The activities accomplished and the activities proposed are discussed. • If any deficiency is present mid-course, corrections done in those meetings

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
NA	NA	Nil	Nil	NA	NA

**1.2 – Academic Flexibility**

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
Nil	NA	Nil
No file uploaded.		

1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
BASLP	Bachelor in Audiology and Speech Language Pathology	Nil

#### 1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	Nil	Nil

### 1.3 – Curriculum Enrichment

#### 1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Ear mould	01/08/2019	25
<a href="#">View File</a>		

#### 1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BASLP	Bachelor in Audiology and Speech Language Pathology	25
<a href="#">View File</a>		

### 1.4 – Feedback System

#### 1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

#### 1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
<p>The institutions MIS system collects comments from multiple stakeholders via an online feedback form. The students provide feedback on the curriculum, which is analysed at the institutional level. Various certificate and short-term courses, seminars, webinars, workshops, and guest lectures are conducted based on their recommendations in order to enhance their learning skills and perform to their maximum potential. Feedback about the curriculum and infrastructure development is obtained from the teachers and employers. The input is analysed and reviewed in the management committee meeting and the essential changes are made in the curriculum and new equipment are procured to enhance teaching-learning process and research. Alumnae input is collected through alumnae interactions and a feedback form on the MIS system. Alumnae of the College participate actively in various institutional events such as workshops, webinars, and seminars, and help with pre-placement considerations, career counseling workshops, and job placements. The feedback is analysed and discussed in the management committee meeting and the necessary changes are implemented. On Orientation Days for College and Hostels, parents feedback and</p>

discussion with the College Administration and Principal are organised. Parents are also invited to interact with the faculty during College Admissions. The institution organizes interactive sessions with the Parents. Parent feedback is also received from the Institution's MIS system through the feedback form. These practices have been valued by the parents and formed a bond between the parents and the institution. The feedback is analysed and discussed in the management committee meeting and the essential changes are made. Feedback from Parents, Employers, Students, Alumnae, and Teachers are compiled. The feedback analysis is discussed in the management committee meeting and the decisions regarding the necessary action to be taken is communicated to the BOS of Mangalore University. The finalized curricula and syllabi of various semesters in the institution will be presented and discussed in the Board of studies (BOS) meetings concerned for its recommendation for Academic Council approval. The recommendation given in the BOS meetings will be approved in the Academic Council meeting. The Academic council shall approve the academic protocols, curricula, syllabi and revisions, instructional and evaluation measures, methods, procedures etc appropriate for academic and research area. The approval given by the academic council shall be presented, discussed and approved in the management committee for effective implementation of the same. These curriculum elements will be extremely beneficial to students career development.

## CRITERION II – TEACHING- LEARNING AND EVALUATION

### 2.1 – Student Enrolment and Profile

#### 2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BASLP	Bachelor in Audiology and Speech Language Pathology	33	113	33
<a href="#">View File</a>				

### 2.2 – Catering to Student Diversity

#### 2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	97	Nil	22	Nil	Nil

### 2.3 – Teaching - Learning Process

#### 2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
22	22	33	6	1	21
<a href="#">View File of ICT Tools and resources</a>					
<a href="#">View File of E-resources and techniques used</a>					

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

• Mentorship Programs were established with the goal of enhancing students existing knowledge and talents from an early age. • Under the leadership of the principal and faculty coordinators, the Student Mentor Program facilitates constructive interaction and mentoring. • Mentors help students/mentees with academic, personal, and professional issues and can be a source of support when they need it the most. A minimum of monthly meeting is conducted and feedback is collected. • Mentors and mentees will meet up to explicitly identify their responsibilities and the relationships goals. • A mentor introduces students to the challenges and opportunities that exist at college at the beginning of the academic year, and helps to foster creative and independent thinking. • Mentors provide a reliable and holistic support system for students, motivating them to flourish in both academic and non-academic sectors while also assisting them in becoming more self-reliant and confident. • When it comes to personal matters, confidentiality is preserved. • Following the results of each internal evaluation, mentors meet with the mentee to discuss methods to improve while preparing for the next exam, as well as providing support and strategies for dealing with personal difficulties that contribute to poor performance. • Mentors help students self-assessment, self-awareness, and self-evaluation while also providing constructive feedback. • They proactively try to detect problems faced by students and bring them to the notice of the concerned authorities. • They counsel academically weak students and play a crucial role in helping students cope with academic, extra-academic, and personal problems. • In terms of prospects, the mentor gives the mentees suitable advice. They will be able to create a platform for the student to reach a decision on their next career move. That being, to choose between advanced studies or job prospects

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
97	22	1 : 4

**2.4 – Teacher Profile and Quality**

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
22	22	Nil	14	3

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year )

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	Prof. Akhilesh P M	Principal	Member of board of studies in speech and hearing courses in Mangalore University
2020	Prof. Akhilesh P M	Principal	Member of board of studies Mangalore University

[View File](#)

**2.5 – Evaluation Process and Reforms**

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
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BASLP	B.ASLP	VI Semester	10/08/2020	23/11/2020
BASLP	B.ASLP	I Semester	14/11/2019	18/01/2020
BASLP	B.ASLP	III Semester	07/11/2019	18/01/2020
BASLP	B.ASLP	V Semester	20/11/2019	18/01/2020
<a href="#">View File</a>				

#### 2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

• Students are graded on a continuous basis throughout the course performance evaluations are separated into formative and summative categories. • Formative assessment is a set of approaches used by teachers to evaluate students comprehension, learning needs, and academic progress during a lecture, unit, or course. Summative evaluation occurs at the end of a course. These exams are used to compare outcomes to a set of criteria or benchmarks in order to assess student learning. • At the end of each lesson, formative assessment is conducted by asking, seeking feedback, summarizing the material, and/or taking a quiz. • The summative assessment is completed as a unit test at the end of the unit and comprises of short answer questions, multiple choice questions, essay answers, and practical demonstrations. • During the semester, there will be two internal assessments. • The theory of internal assessment consists of long and short-answer questions. • Continuous evaluation of the practical, practical record, practical test, progress, and regularity of project work, which includes test demonstration, normative testing, and case presentation, will be used to determine internal assessment marks for practical's. • The results of the internal evaluation will be posted on the bulletin board, and corrective action will be done if necessary. • A student who has been absent from an exam for a valid reason may retake the exam. • Assignments, group projects, case presentations, and clinical procedure demonstrations are all available to help students improve their Internal evaluation marks if they underperformed in the Internal test.

#### 2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

• The academic calendar is created in accordance with the university and institutions policies. It includes information on the course structure, rules and regulations, attendance policies, internal test specifics, university exam details, and other scholastic activities that will take place during the course of one academic year. • In essence, it provides all of the information needed for a new candidate to understand the colleges history, the institutes vision and mission, the candidates responsibilities, and the values by which the institute operates. • It also provides information on the faculty and their respective designations. • On a conditional basis, a detailed date-by-date schedule of events is provided, including internal evaluation dates, institutional holidays, semester vacations, and cultural programmes. The institute will follow this predetermined structure however, it may be changed if necessary. • For each semester, a tabular representation of data such as subjects, minimum hours necessary per subject, university grades, internal grades, and assigned credit is divided. • The course regulation comprises information on the duration of the program, the number of hours of teaching per week, the examination method, the pass and carryover provisions, the grading system for the results, and the internship program rules. • Course withdrawal/discontinuity, attendance policy, dress code and neatness, punctuality, code of conduct, professionalism, leave and vacation, breakages and losses, and ragging are all covered in the rules and regulations. • Clinical facilities, library facilities, health plans, extracurricular activities, hostels, and religious activities are all available to students. • Exam tentative dates, including internal evaluation, university examination,

and results announcement date are included.

## 2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<https://fathermuller.edu.in/speech-hearing/images/Program-Outcomes.pdf>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
B.ASLP	BASLP	Bachelor in Audiology and Speech Language Pathology	31	31	100
<a href="#">View File</a>					

## 2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<https://fathermuller.edu.in/speech-hearing/images/sss-institutional-%20piechart0-19-20.pdf>

## CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Nil	0	0	0	0
No file uploaded.				

### 3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
0	0	

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Nil	Nil	Nil	Nil	0
No file uploaded.				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
0	Nil	Nil	Nil	Nil	Nil
No file uploaded.					

**3.3 – Research Publications and Awards****3.3.1 – Incentive to the teachers who receive recognition/awards**

State	National	International
0	0	0

**3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)**

Name of the Department	Number of PhD's Awarded
Nil	Nil

**3.3.3 – Research Publications in the Journals notified on UGC website during the year**

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Nil	Nil	Nil
International	Audiology Speech Language Pathology	3	1.99

[View File](#)

**3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year**

Department	Number of Publication
Nil	Nil

No file uploaded.

**3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index**

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Awareness of Voice Symptoms and Gender Predisposition in South Indian Carnatic Singers using The Singing Voice Handicap Index	Revathi R	International Journal of Paediatric Otorhinolaryngology	2020	Nil	All India Institute of Speech and Hearing	Nil
Prevalence of communication disorders in Port Blair-	Revathi R	Clinical Epidemiology and Global Health	2020	1.6	All India Institute of Speech and Hearing	Nil

Andaman and Nicobar Islands						
Prevalence of communication disorders in Port Blair- Andaman and Nicobar Islands	Shezeen Abdul Gafoor	Clinical Epidemiology and Global Health	2020	1.6	All India Institute of Speech and Hearing	Nil

No file uploaded.

3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
Prevalence of communication disorders in Port Blair- Andaman and Nicobar Islands	Shezeen Abdul Gafoor	Clinical Epidemiology and Global Health	2020	13	Nil	All India Institute of Speech and Hearing
Prevalence of communication disorders in Port Blair- Andaman and Nicobar Islands	Revathi R	Clinical Epidemiology and Global Health	2020	13	Nil	All India Institute of Speech and Hearing
Awareness of Voice Symptoms and Gender Predisposition in South Indian Carnatic Singers using The	Revathi R	International Journal of Paediatric Otorhinolaryngology	2020	78	Nil	All India Institute of Speech and Hearing

Singing Voice Handicap Index					
<a href="#">View File</a>					

### 3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	Nil	2	Nil	Nil
<a href="#">View File</a>				

### 3.4 – Extension Activities

#### 3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Extension activities Outreach programs	Eye ENT screening camp at Besant Higher Primary School organized by Rotary Club of Mangalore	1	56
Extension activities Outreach programs	Speech Therapy Services, St.Mary's Special School, Kinnigoli	1	56
Internship	Mangalajyothi, Vamanjoor, Mangalore, Karnataka - 575028	1	14
Internship	Amplifon India private limited, Richmond circle, 560025, Ph 8826433800	1	5
Internship	Guild of service, Seva Mandir, Pandeshwar, Mangalore, Karnataka - 575001	1	14
Internship	St. John's National Academy of Health Sciences, Sarjapur Road, Bangalore, 560034, Karnataka, India	1	16
Internship	Chetana Child Development Center, Mangalore, 575001	1	8

Internship	Manipal Academy of Higher Education, Tiger Circle Road, Madhav Nagar, Manipal, Karnataka 576104, Tel: 91-92437-77733	1	18
Internship	National Institute of Mental Health and Neurosciences, Bangalore, 560029	1	18
Internship	Baby Memorial Hospital, Indira Gandhi Rd, Arayidathupalam, Kozhikode, Kerala- 673004	1	9
<a href="#">View File</a>			

3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
NA	NA	NA	Nil
No file uploaded.			

3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Health awareness	World Health Organization	Walkathon	5	122
<a href="#">View File</a>				

### 3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Collaborative Research	Manipal Academy of Higher Education (MAHE) and Father Muller Research Centre (FMRC)	Father Muller Research Centre (FMRC) grant	1095
Collaborative Research	Father Muller Research Centre (FMRC)	Father Muller Research Centre (FMRC) grant	1095
<a href="#">View File</a>			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Internship	Internship	Mangalajyothi, Vamanjoor, Mangalore, Karnataka - 575028	01/08/2019	31/05/2020	14
Internship	Internship	Amplifon India private limited, Richmond circle, 560025	01/08/2019	31/05/2020	5
Internship	Internship	Baby Memorial Hos pital, Indira Gandhi Rd, A rayidathupal am, Kozhikode, Kerala- 673004	01/08/2019	31/05/2020	11
Internship	Internship	National Institute of Mental Health and Neuro Sciences (NIMHANS) Hosur Road / Marigowda Road, (Lakka sandra, Wilson Garden) Bangalore - 560029 Karnataka, India.	01/08/2019	31/05/2020	18
Internship	Internship	Manipal Academy of Higher Education, Tiger Circle Road, Madhav Nagar, Manipal, Karnataka 576104, Tel:	01/08/2019	31/05/2020	18

		91-92437-777 33			
Internship	Internship	Chetana Child Development Center ,Manga lore, 575001	01/08/2019	31/05/2020	8
Internship	Internship	St. John's National Academy of Health Sciences, Sarjapur Road, Bangalore, 560034, Karnataka, India	01/08/2019	31/05/2020	16
Internship	Internship	Guild of service, SevaMandir, Pandeshwar, Mangalore, Karnataka - 575001	01/08/2019	31/05/2020	14
<a href="#">View File</a>					

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
NA	Nil	NA	Nil
No file uploaded.			

## CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
1232000	1493355

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Classrooms with Wi-Fi OR LAN	Existing
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
Others	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Existing
Video Centre	Existing



Seminar halls with ICT facilities	Existing
Classrooms with LCD facilities	Existing
Laboratories	Existing
Class rooms	Existing
Campus Area	Existing
<a href="#">View File</a>	

## 4.2 – Library as a Learning Resource

### 4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
Easylib	Fully	Version - 4.3.3	2008

### 4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	641	2838077	7	433508	648	3271585
Reference Books	292	Nill	66	Nill	358	Nill
e-Books	264	Nill	Nill	Nill	264	Nill
Journals	19	1316409	1	164732	20	1481141
e-Journals	111	Nill	Nill	Nill	111	Nill
Digital Database	9	335875	Nill	220010	9	555885
CD & Video	24	Nill	2	Nill	26	Nill
Weeding (hard & soft)	Nill	Nill	Nill	Nill	Nill	Nill
Others (specify)	4398	Nill	239	Nill	4637	Nill
<a href="#">View File</a>						

### 4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Prof Akhilesh	Introduction to Audiology, Amplification Devices	MS Office	17/07/2019
Dr Mahesh	Fluency, MSD in adults	MS Office	15/11/2019
Mr Muthuraj	Diagnostic	MS Office	17/07/2019

	Audiology, Aural rehabilitation		
Mr Anshul	Speech Sound Disorders	MS Office	17/07/2019
Ms Cynthia	Speech Language Pathology, Language Disorders in Adults	MS Office	17/07/2019
Dr Aju	Amplification Devices, Implantable Devices	MS Office	17/07/2019
Ms Vidhya Rani	Pediatric Audiology	MS Office	17/07/2019
Ms Revathi	Voice and its Disorders	MS Office	15/11/2019
Ms Shezin	Diagnostic Audiology	MS Office	15/11/2019
Ms Jovita	Amplification Devices, Audiology in practice	MS Office	12/08/2019

[View File](#)

#### 4.3 – IT Infrastructure

##### 4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	48	4	46	46	1	2	2	400	0
Added	6	2	4	4	0	2	2	0	0
<b>Total</b>	<b>54</b>	<b>6</b>	<b>50</b>	<b>50</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>400</b>	<b>0</b>

##### 4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

**400 MBPS/ GBPS**

##### 4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
MS Office	<a href="https://drive.google.com/drive/folders/1TJ8eXrumaVfcY_Ty2K9K3y5mclKzMlnk?usp=sharing">https://drive.google.com/drive/folders/1TJ8eXrumaVfcY_Ty2K9K3y5mclKzMlnk?usp=sharing</a>

#### 4.4 – Maintenance of Campus Infrastructure

##### 4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
299000	1041319	3351000	809769

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

• Lab-in-charge maintains equipment and equipment records • Cleaning service is done by appointed non-teaching and housekeeping staff. • All classrooms, bathrooms and college premises and the infrastructural materials are maintained by the non-teaching staff. • The electricians maintain and upkeep all the electrical instruments and generators and do all other electrical works. • Housekeeping staff regularly clean the premises and wash all bathrooms daily. • Waste management is carried out as per NABH guidelines • Stock verification such as electrical lab instruments is done once a year. • Library books, stationery, furniture, sports equipment are inspected done once in a year. • The instruments are calibrated by available electrician, technician and mechanic when it is required and as per the standards required. Outsource person and instrument supplier are maintaining the instruments and equipment. • Solar hot water, electricity checks are done regularly • Water harvesting facilities are maintained periodically • Sewage water plant is also checked on a regular basis. • The college has installed three Generators, with 1250 KVA (2), 750 KVA (1) to maintain the power supply all the time. In the boys hostel Two Generators 250KVA and 50KVA. Separate generators for commercial use in the Convention Centre 500KVA 400KVA. • Voltage fluctuations are avoided by uninterrupted power supply checked by the appointed electricians. • The arrangement of battery, backup and inverters protect computer accessories for constant power supply is available. • Seven borewells are available in the college premises for constant and regular water supply. • The RO water plant is established in the premises to supply mineral and purified drinking water. • The facility of accessing more than 30,000 journals from INFLIBNET is available. • Library is maintained by Librarian, Assistant Librarian and support staff. • Sports room, Gym and Play Ground are maintained by physical directors • Respective department HOD's, faculty members and their support staff maintain the academic records daily. • Parking facilities for two wheelers and four wheelers are available and maintained well within the campus.

<https://fathermuller.edu.in/speech-hearing/index.php>

## CRITERION V – STUDENT SUPPORT AND PROGRESSION

### 5.1 – Student Support

#### 5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Karnataka Christian Minority Students scholarship	11	110000
Financial Support from Other Sources			
a) National	ARIVU - Karnataka Minority Development Corporation	3	60000
b) International	Nil	Nil	Nil

[View File](#)

5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
International Yoga Day	21/06/2019	100	Father Muller Charitable Institution
Knowledge of Legal and Gender Sensitisation	19/07/2019	33	Ms. Richa Chada, LLM in association of ITC Vivel
Language and Communication Skills	Nil	33	Mangalore University
<a href="#">View File</a>			

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2019	career counselling	Nil	20	Nil	Nil
<a href="#">View File</a>					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
Nil	Nil	Nil

## 5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Jewel Autism Centre	20	Nil	Nil	Nil	Nil
<a href="#">View File</a>					

5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2019	17	Father Muller College of Speech and Hearing	Department of Speech and Hearing	Nil	Nil

[View File](#)

5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
Any Other	2
No file uploaded.	

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Onam- Thira	College	122
Dhwani-Cultural Fest	College	122
Momentum-Sports day	College	122
Christmas	College	122
<a href="#">View File</a>		

### 5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
Nil	Nil	Nil	Nil	Nil	Nil	Nil
No file uploaded.						

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

With the objective of inculcating the qualities of leadership, organization, and responsibility in the students, an active Student Council is in place along with a strong representation of students in the academic and administrative bodies/committees. • The Institutional Quality Assurance Cell (IQAC) is constituted in every institution under the chairmanship of Head of the Institution with heads of important academic and administrative units, a few faculty members and a few distinguished educationists/representatives of local committee. Students are the members of Institutional IQAC. Overall control and monitoring of Institutional IQAC is through Quality Assurance and Enhancement (QAE) for the effectiveness of the overall processes and systems. • The Class Representative (CR) system is fundamental to student representation as leaders. It allows one male and one female student to represent each class of approximately 30 students in the University, with regular meetings in a month to ensure the systems efficiency and effectiveness in putting forward the interests and views of the students. Monthly CR Meetings are conducted during the semester. CR meetings play a major role to assess teaching, learning and support services provided to the students by the Institution. • Technical/Functional /University Club /Committees elect President, Vice Presidents, Member Secretary and Treasurer positions, where students organize domain specific events, extra-curricular events (no domain specific), competitions and conferences honing their subject expertise skills in addition to their leadership skills. Committees are platforms that offer a plethora of opportunities to students to give them a voice of their own and shed their inhibitions through an enriching and engaging experience. • Committee activities, workshops, Intra-Domain and Inter-University competitions enhance the communication skills, team management skills, leadership skills,

time-management, resource management skills and above all builds confidence in each student. Through the committee platform, provided by the Institution/University, students learn to do practical implementation of the classroom learning. Office of Dean Student Welfare monitors the effectiveness and outcome of Committee activities. • Best practices of each Institution are transmitted across University to strengthen the student's platforms for holistic development of each student of the University.

#### 5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

Father Muller Speech and Hearing Alumni Association meeting was held on 15th September 2019 in PG lecture Hall, in Department of Speech and Hearing. A total of 10 Alumni's Attended the meeting. Prof.Akhilesh P.M Addressed the gathering and enquired regarding the well being of the alumni. New enrolled members were welcomed to the association and they were encouraged to be the active members. Same day the RCI inspection was held in the College. RCI investigators had a Conversation with the Alumni's.

5.4.2 – No. of enrolled Alumni:

146

5.4.3 – Alumni contribution during the year (in Rupees) :

33000

5.4.4 – Meetings/activities organized by Alumni Association :

1

### CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

#### 6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

The following decentralization practise is adhered to by Administrators, Principal and faculty of the College. • The Administration provides the liberty to faculty in improving the academic performance, and implementation of plans and polices in curricular programs for students. In line with the above, separate section incharges are made for both Speech Language Pathology and Audiology. The entire faculty have to regularly update the academic activities assigned to the section in charge and they in turn report to the Principal of the College. Curriculum transactions including conducting summative and formative assessment and clinical training is assigned to each faculty who carries out these works independently. • Both Financial and Infrastructural support is provided by the management for conducting the short term orientations, Faculty Development Programs, Online Seminars, and Conferences/Workshops. Each faculty carries out certain part of the organization of the above activities independently (For e.g., scientific committee, cultural committee etc). Faculty would involve in charting the overall process of the activity as per their assigned duties.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

#### 6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Admission of Students	<ul style="list-style-type: none"> <li>• Admission of students is carried out in online mode.</li> <li>• Interview is conducted for prospective students who are selected by a committee.</li> <li>• Notifications for admissions are provided through institutional bulletin, pamphlets, and brochures</li> </ul>
Industry Interaction / Collaboration	<ul style="list-style-type: none"> <li>• Faculty are encouraged to collaborate their research with leading institutions and industries. Several faculties are currently having collaboration with several of the engineering colleges of Mangalore for various projects. MoUs are regularly made with institutions of high repute and proposals are written for agencies such as Department of Biotechnology and Department of Science and Technology.</li> <li>• Awareness and Hearing screening programmes are conducted for industry workers.</li> </ul>
Human Resource Management	<ul style="list-style-type: none"> <li>• Orientation for teaching and non teaching staff (through induction programmes).</li> <li>• Recruitment of faculty through wide publicity for larger/better choice through ads.</li> <li>• Vacancies are filled only after verification of the employee from his previous employer.</li> <li>• Grievance Redressal Cell, Suggestion Box, Women guidance Cell.</li> <li>• Conducive atmosphere for work and professional growth</li> <li>• Staff housing benefits and promotional avenues.</li> <li>• Benefits like PF, leave, higher studies leave, medical benefits.</li> </ul>
Library, ICT and Physical Infrastructure / Instrumentation	<ul style="list-style-type: none"> <li>• Students and staffs have Open access to Library, Internet and Wi-fi enabled campus.</li> <li>• E resources specific to Speech and Hearing such as Thieme Medone Comsci is provided.</li> <li>• Regular additions of books, journals and magazines.</li> <li>• Development of Departmental Library to have quick access to the resources.</li> <li>• Regular participation of students and faculty in book exhibitions.</li> <li>• Computer systems in the library are regularly added for improving access to e-resources</li> <li>• Training programmes to staff and students to increase the use of N-LIST and Thieme Medone Comsci</li> </ul>
Research and Development	<ul style="list-style-type: none"> <li>• Grants are provided to staff for conference/workshop/seminar presentations.</li> <li>• Publication Incentives are provided to the staff of the</li> </ul>



department. • Improving the quality of the Internship projects by presenting the proposals in front of the faculty and incorporating the necessary suggestions. • Independent staff projects are encouraged. Staff are supported by the research cell for writing research proposals for government funding agencies such as DBT, DST, ICMR etc • Staff of the Institute are encouraged to Collaborate with leading institutes such as NITK Suratkal and IISC Bangalore for the development of 'point-end' devices

**Examination and Evaluation**

• More than one Internal Assessment (IA) is conducted across each topic of Speech Language Pathology and Audiology. Necessary feedbacks in each IA to improve the overall performance of the student during the Summative evaluation of the semester. • Clinical Knowledge is evaluated in each semester by observing the students to independently perform diagnostic or therapeutic procedures. • Faculty would carry out Summative evaluations after the completion of each unit of the assigned topic.

**Teaching and Learning**

• Innovative techniques are used by the faculty while handling classes for the pupils (For e.g., ICT etc). • Clinical learning is carried out on every Saturday where students are guided by the faculty to demonstrate a particular procedure of assessment or treatment for communication disorders. • Therapy sessions are monitored via CCTV and feedbacks are provided to the students regularly. • Clinical Conferences are conducted on every Monday where 3rd year BASLP students presents a clinical case before the students of the college. • Students' write-up on diagnostic and therapeutic observations would be regularly corrected and feedbacks are given on case by case basis. • Regular assignments (both theoretical and clinical) are given to the students and monitored on a timely manner.

**Curriculum Development**

Selection of aims, goals and objectives Selection of learning experiences and content Organisation of learning experiences and Evaluation of the extent to which the objectives have been achieved. Faculty are involved in providing valuable suggestions to the



Rehabilitation Council of India and Indian Speech and Hearing Association to improve the curricular aspects of BASLP.

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
<p>Planning and Development</p>	<ul style="list-style-type: none"> <li>• Planned expansion of human resource.</li> <li>• Interviews for selection of competent staff in the area of Speech Language Pathology and Audiology</li> <li>• Planned expansion of Infrastructural facilities through capital budgets received from the college. Regular Departmental audits to know the</li> <li>• Collection of online feedbacks through Management Information System (MIS) from students and their caregivers to improvise the overall planning and development of the College.</li> </ul>
<p>Administration</p>	<ul style="list-style-type: none"> <li>• Decentralized administration wherein liberties are provided to the college to carry out academic clinical and research development in the core areas</li> <li>• Stipulated rules and regulations of Rehabilitation Council of India (RCI) and University of Mangalore (UoM) are followed.</li> <li>• Administration goes in line with the vision and mission of the college.</li> <li>• Planned development of human resource and infrastructural facilities of the college.</li> </ul>
<p>Finance and Accounts</p>	<ul style="list-style-type: none"> <li>• Maintenance of income and Expenditure for a financial year</li> <li>• Audits the financial statements from internal and external agencies.</li> <li>• Allocating budgets for various infrastructural, human resource (staff and student related), and research related expenses of the college.</li> </ul>
<p>Student Admission and Support</p>	<ul style="list-style-type: none"> <li>• Online applications for BASLP are provided through the Institute portal</li> <li>• Submitted applications are scrutinized by a select committee based on the rules and regulations of RCI and University of Mangalore</li> <li>• A list of students finalized by the committee would be called for an interview. Based on their performance in the interview, along with their earlier credentials, admission is provided to BASLP.</li> <li>• Hostel facilities and support is provided.</li> <li>• Participation in workshops and conferences are encouraged.</li> <li>• Students are also awarded for their</li> </ul>

outstanding performance in curricular Activities. • Committees such as Student Welfare Cell, Prevention of Sexual Harassment, Students Council, Anti-ragging and Grievance Redressal Cell are in operation that looks after the welfare of students.

**Examination**

• Semester Examinations are conducted and coordinated by the University of Mangalore and Father Muller College of Speech and Hearing. • Staff as per their gradation list would be involved in invigilation and paper correction of BASLP examinations.

**6.3 – Faculty Empowerment Strategies**

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Dr. Santosh Kumar	Resource Person RAASCON , Dehradun	RAASCON	4300

[View File](#)

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2020	Induction programme	Nil	10/01/2020	10/10/2020	5	Nil
2020	Soft skill training	Nil	23/01/2020	23/01/2020	5	Nil
2019	Nil	CPR Code Blue training programme (Non Teaching Faculty)	26/08/2019	26/08/2019	Nil	3
2019	A biannual training programme for Hospital	Nil	03/09/2019	06/09/2019	19	Nil

	Infection control policies and practices					
2019	Onboard webcast training on 'Turnitin' Originality check software	Nil	31/01/2020	31/01/2020	2	Nil
2020	Awareness programme on 'Proquest EBSCO CINAHL Databases'.	Nil	14/02/2020	14/02/2020	2	Nil
2020	Point of Care Biomedical Technologies Demonstration and Feasibility Study for indigenous Development of Biomedical Devices.	Nil	18/01/2020	18/01/2020	4	Nil
2020	Nil	Induction Programme.	16/08/2019	17/08/2019	Nil	5
<a href="#">View File</a>						

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
WHO, eProtect Respiratory Infections (EN)	1	11/01/2020	11/01/2020	1
WHO, Emerging respiratory virus, including COVID-19: methods for	1	07/04/2020	07/04/2020	1

detection, prevention, response and control.				
WHO, Clinical Care Severe Acute Respiratory Infection	1	23/05/2020	23/05/2020	1
WHO, Infection Prevention Control (IPC) for Novel Corona virus.	1	26/05/2020	26/05/2020	1
WHO, Standard precautions: Hand Hygiene	1	27/05/2020	27/05/2020	1
Applied behavioural analysis Online course	1	28/05/2020	28/05/2020	1
National conference on challenges of Higher Education Teacher Initiatives	1	31/05/2020	31/05/2020	1
National conference on challenges of Higher Education Teacher Initiatives	1	11/01/2020	11/01/2020	1
Applied behavioural analysis Online course	1	07/04/2020	07/04/2020	1
<a href="#">View File</a>				

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
22	22	5	5

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
a) Financial Support 1. Provident fund, EDLI linked to LIC, Gratuity and Pension 2. Provision	a) Financial Support 1. Education loan for Children 2. Provident Fund, ESI, Gratuity and	1. Provision of Medical Benefits 2. Encouragement to attend workshops and conferences 3.

of Medical Benefits for employees 3. Accommodation is provided at a subsidized rate 4. Credits given to publications of papers, research 5. Incentives given for the presentation of papers and research work b) Academic Support 1. Benefits like special leave, higher studies leave and other leave. 2. Special Leave reimbursement facility for paper presentation publication 3. Faculty Development Programmes c) Other Support 1. Maternity leaves Medical benefits concessions for a staff/dependent. 2. Facility for spiritual growth 3. Prevention of Sexual Harassment Committee

Pension 3. House Building loan 4. Emergency contingency loan. 5. Welfare fund loan 6. Accommodation at highly subsidized seats is provided. b) Medical Benefits 1. Provision for Medical Benefits 2. Medical benefits concessions for a staff/dependent. 3. A special Health Card for all staff with 75-100 free healthcare 4. Maternity leave facility c) Other Benefits 1. Promotion 2. In-service training programmes 3. Recognition of dedicated Non-Teaching staff 4. Facility for spiritual growth 5. Prevention of Sexual Harassment Committee, Grievance Redressal cell.

Instituting awards for outstanding performance in curricular Activities 4. Providing incentives for student research activities 5. New indoor Sports complex work in progress 6. Committees like Student Welfare Cell, Prevention of Sexual Harassment 7. Committee, Students Council, Anti-ragging Committee and Grievance 8. Redressal Cell to look after the welfare of students.

#### 6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

Internal, government and external audits are conducted regularly for the functioning of FMCI Financial Management. Revenues generated are audited by the Internal audit. Any payments from the grants received from the governments are audited by Internal, and external experts. The audit team also audits stock registers, and conducts audit of Library, and audit of all Plan Expenditures of the institute. Financial Advisor of the Institute directly control and supervise the auditing of the Institute. The Audited statements for the current year of 2019-20 is attached herewith show Income, Expenditure and Balance sheet of the same.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
Nil	0	0
No file uploaded.		

6.4.3 – Total corpus fund generated

0
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#### 6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority

Academic	Yes	External Expert	Yes	IQAC Core Committee
Administrative	Yes	External Expert	Yes	IQAC Core Committee

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

1. Regular parent -teacher meet to discuss about the educational progress of the students  
 2. Feedback from stakeholders through MIS regarding the academic and clinical activities  
 3. Strategies approved to improve the overall development of the students (social-behavioral)

6.5.3 – Development programmes for support staff (at least three)

1) Induction programmes Soft skill training programmes  
 2) Training in Management Information System (MIS) and Hospital Information System (HIS).  
 3) Training programmes in Infection Control and Fire Safety Management

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1) Procurement of Stroboscopy Instrument for voice analysis in the section of Speech Language Pathology  
 2) Procurement of Standardized Speech and Language Therapy Test materials specific to the Indian context  
 3) Initiation to start the Post Graduate Programmes in the area of Speech Language Pathology and Audiology.

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	Nil
c) ISO certification	Nil
d) NBA or any other quality audit	Yes

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	Management Committee meeting (for internal quality control)	20/07/2019	20/07/2019	20/07/2019	8
2019	Management Committee meeting (for internal quality control)	30/09/2019	30/09/2019	30/09/2019	15
2019	Management Committee meeting (for internal quality control)	30/10/2019	30/09/2019	30/09/2019	10
2020	Management Committee meeting (for	04/02/2020	04/02/2020	04/02/2020	10

	internal quality control)				
2020	Management Committee meeting (for internal quality control)	07/02/2020	07/02/2020	07/02/2020	12
2020	Management Committee meeting (for internal quality control)	10/02/2020	10/02/2020	10/02/2020	12
2020	Management Committee meeting (for internal quality control)	17/02/2020	17/02/2020	17/02/2020	14
2020	Management Committee meeting (for internal quality control)	20/02/2020	20/02/2020	20/02/2020	14
2020	Management Committee meeting (for internal quality control)	03/03/2020	03/03/2020	03/03/2020	14
2020	Management Committee meeting (for internal quality control)	13/07/2020	13/07/2020	13/07/2020	19

[View File](#)

## CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Course Inauguration Orientation of 13th batch of B.ASLP	17/06/2019	17/06/2019	91	8

Workshop on "Knowledge of legal rights and gender sensitization"	19/07/2019	19/07/2019	90	9
FMCII: Gender sensitization talk	23/11/2019	23/11/2019	90	9

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
5

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	Nil
Provision for lift	Yes	Nil
Ramp/Rails	Yes	Nil
Rest Rooms	Yes	Nil
Any other similar facility	Yes	Nil

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	1	26/09/2019	3	FREE SPEECH AND HEARING CAMP	Speech Language and Hearing assessment and rehabilitation	113

[View File](#)

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Rules and Regulations of Service (Teaching Staff)	Nil	Booklet containing the code of conduct for the teaching staff
Revised Rules and Regulations of Service ( Non - Teaching)	Nil	Booklet containing the code of conduct for the non-teaching staffs
Student academic Calendar	01/05/2019	Father Muller College of Speech and Hearing has handbook which include code of conduct and



Ethics for students. This book is made available to all students at the time of admission. The students are instructed to strictly adhere to this rule. The handbook also contains details of dos and donts in campus, any violation attracts disciplinary action by the appropriate committee.

#### 7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Induction Programme	02/07/2019	02/07/2019	1
Induction Programme	08/05/2019	08/05/2019	3
Induction Programme	02/11/2019	02/11/2019	1
Induction Programme	11/06/2020	11/06/2020	1

[View File](#)

#### 7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

- Public Transport: Students and staff are advised to use the transport facility provided by the institute and are encouraged to use public transport as well as vehicle pooling to reduce the carbon emission.
- Battery Powered Vehicles: Provides a pollution free atmosphere, and these vehicles are used for the transport of patients as well as patient parties inside the hospital compound.
- Pedestrian Friendly Roads: Institute has pedestrian friendly roads in the campus.
- Plastic free campus: Plastic free college is a program of the institution which aims to measurably reduce plastic pollution on college campus with a special focus on the reduction and ultimately the elimination of plastic bottles, plastic straws and poly bags.
- Paperless office: The institution promotes paperless office as it happens to be a much better and green option than using the means of paper.
- Green landscaping with trees and plants: The campus has green landscaping of plants and trees which covers 40 of the area, having varieties of plants and trees

### 7.2 – Best Practices

#### 7.2.1 – Describe at least two institutional best practices

**BEST PRACTICES I**

- Title of the Practice Equity for Genders
- Objectives of the Practice:
  - Equal opportunities for men and women in academic activities
  - Equal opportunities for men and women in non - academic activities
  - Fee concession to the deserving students
  - To provide financial assistance to all deserving underprivileged students, regardless of caste or gender.
  - To promote the 'equality' among the students
- The Context A common consensus on education in the country reveals a significant disparity between the privileges accessible to girls and boys. It is past time for such discrimination to be abolished. Another point of contention was the disparity in privileges provided based on caste and economic standing. In such a period, it is critical that young minds are made aware of the problem and that they are encouraged to tear

down long-held taboos. Equal opportunities to demonstrate solidarity with the given principle must therefore be provided by the institute. 4. The Practice • Providing fee concessions for students with low economical standing. • Creating awareness about equal rights and opportunities through various gender sensitization programmes • Incorporating non academic activities promoting innate talents and aptitudes to encourage equal participation of all students regardless of gender. • Mentoring women students on their specific issues with one women teacher as mentor for every 10 women mentees. • Duties and restrictions imposed on each student and employee in the institution and institutional facilities, with specific security or consideration given to women in terms of leaves and schedules. • Women have an open platform and direct access to a body called internal complaint committee where they can report acts of malice at work or school. • Women Empowerment Cell was founded to protect womens rights and to develop a culture of respect and equality for women. • For gender sensitisation and promoting gender equity debates and discussions are organized 5. Evidence of Success The practice has created a better work/study atmosphere that recognizes and celebrates each individuals contributions regardless of gender, caste, social class, or economic position. As a result of the training and speeches delivered, there has been a greater knowledge of human rights and basic fundamental rights. The creation of various units to promote gender equality and womens empowerment has resulted in an ongoing condition of peace with no instances of malevolent compliance. 6. Problems encountered. • Implementation of the annual plan and its monitoring has become a tough task in view of tight academic schedule. • Due to limitations imposed by the pandemic situation, a seamless annual closure to the programme could not be achieved to the best of our abilities. 7. Resources required • Finance • Digital accessibility BEST PRACTICE – II 1. Title of the Practice: "Appreciation of performance-based outcomes for students" 2. Objectives of the Practice ? To motivate and encourage the students to excel in their curricular and extracurricular activities. ? To reward the students for their excellence in curricular and extracurricular performance. ? To develop clinical observation, diagnostic and research skills in various domains of Audiology and Speech Language Pathology ? To develop/improve presentation skills in scientific forum. ? To reward the students for their performance in clinical observation, diagnostic and research skills This practice would ensure the students for their continuous improvement in curricular and extracurricular activities, clinical observation, diagnostic and research skills. 3. The Context The institute believes that a motivated workforce in students can be a significant factor in institute's success. When students are motivated to work at higher levels of their skills and abilities, the institute as a whole run more efficiently and is more effective at achieving its objectives and goals. For this reason, the institute has understood the power of reward systems and how they are helpful in influencing Students and Staff behaviour. Rewards are positive outcomes that are earned as a result of staffs and students' performance and achievement. These rewards are aligned with institute's objectives and goals. When any student helps the institute in the achievement of one of its objectives and goals, a reward often follows. The institute has constituted the following rewards for its students. The mode of reward is in terms of appreciation certificates and mementos. I. Best Student of the year and Best outgoing student II. Best student performer in clinical conference. III. Best class who has performed with 100 University Result. Each of the practices are assessed based on the curricular, extracurricular performance, clinical observation, diagnostic and research skills. The best student of the year and best outgoing student will be identified based the university examination marks and the points scored in the extracurricular activities. The combined scores will be considered. 4. Evidence of Success The practice has been implemented and successfully running over 5 years. The practice has shown an evident remark and positive feedback from the students and parents. This

practice has shown an effective improvement in curricular and extracurricular activities, clinical observation, diagnostic and research skills in students. The poorer performing students were identified and trained to show their best outcome. At the end of every academic year the top scoring students were identified based on their final examination marks and scoring from extracurricular activities. The top scoring student's profiles were published in the social media and the institutional website. Over the five years of practice 15 students were received top scorer of the year and 5 students were received best outgoing student award. A total of 10 students were received best clinical conference award and 2 batch of students achieved 100 result in final year university examination from 2015 - 2020. 5. Problems encountered. • There are no evident problems encountered. 6. Resources required. • Finance

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<https://fathermuller.edu.in/speech-hearing/images/aqar/Institutional-Distinctiveness.pdf>

### 7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

The field of audiology and speech language pathology is dedicated to the understanding of normal communication, hearing processes and application of that knowledge to identification, treatment and prevention of hearing and communication disorders in children and adults. Father Muller College of speech and hearing aims for quality and innovative services in terms of clinical as well as academic programs. College has developed a unique curriculum plan and deployed an effective implementation program. Our faculty periodically upgrades and updates their professional acumen for effectively translating the curriculum by attending workshops, training programs and seminars. The department has divided into Audiology unit and Speech Language Pathology unit, providing diagnostic, therapeutic, rehabilitative and preventive services. The College is most sort after institution by all students both far and near. To gain firsthand experience, students participate in skill development classes, interactive teaching, and hands-on training at the most contemporary in-house skill centre. To ensure a students academic achievement, instructional aids such as audio-visual methods, IEC materials, RCI sponsored satellite link, and ICT enabled class rooms are offered. The college aspires to develop students into the best clinicians and researchers possible. This is achieved by a team of research committee members who meet regularly and come out with major decisions pertaining to research activities. Each student is mandatory involved in research activity and completes a project before the completion of their course. Furthermore, the mentorship programme, counselling services, and numerous committees are available to assist students in resolving issues such as ragging, sexual harassment, grievances, and other needs. The college believes on the holistic development of students, including academics, co and extracurricular activities. Students are encouraged to participate in both outdoor and indoor games and sports activities, cultural activities which are periodically conducted to encourage students to exhibit their talents. To promote overall success through a holistic approach, every student is encouraged to participate in both co-curricular and extra-curricular activities. With their focused services, the highly qualified and committed faculty encourages students to reach their full potential. They regularly mentor the student and guide them. Remedial teaching is undertaken for low achievers in the academics. Faculty is involved in active research and publications in recognized high impact journals. Faculty members are actively involved in the professional development programs, invited as guest faculties

in conferences, workshops and academic bodies. A number of outreach programs and camps are arranged by the staff to promote community network and participate in community awareness programs. The college is governed by a managing committee which consists of a team of efficient leaders who strive hard to achieve the vision, mission and objectives. The management committee is representative in nature and considers views of all sections in planning activities. They work on implementing adequate finance and infrastructure to reinforce success of the institute. Diverse initiatives are taken up by the institution to make the college campus eco-friendly through energy conservation, water harvesting, use of renewable energy, hazardous waste management etc.

Provide the weblink of the institution

<https://fathermuller.edu.in/speech-hearing/images/aqar/Best-Practice.pdf>

### **8.Future Plans of Actions for Next Academic Year**

Father Muller College Plans to, • Add certificate programs • Increase the number of training programs for teaching and non teaching staff • Add interdisciplinary courses • Add institutional collaborations with universities and colleges • Add international publications • Increase the multi disciplinary research • Start Post Graduation program • Publications in Scopus/web of science indexed journals • Increase the impact factor score • Increase the on campus and off campus interviews • increase alumni registrations in alumni portal