



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1.Name of the Institution		St. Xavier's College, Mumbai
• Name of the Head of the institution	Dr. Rajendra Shinde	
• Designation	Principal	
• Does the institution function from its own campus?	Yes	
• Phone No. of the Principal	02222620661	
• Alternate phone No.	9819100131	
• Mobile No. (Principal)	9819100131	
• Registered e-mail ID (Principal)	principal@xaviers.edu	
• Address	5-Mahapalika Marg	
• City/Town	Mumbai	
• State/UT	Maharashtra	
• Pin Code	400001	
2.Institutional status		
• Autonomous Status (Provide the date of conferment of Autonomy)	26/06/2010	
• Type of Institution	Co-education	
• Location	Urban	

• Financial Status	UGC 2f and 12(B)				
• Name of the IQAC Co-ordinator/Director	Dr. Ms. Karuna Gokarn				
• Phone No.	02222620661				
• Mobile No:	9820590072				
• IQAC e-mail ID	iqac.coordinator@xaviers.edu				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://naac.xaviers.edu/wp-content/uploads/2024/02/YSR-2021-22.pdf				
4.Was the Academic Calendar prepared for that year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://xaviers.ac/files/Revised%20College%20Calendar%20for%20Staff%2010%20June%202022.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 4	A+	3.27	2022	19/07/2022	18/07/2027
6.Date of Establishment of IQAC	01/07/2000				
7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?					

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Institution	RUSA 2.0 Component 8: Enhancing Quality and Excellence in select Autonomous Colleges	RUSA	18/12/2018	50000000
Institution	BUILDER	DBT	09/03/2021	28289200
Institution	Star Status	DBT	08/03/2021	3600000

8. Provide details regarding the composition of the IQAC:

<ul style="list-style-type: none"> Upload the latest notification regarding the composition of the IQAC by the HEI 	View File	
9.No. of IQAC meetings held during the year	4	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Did IQAC receive funding from any funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		

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

Preparing for the implementation of NEP 2020 from the year 2023-2024. Designing the curricula structure aligning with the ethos and principles of NEP 2020. Students and parents also will be oriented about NEP 2020 Teaching-learning evaluation and research-industry collaboration as well as social outreach Workshops for New

teachers and Language skill development workshops for nonteaching faculty.

12. Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year:

Plan of Action	Achievements/Outcomes
<p>1. An NEP Cell will be constituted with a nodal officer to implement the National Education Policy (NEP 2020). 2. Regular meetings will be conducted for cell members, HODs, and all faculty, and NEP 2020 orientation for all primary stakeholders. 3. Designing the curriculum structure aligning with the ethos and principles of NEP 2020 and Teaching-learning evaluation under NEP 2020 4. Workshops for New teachers, making of MOOCs training for all teaching faculty 5. Academic leadership of HODs and Convenors will be conducted. 6. Language skill development workshops for non-teaching faculty.</p>	<p>1. The NEP Cell was constituted with a nodal officer. Regular meetings were conducted for cell members, HODs, and all faculty; NEP 2020 orientation workshops for all primary stakeholders was also conducted. 2. FY curriculum structure aligning with the ethos and principles of NEP 2020 was followed and syllabi were designed 3. Teaching-learning evaluation under NEP 2020 was also a part of the syllabi that were designed 4. Workshops for New teachers (Teacher 3.0) helped teachers implement new teaching pedagogies. 5. The teaching faculty got insights on how to make a MOOC. 5. Academic leadership of HODs and Convenors gave confidence to handle new posts efficiently. 6. Language skill development workshops for non-teaching faculty helped the office staff in their day-to-day communication.</p>

13. Was the AQAR placed before the statutory body?

Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
IQAC	26/04/2024

14. Was the institutional data submitted to

Yes

AISHE ?	
• Year	
Year	Date of Submission
2024	23/02/2024

15.Multidisciplinary / interdisciplinary

St. Xavier's College (an autonomous institution, affiliated with the University of Mumbai), conducts the B.A., B.Sc., and BCom. Government Aided Degree Courses on campus along with self-financed B.A.-M.C.J., B.M.S., B.Sc. I.T. and BCom-BAF Degree Courses. Aided Masters Courses in Botany, Geology, Life Science, Microbiology and Ancient Indian History, Culture and Archaeology, M.Sc. (Self-Financing) in Biotechnology, Physics, Big Data Analytics and M.A (Self-Financing) in Public Policy. Psychology and Economics are also conducted. The University of Mumbai awards degrees for the programmes mentioned above. Diploma / Certificate courses in Bioinformatics, Clinical Research, Forensic Science and Criminal Law, Gemology and Gem Appreciation, Applied Philosophy and Ethics, Counselling Psychology, Expressive Arts Therapy and Aspects of Ancient Indian History, Culture and Archaeology are also held in collaboration with other Institutions and Groups. Statistics is offered to Arts students and Economics is offered to science students. The college has been offering cross-faculty courses since 2012. A 3-credit compulsory Science and Arts/MM/MS course and vice versa. A co-curricular Honours certificate programme (HCP) also involves hubs such as Lingua-Humanities-Social Sciences, Physical-Biological Sciences and Music-Philosophy-History from which students can choose courses to secure the HCP certificate. Social Involvement Programme (SIP): For Community engagement, more than 200 NGOs are associated. `Students work economically and physically underprivileged children as well as mentally challenged individuals, domestic workers, hospital patients, and senior citizens. Students must invest 45 hours of service with an NGO and 5 hours of social activities connected with any academic discipline the college offers. Value-added courses called special courses (Giving Voice to Values, Environmental Studies, Human Rights, Cross Faculty Courses) have been compulsory for all students since 2010. The Honours Certificate Programme promotes cross-hub (Lingua/Humanities/Social Science and Physical Science and Biological Science) activities. A

basket of courses for OE, VEC and SEC will be offered by SXCM that align with NEP 2020.

16.Academic bank of credits (ABC):

We have UG and PG students registered on the UGC-ABC portal. The Institute is also registered under ABC. We have the Council for International Programmes (CIP), as an educational link between SXCM and Universities across the globe. CIP facilitates short-term and long-term exchange programs for in-house and foreign students.

17.Skill development:

Many courses in Science, Arts and Commerce curricula focus on the skill development of students at the UG and PG levels, for example, English communication, scientific communication, experiential learning through projects, and hands-on skill courses. Certificate and Diploma Courses such as Forensic Science, Clinical Research, Bioinformatics, Expressive Arts Therapy, Counselling Psychology, Python, Gemology, IPR, etc. are also offered. Under the Honours Certificate Programme, many departments conducted activities over and above the regular curricula focus on skill development such as gardening, soft skill development, applications of biostatistics, coding, bioinformatics etc. Under NEP 2020, many more skill development courses will be introduced.

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

St. Xavier's College has also embraced the National Education Policy 2020 emphasizes the inclusion of Indian knowledge systems (IKS) in core courses. This move reflects the institution's commitment to holistic education and a deeper understanding of India's rich cultural heritage. Honours Certificate Programme, Department of Inter-Religious Courses. Ancient Indian Culture/ History/ Heras Institutes offer courses aligned to IKS. Hindi Sahitya Mandal, Indian Musical group, Yoga Committee, and Marathi Vangmay Mandal have IKS integrated into their activities. Under NEP 2020, IKS will also be offered in Science courses.

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

Outcome-Based Education (OBE) is an educational approach which aims at specific course outcomes for students. These outcomes guide the design of curriculum, teaching methods, and assessment practices. St. Xavier's College aligns with OBE in Clear Learning Objectives, Curriculum Mapping, Assessment Strategies, Holistic Development, and Continuous Improvement from feedback from all stakeholders. Formative assessment and Summative assessment are

analyzed to understand OBE. Course feedback and review of syllabi are also taken. OBE and mapping of course attainment will be achieved through the ERP of the college.

20.Distance education/online education:

Faculty are being trained to create online courses. A few faculty members have made resources for distance education through Mumbai University in subjects such as Mathematics, Chemistry and also IKS.

Extended Profile

1.Programme

1.1 50

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 3746

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2 1132

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 3351

Number of students who appeared for the examinations conducted by the institution during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1	965
Number of courses in all programmes during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
3.2	123
Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
3.3	115
Number of sanctioned posts for the year:	
4.Institution	
4.1	0
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	58
Total number of Classrooms and Seminar halls	
4.3	400
Total number of computers on campus for academic purposes	
4.4	454.5
Total expenditure, excluding salary, during the year (INR in Lakhs):	

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

St. Xavier's College, Mumbai, has long been at the forefront of academic excellence, ensuring comprehensive curricula that are dynamic and cater to the evolving demands of local, national, regional, and global development. The Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) are written to reflect this commitment. The POs reflect a holistic development model, preparing students to be adaptable, ethical, and impactful. The PSOs are focused on imparting skills and knowledge in a specific area, resonating with regional requirements and global standards. The COs detail specific competencies that each course aims to develop. An NEP cell was constituted to implement it starting from 2023-24. Multiple brainstorming sessions were held within the college. PO, PSO and CO were drafted to embrace the policy's emphasis on a multidisciplinary approach, skill development, assessment reforms, inclusion, equity, research and innovation. Our curricula are a testament to our dedication towards moulding individuals who are not only well-versed in their disciplines but also conscious of their roles in a larger context, ready to make an impact on various developmental fronts.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://xaviers.ac/igac/naac/#PO-PSO-and-CO

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

20

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

635

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

20

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

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

50

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

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

St. Xavier's College in Mumbai is committed to providing an educational program that promotes academic excellence and extends

beyond conventional educational frameworks. This approach encourages students to practice professional integrity, environmental consciousness, and active engagement in fostering social inclusion. The foundational undergraduate course, 'Giving Voice to Values,' helps encourage students to examine their values, navigate ethical dilemmas in decision-making, and gain an appreciation for India's diverse cultural heritage. For example, science students enhance their emotional intelligence through interdisciplinary courses like 'Psychology of Relationships,' which explore the complexities of interpersonal dynamics. A mandatory course in Environmental Studies for all undergraduates promotes awareness and champions sustainable practices. For third-year B.Sc. students, there are Environmental Science courses with an applied focus, highlighting hands-on learning. The college's anti-plagiarism policies maintain academic honesty, employing sophisticated software to review academic work. Our curriculum mirrors our dedication to cultivating a community of skilled and ethical individuals who are deeply empathetic, committed to social equity, and ecological conservation, and responsive to the underserved.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

17

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	No File Uploaded

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

216

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

428

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	No File Uploaded

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni **D. Any 1 of the above**

File Description	Documents
Provide the URL for stakeholders' feedback report	https://xaviers.ac/igac/naac/naac-cycle-4/stakeholders-feedback#22-23
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	View File

1.4.2 - The feedback system of the Institution comprises the following **C. Feedback collected and analysed**

File Description	Documents
Provide URL for stakeholders' feedback report	https://xaviers.ac/igac/naac/naac-cycle-4/stakeholders-feedback#22-23
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

1499

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

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

17

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

St. Xavier's College in Mumbai (SXCM) offers various programs for students with different backgrounds, including undergraduate, postgraduate, and PhD programs. The college aims to meet students' intellectual needs and equip them with effective teaching techniques. To support this, a dedicated language lab is available on campus to assist students, particularly those who are shy, through classroom interactions and observations. The language lab facilitates several activities for students in science writing and Indian and foreign language skills.

The college also offers an Honours certificate program for students who demonstrate academic excellence, defined as achieving 70% or a CGPA of 7. This program is an additional co-curricular activity, allowing eligible students to enroll. More than 30 short-term Honours courses are offered across different departments, each course carries one to three credits, with one credit awarded for

every 15 hours of coursework. A total of 696 (FY = 390; SY = 210; TY = 96) students enrolled for the activity during 2022-23. The Honours Certificate was awarded to 77 TY students across all undergraduate programmes. In addition, individual credit cards for all Honors activities were given to the participants.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sxcboom.wordpress.com/honours-programme/

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
31/05/2023	3746	122

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

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

SXCM is dedicated to fostering an enriching teaching-learning process using diverse student-centred approaches such as participatory learning, experiential learning, and problem-solving methodologies. Throughout the 2022-23 academic year, faculty members engaged students through various tools and techniques. These included presentations, video resources, virtual labs, simulation models, online software, animations, exhibitions, expert talks, and databases. Traditional methods like chalk and board, research papers, group work, movies, documentaries on OTT platforms, role plays, case studies, jam boards, and models also made teaching-learning enjoyable. Effective learning strategies such as group discussions, peer learning, participative learning, and problem-solving methods were integrated into the curriculum. Project-based learning, survey-based projects, field projects, MOOCs, debates, assignments, talks, and inquiry-based learning were also used to enhance learning outcomes. These diverse teaching methodologies ensure a comprehensive and engaging educational experience for

students.

File Description	Documents
Upload any additional information	View File
Link for additional Information	Nil

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

In the 2022-23 academic year, the commitment to effective teaching methods at SXCM was evident in the fitted approach to diverse learners. Faculty members continuously adapted their instructional methodologies to cater to the needs of students with different learning styles and preferences. Faculty members ensured students had access to a plethora of learning resources through platforms such as Google Classroom, Canvas, Microsoft Teams, and Moodle. Faculty members also created content through YouTube videos and electronic resources to supplement traditional teaching methods. All the students were encouraged to expand their knowledge through MOOC courses offered by platforms such as Swayam, NPTEL, and PGPathshala. Quality control measures, including originality checker Turnitin software, ensured academic integrity during the corrections of assignments and reports.

SXCM provided a technology-rich learning environment with fully ICT-enabled classrooms, cutting-edge labs with projectors and smart boards, and campus-wide Wi-Fi connectivity. Campus computer centers and departmental computer labs helped supplement classroom learning. Students had access to state-of-the-art computer facilities for research and assignment writing.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://naac.xaviers.edu/photo-gallery/ict-enabled-classrooms-and-seminar-halls/
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

54

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

In the academic year 2022-23, SXCM meticulously planned and documented all academic, co-curricular, and extra-curricular activities in the academic calendar. The College Academic Board, comprising the Principal, Vice Principals, Controller of Examinations, and IQAC Director, prepared the Academic Calendar. Special attention was given to the list of public holidays issued by the Maharashtra state government to incorporate them as non-working days. The academic calendar was published annually on the college website and handbooks. It provided flexibility in scheduling, adhering to state and local government guidance and communication. The calendar highlighted dates for ongoing internal evaluations and end-semester evaluations. Academic planning allowed students to engage in co-curricular and extra-curricular activities, enhancing their learning experience. To ensure smooth course delivery, staff members from individual departments prepared teaching plans. These plans were submitted to the IQAC coordinator and published on the department notice board, facilitating transparency and accountability in the academic process. This systematic approach ensured that the academic year proceeded smoothly, with all activities aligned with the college's educational objectives.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

115

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

60

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

1462

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

2.5 - Evaluation Process and Reforms

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

35

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

235

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	No File Uploaded

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

In the academic year 2022-23, SXCM implemented the Software as a Service model for the ERP program, PEDegree, to manage all examination-related tasks. PEDegree efficiently handled the tasks from mark entry to generating mark sheets and other reports. The subject-wise reports, including course-wise graphical charts, were prepared for all the courses. Utilizing cloud-based servers, the ERP system ensures easy access to data, facilitating smooth execution of examination tasks and timely release of results. Through PEDegree, students securely access their attendance records and grade reports. Graduated students received a passing certificate and a high-security convocation mark sheet. These mark sheets are printed on non-tearable paper and incorporate several security features, including invisible logos and main signatures visible only under UV light, custom borders, ghost marking, and a unique fluorescent logo that cannot be replicated.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://sxcauto.silvodel.in/login.php

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

SXCM has meticulously developed Programme Outcomes (POs) that align with its mission and the principles of outcome-based education. These comprehensive and easily understandable POs are crafted for various programs, based on the instructional principles of the revised Bloom's Taxonomy. Each department has translated these POs into Programme Specific Outcomes (PSOs) and Course Outcomes (COs), ensuring a clear path from a broader vision to tangible deliverables. Departmental Boards of Studies (BOS) play a crucial role in this process, convening to discuss and determine these outcomes. Suggestions from both the BOS and departmental staff are incorporated. COs and PSOs are reviewed whenever a syllabus is revised and passed by their BOS. These revisions are then approved at the College Academic Council meeting. This systematic approach ensures that the college educational objectives are effectively translated into specific learning outcomes at both program and course levels, enhancing the quality and relevance of the education provided.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	No File Uploaded
Upload any additional information	View File
Link for additional Information	https://naac.xaviers.edu/po-pso-and-co/

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The COs are specifically designed in alignment with the POs and the pedagogical principles of Bloom's Taxonomy. The college has established systems to assess student learning based on Bloom's Taxonomy. Each semester includes two formative continuous internal assessments (CIA 1 and 2) and a summative End Semester Assessment.

Faculty employ a variety of approaches for CIAs, including written exams, quizzes, presentations, assignments, and projects to meet the COs. To ensure fairness, a balanced mix of assessment techniques are used. Assessment grids are employed for grading assignments, presentations, and projects. Pedagogical methods have led to revisions in the marking scheme. Regular feedback from students on course curricula, syllabi, and evaluation procedures is sought. The Board of Studies (BOS) examines evaluation procedures and test questions. Student progress is closely monitored and departments have access to analysis and course adjustments when necessary.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://naac.xaviers.edu/po-pso-and-co/

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

989

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://xaviers.edu/naac/cycle5/2/CoE%20report.pdf

2.7 - Student Satisfaction Survey

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

[Nil](#)

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The college has a well-defined policy for seed money for research and research grants Ph.D. programmes in various disciplines namely: Ancient Indian Culture, History, Economics, Botany, Chemistry, Geology, Life Science, Microbiology, and Zoology are recognized by MU. In addition to these departments, there are other research centres on campus such as Blatter Herbarium, Caius Research Laboratory, Heras Institute for History and Culture, and Nadkarny Sacasa Research Laboratory that provide the infrastructure and facilities for research. Faculty members recognized as Ph.D. guides in these subjects encourage student and faculty research activities. The infrastructure/equipment in the departments, as well as centres, get frequently upgraded through various grants from government agencies such as DBT and RUSA. Faculty apply and receive research grants for their projects from government funding agencies like DBT, UGC, and Mumbai University.

Multidisciplinary research activities are nurtured by encouraging inter-departmental collaboration among faculty members. SXCM has commenced offering seed funding to faculty to enhance their initial research endeavours, paving the way for additional funding from national and international agencies. Papers originating from such work are published in Xavier's Research Journal 'Xplore,' (under UGC-Care). High-quality research undertaken by undergraduate and postgraduate students is also featured in 'Xplore.'

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://xaviers.edu/main/images/college/research-policy.pdf
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

6.0

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	View File
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	View File
Any additional information	View File

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

0

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

351.505

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	View File
Any additional information	View File

3.2.2 - Number of teachers having research projects during the year

8

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://xaviers.edu/naac/cycle5/3.2.1/3_2_1_Proofs_Merged_22_23_.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

15

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

7

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	http://ncw.nic.in/notice/guidelines-grant-financial-assistance-research-study-2022-2023 , https://www.jcb.com/en-in/company/jcb-india-corporate-responsibility/lady-bamford-foundation , https://www.indiascienceandtechnology.gov.in/
Any additional information	View File

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

St. Xavier's College, Mumbai has established internationally well-known centres to efficiently engage and promote research culture among faculty and students which are as follows:

Blatter Herbarium: The herbarium, established in 1906 is internationally recognized for Taxonomic studies and allied branches in Botany.

Caius Research Laboratory: Founded in 1947, the laboratory initiated research work on medicinal plants in India. It facilitates various research projects in Biology, Chemistry, and Geology.

Central Instrumentation Facility: The facility was established in 2006 under the DST-FIST grant houses state-of-the-art equipment used for research in college.

Heras Institute of Indian History and Culture: Founded in 1926, the institute provides support for research in the field of History, Archaeology, and Indian Art and publishes the half-yearly journal Indica.

Nadkarny-Sacasa Research Laboratory: It is one of the oldest research laboratories since 1932. It facilitates research in Organic and Inorganic Chemistry.

The departments of Botany and Microbiology (Palacios Research Laboratory) also have established research laboratories.

New Research Center - established in 2021-22 under the aegis of RUSA. The focus of the research involves rural activities beneficial to farmers.

Entrepreneurship Cell: The E-Cell launched under the aegis of RUSA, works towards fostering the spirit of entrepreneurship and skill development amongst students.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sites.google.com/xaviers.edu/ , https://xaviers.ac/resourcescaius/home?authuser=0

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

27

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	View File

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

B. Any 3 of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	View File

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

18

File Description	Documents
URL to the research page on HEI website	https://xaviers.ac/about-us/research
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	View File

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

25

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

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

19

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.edu/naac/cycle5/3.4.4/3_4_4_Books_proofs_merged.pdf

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

73

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	View File

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

3.0

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

16.5861

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	View File
Any additional information	View File

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

The vision of St. Xavier's College, Mumbai (SXCM) is "an academic community dedicated to the holistic education of future leaders who will demonstrate innovation in their professional competencies, integration in their personal lives, and inclusion in their social contribution". We try to provide various support mechanisms to our students to experience and inculcate those values through the following channels:

1. Social Involvement Program (SIP):

<https://xaviers.edu/main/index.php/sip>

<https://xaviers.edu/main/index.php/best-practices>

SIP: Initiated in 1996 to make education more socially relevant. The students are encouraged to learn through direct involvement with our society.

1. Social Service League:

<https://xaviers.edu/main/index.php/social-service-league-ssl>

3. Xavier's Resource Centre for the Visually Challenged (XRCVC):

<http://xrcvc.org>

4. All India Catholic University Federation (AICUF):

<https://xaviers.edu/main/index.php/aicuf>

5. Extension activities organized by Departments through various collaborations enable the students to make a connection with the subject of study and social values.

Through these outreach programmes, SXCM facilitates a platform for our students to learn, experience, and create awareness about their social responsibility so that they can contribute back to society and be responsible citizens.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.edu/main/index.php/sip , http://xaviers.edu/main/index.php/best-practices , https://xaviers.edu/main/index.php/social-service-league-ssl , http://xrcvc.org , https://xaviers.edu/main/index.php/aicuf

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

0

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	No File Uploaded
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

14

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

1306

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

4

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

17

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

SXCM has a well-maintained, user-friendly, and excellent infrastructure that exceeds statutory requirements for effective teaching and learning.

Classrooms and studios:

Spacious, well-equipped classrooms, conference-seminar rooms, and multimedia facilities feature full ICT integration, including LCD projectors, LAN, Wi-Fi, and audio systems for several activities like classes, seminars, and workshops. Additionally, the facility offers audio and video recording studios, with two new studios inaugurated this academic year.

Science Laboratories:

The laboratories are designed to facilitate experimental learning. For instance, the Blatter Herbarium boasts the largest collection of plants in Western India. The Caius Research Laboratory for Biological Sciences and the Nadkarny-Sacasa Research Laboratory for Physical Sciences also bridge academic research with industry.

New Research Center:

The RUSA-sponsored Research Center for Rural and Agricultural Studies has been effective since April 2022.

Computer Laboratories:

The fully-furnished computer labs feature LAN, Wi-Fi, high-speed internet, and video conferencing facilities. Fr. Bonnet Lab was inaugurated in June 2023.

Additional Infrastructure:

The college has a library, gymkhana, auditorium, language lab, hostel, canteen, separate common room for girls and boys, staff room, administrative offices, small health center, first aid box, photocopy center, lift, ramp for physically challenged students, UV water purifiers, etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.xaviers.edu/photo-gallery/

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

For academic excellence, the institution also offers extensive facilities for cultural activities, yoga, sports, and games to nurture holistic student development.

Facilities for Cultural Activities:

Fully furnished and well-equipped, the Palacios Hall is a spacious auditorium with a seating capacity of 500 people, available for cultural, co-curricular, and recreational activities. It serves as the main site for events - College Day, Ithaka, and the graduation ceremonies. Additionally, open-air stages in the first and third quadrangles host diverse events, including Jan Fest, the Indian Music Group's flagship event, in the first quadrangle, and poetry readings and street plays in the third quadrangle.

Facilities for Sports and Games:

The college Gymkhana, known as the Fell Gymkhana, offers comprehensive sports facilities, including indoor training, recreation areas and a gymnasium. Moreover, it provides outdoor amenities such as full-size basketball and volleyball courts. In addition, Xavier's Cricket Pitch, located at the North End of Azad Maidan, spans 40 meters by 40 meters.

Facilities for Yoga:

The Palacios Hall and the Fell Gymkhana serve as venues for yoga and fitness sessions at the college. Additionally, the institution actively participates in International Yoga Day celebrations each year.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://xaviers.edu/naac/cycle5/5.3.3/5.3.3%20Sports%20and%20Culture.pdf

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

58

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

246.6

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	View File

4.2 - Library as a Learning Resource

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

The college library integrated with RFID technology complements traditional print resources with state-of-the-art electronic materials. With distinct reference and lending sections, it offers international and national journals, magazines, and newspapers, accompanied by e-journals and e-books accessible via NLIST. Powered by the user-friendly SLIM21 software from Algorithm Pvt. Ltd., the library operates seamlessly, managing its internal functions effortlessly.

Moreover, the library ensures easy access to its resources through an online database accessible via Online Public Access Catalogue terminals within the library and a convenient link on the college website, accessible via QR code. The library has a digital Institutional Repository housing college magazine dating back to 1908, alongside archived syllabi in PDF format.

Digital signage showcases new book covers campus-wide, keeping students engaged, and highlighting the use of technology in promoting library reference materials. Additionally, detailed orientation sessions cater to new users, promoting inclusivity and effective resource navigation.

To promote agricultural research and innovation, the college has launched a Research Centre under the aegis of RUSA in 2022.

Thus, the college library provides a dynamic and enriching academic environment for its community.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.xaviers.edu/photo-gallery/teaching-learning-resources/

4.2.2 - Institution has access to the following: e- A. Any 4 or more of the above journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

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

18.7

File Description	Documents
Audited statements of accounts	View File
Any additional information	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

500

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The extensive IT infrastructure includes thirteen fully equipped computer labs across the campus. Among these, the Big Data Analytics Lab started in the academic year 2021-2022, followed by the Fr. Bonnet Lab in 2022-2023, both designed to support teaching, research and innovation initiatives.

Xavier's Resource Centre for the Visually Challenged (XRCVC) is well-equipped with essential tools like screen readers, text-to-speech converters, and Braille machines. Also, Xavier's Language Lab has state-of-the-art language technology that caters to learners to gain proficiency in English, Hindi, French, and Marathi.

In the library, computers are available for student use and managing an Online Public Access Catalog (OPAC). Furthermore, Scan Craft scanners are utilized in the Blatter, Heras, and Library sections to preserve and digitize valuable resources like herbaria, heritage items, and rare books.

IT facilities streamline office operations, admissions processing and transcript generation. Through fiber optics connectivity and on-campus servers, departments collaborate seamlessly. Additionally,

CCTV cameras ensure campus security, while digital signage TVs broadcast vital information across.

Since 2010, the college has partnered with Google and Microsoft Teams. Our IT facilities are mainly funded by the Department of Biotechnology (DBT) and the Rashtriya Uchcharat Shiksha Abhiyan (RUSA).

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.edu/main/images/college/it-resource-utilization-policy.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3746	400

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

A. 250 Mbps

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	View File

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

A. All four of the above

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.xaviers.edu/photo-gallery/ict-enabled-classrooms-and-seminar-halls/
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

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

207.9

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

SXCM provides the best infrastructure across all departments and functional areas to meet the educational and operational needs outlined by statutory bodies qualitatively and quantitatively. The Infrastructure Management policy ensures efficient management through meticulous need analysis, adherence to statutory guidelines, and incorporation of technological advancements, including educational technology.

Procurement practices prioritize quality and cost-effectiveness, with timely upgrades and meticulous asset management. Each piece of equipment is assigned an inventory number, and asset records are meticulously maintained. Routine upkeep, including cleaning and preventive maintenance, is conducted to ensure longevity and functionality. Obsolete equipment is promptly identified and decommissioned.

The Administrator's office oversees infrastructure and equipment maintenance, coordinating routine checks and AMC contracts for electrical systems, equipment, water purifiers, and waste management. Support staff ensures cleanliness in laboratories and

classrooms.

Various facilities such as the library, computer center, gymnasium, multimedia center, hostel, and wellness center are responsible for their respective operations and maintenance.

To promote sustainability, initiatives such as sustainable power generation, waste management, and rainwater harvesting are undertaken, reflecting a commitment to environmental stewardship.

Committed to excellence, SXCM ensures high-quality infrastructure management, meeting educational needs, ensuring operational efficiency, and promoting sustainability.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://xaviers.edu/naac/cycle5/Others/Audit ed%20Statement%202022-23.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

41

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

156

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology **A. All of the above**

File Description	Documents
Link to Institutional website	https://xaviers.edu/naac/cycle5/5.1.3/5.1.3%20Capacity%20Development%20and%20Skill%20Development.pdf
Details of capability development and schemes	View File
Any additional information	No File Uploaded

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

418

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely **A. All of the above**

redressal of grievances through appropriate committees

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded
Upload any additional information	View File

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

121

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

5.2.2 - Number of outgoing students progressing to higher education

77

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	No File Uploaded

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

19

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

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

10

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The student council of St. Xavier's College (Autonomous) is engaged in numerous activities throughout the year. The General Secretary is the student representative of the CDC and IQAC meeting establishing its importance in decision-making. The Student Council (SUC) members are from different streams and help in several effective drives and events.

The SUC in collaboration with the Student Inclusion Cell organised a special tour for students of SRCC- CASE Special Education Therapy Department and TASC Training and Skills at CASE in September. This activity encouraged students of classes X and XII, with special and differential learning needs, to work hard for admission to Xavier's.

National Girl Child Day was celebrated in January 2023, through an Event titled 'It's a Girl Thing', in collaboration with CRY - a non-governmental organisation, SSL and ECC.

As part of the 74th Republic Day celebrations, the Student Council organised several activities on 26th January 2023, commemorating the momentous occasion of the Indian Constitution. On 27th January, a CPR Workshop was held, in collaboration with the Nursing department of Bombay Hospital.

On 11th March, the SUC in collaboration with the Anti-Narcotics Cell of Mumbai Police helped organise a session dealing with Awareness about Narcotic Drugs.

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

5.3.3 - Number of sports and cultural events / competitions organised by the institution

24

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

The college maintains an active line of communication with alumni through multiple channels, including the Almbase platform and a dedicated alumni website- <https://alumni.xaviers.edu/>, ensuring they remain connected and well-informed about important developments. The recently initiated annual alumni dinner on January 14, 2023, garnered enthusiastic participation and appreciation, further solidifying the bonds between the college and its alumni.

In addition to these initiatives, the college releases a newsletter called 'The Xavierite,' featuring three issues per year. This publication serves as a platform to disseminate information on various activities, achievements, and milestones of SXCM, keeping alumni abreast of the latest happenings and accomplishments.

These initiatives emphasise the proactive efforts of the Alumni Association aligning with the vision and mission of SXCM. By fostering strong connections and engagement with our alumni community, we continue to strengthen the legacy and impact of our college, ensuring sustained growth and excellence in education. This

is well-coordinated through the Xaviers Development Program office.

The alumni continue to support the college in various ways through donations for infrastructure development such as learning spaces, state-of-the-art computer labs, etc.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://alumni.xaviers.edu/

5.4.2 - Alumni's financial contribution during the year A. ? 15 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

St. Xavier's College, Mumbai is dedicated to the holistic education of future leaders who will demonstrate innovation in their professional competencies, integration in their personal lives, and inclusion in their social contribution. The mission of the college is to facilitate training for professional innovation, foster the cultivation of personal integration, and encourage advocating social inclusion. To achieve this, the college offers courses on giving voice to values, human rights, and environmental studies. The Student Beneficiary Fund provides financial support to economically deserving students. The Commerce section (evening shift) provides education to motivated but less privileged individuals of our society. Periodic reviews conducted over the years revealed the following strengths of the college:

Ø Successful engagement of stakeholders (students, faculty, non-teaching staff, and parents) in bringing to life a clearly articulated vision.

Ø Sensitivity of the Leadership towards others and contributing to a culture of empathy and inclusion.

Ø Conducive environment cultivated for accessibility to management and open communication.

Ø Financial management efforts to ensure that salaries are disbursed on time. Financial assistance given to those in need.

Ø Faculty are empowered through regular training and are granted leave to participate in faculty development programmes.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://xaviers.ac/about-us/vission-mission

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

St. Xavier's College acknowledges that participative management and decentralization of power in everyday activities are important. SXC has over forty two committees to ensure the smooth running of the college. These include areas such as academics/ administration/ cultural development/ social involvement/ inclusion. Each committee is appointed by the Principal, according to the interests and competence of the faculty members. The committees draw on the expertise of the Principal and the Vice-Principal, who themselves function as convenors of statutory committees, academic councils, and governing bodies. The committees help to manage the various centres, associations, academies, programmes, and leagues that are further led by student bodies selected through rigorous interview processes, which increase the outreach of the college through this highly effective model of decentralization. All financial matters are discussed in advance with the Treasurer who is a member of the governing body of the college and the trust. The faculty are rotated between various committees to ensure that there is no stagnation or proprietorship seeping into their attitude. We thus see that there is an interconnection, a semiautonomous decentralization, and integral participative management in the functioning of the various bodies on campus.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://xaviers.ac/about-us/vission-mission

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

The institution has devised strategic plans to be implemented from July 2020 to June 2025.

3 new courses were started - i) BAF

ii) MA in Economics

iii) Certificate Course - IPR

1. To promote research activities science laboratories - CRL, NSRL, and CIF facilities were upgraded using DBT-Builder, RUSA, and BPCL- CSR funds. Eight students and one faculty member are pursuing PhD in these laboratories. The facilities help in consultancy projects and add-on programs.
2. The college partners with government and NGOs, Indian and foreign educational institutes, and companies. MOUs were signed with 6 educational institutes and 2 industries to promote research, education, and skill development among students and faculty.
3. As part of social outreach - 852 SY students worked in online mode in various NGOs. Around 497 FY students worked for 119 NGOs offline in diverse fields like health, education, etc. SSL conducted rural camps, blood drives, and team-building activities. Student Inclusion Cell helped in digitizing the canteen menu for differently abled students. Xavier's Environmental Committee conducted various awareness programs, e-waste collection drives workshops, competitions, and webinars.
4. To reconnect with alumni @Home was organized on 27/8/23. An alumni dinner was organized on 14/1/23. Arthur Fernandes, an alumnus donated 70 computers and facilities for the Bonet laboratory.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://xaviers.edu/main/userfiles/media/default/strategic-plans-for-2020-2025.pdf
Upload any additional information	View File

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

The functioning of SXC is based on a hierarchy that is evident in the organogram. At the top is the governing body (GB) of the Trust SXC. The GB of the college reports to the Trust on key issues and forms the link between the Trust, GB, and the college officials. The Principal forms the connecting link between various statutory bodies on campus and the GB of the college. The Treasurer, Registrar, Head of departments, and convenors of key committees directly report to him. However, as decentralization plays a significant part in the operation of the college, SXC appoints 3 Vice Principals (VP) to oversee the daily administrative issues on campus and an Academic VP (usually the IQAC coordinator) to take care of all academic matters. The Registrar is overall in charge of the non-teaching staff. Faculty and non-teaching staff of a department/library and others report to the Head/In-charge. All the Statutory bodies on-campus function as per the norms set down by the UGC / University of Mumbai. The Academic Board, a non-statutory body was constituted to assist the Principal in tackling issues that may come up in the day-to-day operation of the college.

File Description	Documents
Paste link to Organogram on the institution webpage	https://xaviers.ac/about-us/organogram
Upload any additional information	View File
Paste link for additional Information	https://xaviers.ac/about-us/policies-procedures

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

A. All of the above

Examination

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The college pays monthly salaries on time to all staff, irrespective of whether the salary grants are released by the government at the scheduled time.

? Interest-free loan advances against salary and festival advances have been extended on request to well over 75% of the non-teaching staff and several teaching staff.

? Special consideration for admission of the children of all staff to the college, via the management quota.

? Reimbursement of 50% of the premium amount paid by any non-teaching staff towards his/her Mediclaim.

? Payment of a lump sum of Rs. 1000/- per child of a non-teaching staff member (for a maximum of two children) as part of their children's tuition fees.

? Book grant for individual teachers and Non-Teaching staff.

? The College has a Wellness Centre which has qualified counsellors. The Wellness Centre provides a 50% discount to children of the faculty and nonteaching staff for psychometric assessment.

? Amenities such as Gym, Photocopying centre, Bank branch, purified water dispensers, and many other facilities are provided on campus.

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

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

12

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

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

8

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

14

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

The Bursar of the Parent Trust conducts internal audits and the data is collated in preparation for the statutory audit. Every year, two internal reviews are part of this process in August/September and January/February. The audit examines the revenues generated in terms of fees, grants, donations, and rents from the use of space as against the expenses incurred and the assets purchased or written off. It also ensures the timely preparation of the budgets for the different units and reviews the variances that have occurred during the time of inspection, twice a year.

The college, registered under the Maharashtra Public Trust Act, 1950 conducts a statutory External audit by Chhotalal H. Shah and Company. The bank and fee reconciliation statements and the utilization of grants received are verified. Expenses incurred on infrastructure improvement are verified against quotations invited and resolutions passed. Physical verification of the assets declared is conducted during the audit. The Statutory audit for 2022-2023 was completed by July 2023. We are also subject to annual scrutiny by the IT Department, a statutory GST Audit, and the State Senior Auditor. The audited financial statements are submitted to the JD office and the Accountant General (AG) office, Mumbai.

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

482.23

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

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

The Trust that runs the college has budgetary protocols to meet the various needs of the college. The Governing Bodies of the Trust and the College, the Principal, the Finance Committee, and the Purchase Committee work in tandem to optimally use the resources.

Government Funds: The institution is vigilant in mobilizing funds from various Government schemes and has received Central Government funds such as the U RUSA, DBT Builder.

Non-Government Funds:

The institutional leadership and various stakeholders take initiative to mobilize various resources as and when required for the effective functioning of the College. The college Student Beneficiary and dedicated Scholarship Funds take care of students who have extremely limited financial resources. The Xavier's Resource Centre for the Visually Challenged which is a support service for Divyanjan and is a part of St Xavier's College, Mumbai mobilizes its resources for its diverse activities aimed at promoting the holistic development of differently-abled individuals. These resources are mobilized through project funding (CSR, donors, and trusts) and as donations from individuals and other resources. The college has a "Vision for Staff Development Fund." which helps to pay the staff salaries every month on a fixed date. Donations received under the college endowment fund are utilized to undertake a wide range of activities in college.

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

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

1) Gearing up for National Education Policy (NEP) - The NEP cell was formed in 2022-2023 comprising a Nodal Officer, Principal, Vice Principals, and a few senior faculty members for curating plans and implementing NEP from 2023-2024 onwards. NEP cell after studying the infographics and grasping relevant information decided on a uniform credit framework for college. Orientations, presentations, deliberations, and interactions with faculty members were conducted from time to time. A basket of courses and subject combinations to be offered was thus finalized so that the courses could be designed by departments as per the credit framework. Interactions with other stakeholders' students of senior as well as junior college, parents, and non-teaching staff, were conducted to orient them about NEP.

2) Seed Money for Research: To encourage research among faculty members, seed money was given to faculty members to start working on their research projects after scrutinizing each project proposal. A presentation at a Conference or a publication is expected as an outcome of the research. In 2022-2023, seed money for six research projects (Mathematics-1, Microbiology-2, Zoology-1, Geology-Ancient Indian Culture-1, Life Science-1) involving 10 faculty members as PIs and Co-PIs.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.ac/about-us/policies-procedures

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

Feedback on Teaching:

The Teaching Assessment Questionnaire (TAQ) is a tool used in SXCM to assess the teaching of all courses in the curricula. In 2022-2023 manual offline TAQs were administered for unconfirmed teachers in the odd semester and in the even semester online TAQs were conducted

for the entire faculty. The TAQs were processed, and reports generated which were handed over to Vice- vice-principal academics. Further Vice- Principal shared the TAQ reports with the concerned faculty with suggestions and guidance for improvement.

Feedback on performance:

Internal as well as end-semester assessments are discussed with students who are shown their answer papers along with model answers before the results are declared, ensuring that errors in marking are detected and that the system is transparent.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.ac/igac/naac/#PO-PSO-and-CO

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://naac.xaviers.edu/igac/
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The management of SXCM has always taken initiatives to ensure Gender sensitization and Gender equity on campus. For safety and security, we have CCTV coverage, lady security personnel, a Gender Cell and an Internal Complaints Committee to address gender-based grievances, separate common room and washroom facilities for girl students, with a sanitary napkin vending machine. Lecture series and activities for generating awareness on gender issues among students as well as staff are conducted.

From the academic year, 2022-2023, the Women's Developmental cell was changed to the Gender cell (GDC) after much deliberation, this was to include persons across the gender spectrum. A lecture series on Gender Sensitization was conducted for the teaching staff by Ms. Renuka Mukadam on 29 June 2022. Ms. Mukadam discussed many issues related to gender equality and the composition and role of the internal committee (IC).

International Women's Day was celebrated with a talk on a Healthy lifestyle by Ms. Shambavi Kamat Clinical Nutritionist & Dietician at Bombay Hospital.

Sanitary pads were distributed with a session about periods and awareness about menstrual hygiene on 28 November 2022, a session was organised also on women's health awareness. Gender equity has always been a priority at SXCM.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://xaviers.edu/naac/cycle5/Others/Annual%20Gender%20Action%20Plan_2022-23.pdf

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

C. Any 2 of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

SXC, Mumbai is strongly committed to caring for the environment. Segregation of dry and wet waste facilitates efficient composting and recycling of biodegradable and non-biodegradable waste. Solid waste management is done through a vermin-composting bin to compost leafy material. With packaged products on the rise, tetra-pack recycling was taken up along with RUR. Multi-layered plastic (MLP) waste is collected and handed over to Safai Bank of India which uses MLP in road building material. Recycling of broken glassware, newspapers and waste paper is undertaken.

The Xavier's Environmental Committee (XEC) instituted in November 2019 looks at the challenge of sustainable campus management through an environmental policy document and guidelines to reduce and manage waste and energy usage during campus festivals.

By XEC an e-waste collection drive was organized and collected e-waste was from college to be sent for recycling to e-Incarnation Recycling Pvt Ltd. A Tanzaku activity was organized with waste recycled paper in college. The waste paper generated during festivals was taken to recycling centers thereby ensuring zero waste fests. XEC also conducted a waste segregation awareness drive.

Different departments conducted activities on Environmental awareness and sensitization for sustainable development.

Video Link:

Waste Management at SXC:<https://youtu.be/xTIpqySHhNY>

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geotagged photographs of the facilities	View File
Any other relevant information	View File

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

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **D. Any 1of the above**

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	View File

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

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

C. Any 2 of the above

- 1. Green audit**
- 2. Energy audit**
- 3. Environment audit**
- 4. Clean and green campus recognitions/awards**
- 5. Beyond the campus environmental promotional activities**

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

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing assistance	View File
Any other relevant information	View File

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

SXCM believes in inclusive education focusing on regional, linguistic, secular, and economic inclusion. The student admissions in various streams reflect the intake of students from all over the country, on average 20% of students are from outside the state. The Language Lab helps students from rural and non-English speaking backgrounds to adjust to college life on campus. Socio-economic inclusion is upheld by the Student Beneficiary Fund which offers freeships and scholarships to deserving students from lower-income households to help consolidate their education.

Department of the Inter-Religious Studies. DIRS in its journal Sangam spoke of the theme Ekam of cultural unity and harmony amongst global polarization. DIRS organized a National Conference on 'Being Interconnected' in February 2023. Marathi Vangmay Mandal organised a series of events highlighting rich linguistic culture. On St. Francis Xavier's Feast, a vibrant cultural program was held with the theme 'Indian Tradition: Unity in Diversity' celebrating the richness and unity found within India and its diverse cultural heritage. A tribal mask-making workshop: Mukhota and 'Paint it Red', a workshop on the evolution of tribal laws and displacement of tribals was organized in December 2022.

SXCM has always taken initiatives for an inclusive environment.

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

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

Instilling and inculcating constitutional values amongst students is a primary objective of the teaching fraternity of SXCM. Courses on Values and Human Rights are compulsory for all first and second-year students. This year, 2022-23 various events highlighting the significance of the constitution were held. The institution undertook several activities to sensitize students and employees to their constitutional obligations, rights, values, and duties.

This included the Ambedkar Address 2022, where Prof. Vinay Lal talked about the Constitution's part in activism and non-violence. Furthermore, Advocate Shakeel Hussain introduced the founding of the Indian Constitution and its fundamental principles. Advocate Tanveer Nizam emphasized the practical application of constitutional provisions for justice. Advocate Shailesh Khadare further added to the student's understanding of authoritative and official powers.

To commemorate the National Constitution Day on 26 November 2022, a lecture on 'Constitutional provisions and their significance' was organised.

The book release of Prof. William Coelho's work based on rich historic resources for the foundations of the constitution of India was conducted. BMS students organized an exhibition on the Indian Constitution on Republic Day. Prof. Aakash Singh Rathore highlighted the significance of considering pioneers like Ambedkar for social justice awareness.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

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

A. All of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	View File

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

At SXCM international and national festivals and important days are observed with reverence and by organising events for both staff and students.

Flag hoisting was held on Independence Day and Republic Day, followed by cultural programmes conducted by the student council. To celebrate Azadi ka Amrit Mahotsav various activities were conducted which included the Har Ghar Tiranga Campaign and the Independence Day Donation Drive, where food and essential supplies were distributed to underprivileged children. Beach cleaning activities were also carried out. An exhibition was held on Republic Day.

Marathi Vangmay Mandal and the Language Lab organised events on 1 May Maharashtra Day. On 14 April Dr. B R Ambedkar's Jayanti, his role as the father of our Indian Constitution was remembered. College celebrated National Constitution Day on 26 November, and Kargil Vijay Diwas on 26 July.

National Science Day Talk and Lab Tour between 24 to 28 February and

International Microorganism Day on 17 September.

International Yoga Day was celebrated on 21 June with a yoga session for staff and students. Marathi Vangmay Mandal organized Shiv Swarajya Day Celebrations on 6 June and Marathi Bhasha Gaurav Din on 27 February.

Thus, SXCM commemorated all important national festivals on campus.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Best Practice 1

Honours Certificate Program

Objectives

To challenge student's teaching-learning beyond the syllabus and classroom (HCP)

Context

Under the HCP, courses are created so that students comprehend the subject in dynamic multi and inter-disciplinary ways.

Practice:

HCP follows a "Hub System" (Physical Sciences, Biological Sciences, and Lingua-Humanities and Interdisciplinary).

Evidence of Success:

Its success is in the wide range of activities conducted, continuation and successful completion in 2022-23.

Problems

To maintain regular lecture schedules across several streams and prevent conflicts between Honors lectures, field trips and practicals, students across hubs require careful planning. (

Best Practice 2

Title of the Practice: Malhar Conclave

Objectives

- To create a platform to promote intellectual exchange and collaboration among students and experts.

Context

Malhar is an extra-curricular festival, with the Conclave academic element being added with a forum

Practice:

One entire day of Malhar dedicated to the Conclave which hosts a series of panel discussions, workshops, and interactive sessions by eminent resource persons on topics ranging from technology and sustainability to social justice and entrepreneurship.

Evidence of Success:

The success is evident from the positive feedback and engagement with the topics beyond the Conclave

Problems

The space constraints and potential scheduling difficulty

File Description	Documents
Best practices in the Institutional website	https://xaviers.edu/naac/cycle5/7.2/7.2_Best%20Practices_2022-23.pdf
Any other relevant information	https://sxcbo.wordpress.com/honours-programme/

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

Institutional Distinctiveness

Title: The Blatter Herbarium is an internationally recognized Herbarium for Taxonomic studies and allied branches in Botany.

Objectives

To offer special services in the vascular plants of western India and economically important plants of Maharashtra from the largest botanical collection in western India. (22/20 words)

Context

Rev. Fr. Ethelbert Blatter S. J., the founder and Rev. Fr. Hermenegild Santapau S. J., regarded as pioneers in Indian plant taxonomy, contributed to the establishment and extension of the Blatter Herbarium. (30/30 words)

Practice:

Plants collections ranging from the year 1816 onwards, and over 1,30,000 plant specimens collected from various parts of India are housed in this Herbarium. More than 400 types of plants discovered as new species are maintained in this herbarium. All these form reference materials for research and other studies. (49/50 words)

Evidence of Success:

About 300 scientific articles and a large number of scientific books are some of the contributions of Rev. Fr. E. Blatter and Rev. Fr. H. Santapau. More than 50 people have received their M.Sc. and Ph.D. degrees from this institution. (40/40 words)

Problems

Maintaining proper storage conditions like humidity and light exposure throughout the year is demanding. Specimen preservation supplies, equipment maintenance and facility upkeep are tough. Herbarium collections require sufficient space and physical constraints within the campus make the expansion challenging. (39/40 words)

Thus the Blatter Herbarium is a unique resource of SXCM which is also used by research scholars from Botany departments of various colleges under Mumbai University and other universities.

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

St. Xavier's College, Mumbai, has long been at the forefront of academic excellence, ensuring comprehensive curricula that are dynamic and cater to the evolving demands of local, national, regional, and global development. The Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) are written to reflect this commitment. The POs reflect a holistic development model, preparing students to be adaptable, ethical, and impactful. The PSOs are focused on imparting skills and knowledge in a specific area, resonating with regional requirements and global standards. The COs detail specific competencies that each course aims to develop. An NEP cell was constituted to implement it starting from 2023-24. Multiple brainstorming sessions were held within the college. PO, PSO and CO were drafted to embrace the policy's emphasis on a multidisciplinary approach, skill development, assessment reforms, inclusion, equity, research and innovation. Our curricula are a testament to our dedication towards moulding individuals who are not only well-versed in their disciplines but also conscious of their roles in a larger context, ready to make an impact on various developmental fronts.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://xaviers.ac/igac/naac/#PO-PSO-and-CO

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

20

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

635

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

20

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

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

50

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

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

St. Xavier's College in Mumbai is committed to providing an educational program that promotes academic excellence and extends beyond conventional educational frameworks. This approach encourages students to practice professional integrity, environmental consciousness, and active engagement in fostering social inclusion. The foundational undergraduate course, 'Giving Voice to Values,' helps encourage students to examine their values, navigate ethical dilemmas in decision-making, and gain an appreciation for India's diverse cultural heritage. For example, science students enhance their emotional intelligence through interdisciplinary courses like 'Psychology of Relationships,' which explore the complexities of interpersonal dynamics. A mandatory course in Environmental Studies for all undergraduates promotes awareness and champions sustainable practices. For third-year B.Sc. students, there are Environmental Science courses with an applied focus, highlighting hands-on learning. The college's anti-plagiarism policies maintain academic honesty, employing sophisticated software to review academic work. Our curriculum mirrors our dedication to cultivating a community of skilled and ethical individuals who are deeply empathetic, committed to social equity, and ecological conservation, and responsive to the underserved.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

17

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	No File Uploaded

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

216

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

428

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	No File Uploaded

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

D. Any 1 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://xaviers.ac/igac/naac/naac-cycle-4/stakeholders-feedback#22-23
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	View File

1.4.2 - The feedback system of the Institution comprises the following

C. Feedback collected and analysed

File Description	Documents
Provide URL for stakeholders' feedback report	https://xaviers.ac/igac/naac/naac-cycle-4/stakeholders-feedback#22-23
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

1499

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

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

17

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

St. Xavier's College in Mumbai (SXCM) offers various programs for students with different backgrounds, including undergraduate, postgraduate, and PhD programs. The college aims to meet students' intellectual needs and equip them with effective teaching techniques. To support this, a dedicated language lab is available on campus to assist students, particularly those who are shy, through classroom interactions and observations. The language lab facilitates several activities for students in science writing and Indian and foreign language skills.

The college also offers an Honours certificate program for students who demonstrate academic excellence, defined as achieving 70% or a CGPA of 7. This program is an additional co-curricular activity, allowing eligible students to enroll. More than 30 short-term Honours courses are offered across different departments, each course carries one to three credits, with one credit awarded for every 15 hours of coursework. A total of 696 (FY = 390; SY = 210; TY = 96) students enrolled for the activity during 2022-23. The Honours Certificate was awarded to 77 TY students across all undergraduate programmes. In addition, individual credit cards for all Honors activities were given to the participants.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sxcboim.wordpress.com/honours-programme/

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
31/05/2023	3746	122

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

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

SXCM is dedicated to fostering an enriching teaching-learning process using diverse student-centred approaches such as participatory learning, experiential learning, and problem-solving methodologies. Throughout the 2022-23 academic year, faculty members engaged students through various tools and techniques. These included presentations, video resources, virtual labs, simulation models, online software, animations, exhibitions, expert talks, and databases. Traditional methods like chalk and board, research papers, group work, movies, documentaries on OTT platforms, role plays, case studies, jam boards, and models also made teaching-learning enjoyable. Effective learning strategies such as group discussions, peer learning, participative learning, and problem-solving methods were integrated into the curriculum. Project-based learning, survey-based projects, field projects, MOOCs, debates, assignments, talks, and inquiry-based learning were also used to enhance learning outcomes. These diverse teaching methodologies ensure a comprehensive and engaging educational experience for students.

File Description	Documents
Upload any additional information	View File
Link for additional Information	Nil

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

In the 2022-23 academic year, the commitment to effective teaching methods at SXCM was evident in the fitted approach to diverse learners. Faculty members continuously adapted their instructional methodologies to cater to the needs of students with different learning styles and preferences. Faculty members ensured students had access to a plethora of learning resources through platforms such as Google Classroom, Canvas, Microsoft

Teams, and Moodle. Faculty members also created content through YouTube videos and electronic resources to supplement traditional teaching methods. All the students were encouraged to expand their knowledge through MOOC courses offered by platforms such as Swayam, NPTEL, and PGPathshala. Quality control measures, including originality checker Turnitin software, ensured academic integrity during the corrections of assignments and reports.

SXCM provided a technology-rich learning environment with fully ICT-enabled classrooms, cutting-edge labs with projectors and smart boards, and campus-wide Wi-Fi connectivity. Campus computer centers and departmental computer labs helped supplement classroom learning. Students had access to state-of-the-art computer facilities for research and assignment writing.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://naac.xaviers.edu/photo-gallery/ict-enabled-classrooms-and-seminar-halls/
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

54

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

In the academic year 2022-23, SXCM meticulously planned and documented all academic, co-curricular, and extra-curricular activities in the academic calendar. The College Academic Board, comprising the Principal, Vice Principals, Controller of Examinations, and IQAC Director, prepared the Academic Calendar. Special attention was given to the list of public holidays issued by the Maharashtra state government to incorporate them as non-

working days. The academic calendar was published annually on the college website and handbooks. It provided flexibility in scheduling, adhering to state and local government guidance and communication. The calendar highlighted dates for ongoing internal evaluations and end-semester evaluations. Academic planning allowed students to engage in co-curricular and extra-curricular activities, enhancing their learning experience. To ensure smooth course delivery, staff members from individual departments prepared teaching plans. These plans were submitted to the IQAC coordinator and published on the department notice board, facilitating transparency and accountability in the academic process. This systematic approach ensured that the academic year proceeded smoothly, with all activities aligned with the college's educational objectives.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

115

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

60

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

1462

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

2.5 - Evaluation Process and Reforms

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

35

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

235

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	No File Uploaded

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

In the academic year 2022-23, SXCM implemented the Software as a Service model for the ERP program, PEDegree, to manage all examination-related tasks. PEDegree efficiently handled the tasks from mark entry to generating mark sheets and other reports. The subject-wise reports, including course-wise graphical charts, were prepared for all the courses. Utilizing cloud-based servers, the ERP system ensures easy access to data, facilitating smooth execution of examination tasks and timely release of results. Through PEDegree, students securely access their attendance records and grade reports. Graduated students received a passing certificate and a high-security convocation mark sheet. These mark sheets are printed on non-tearable paper and incorporate several security features, including invisible logos and main signatures visible only under UV light, custom borders, ghost marking, and a unique fluorescent logo that cannot be replicated.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://sxcauto.silvodel.in/login.php

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

SXCM has meticulously developed Programme Outcomes (POs) that align with its mission and the principles of outcome-based education. These comprehensive and easily understandable POs are crafted for various programs, based on the instructional principles of the revised Bloom's Taxonomy. Each department has translated these POs into Programme Specific Outcomes (PSOs) and

Course Outcomes (COs), ensuring a clear path from a broader vision to tangible deliverables. Departmental Boards of Studies (BOS) play a crucial role in this process, convening to discuss and determine these outcomes. Suggestions from both the BOS and departmental staff are incorporated. COs and PSOs are reviewed whenever a syllabus is revised and passed by their BOS. These revisions are then approved at the College Academic Council meeting. This systematic approach ensures that the college educational objectives are effectively translated into specific learning outcomes at both program and course levels, enhancing the quality and relevance of the education provided.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	No File Uploaded
Upload any additional information	View File
Link for additional Information	https://naac.xaviers.edu/po-pso-and-co/

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The COs are specifically designed in alignment with the POs and the pedagogical principles of Bloom's Taxonomy. The college has established systems to assess student learning based on Bloom's Taxonomy. Each semester includes two formative continuous internal assessments (CIA 1 and 2) and a summative End Semester Assessment. Faculty employ a variety of approaches for CIAs, including written exams, quizzes, presentations, assignments, and projects to meet the COs. To ensure fairness, a balanced mix of assessment techniques are used. Assessment grids are employed for grading assignments, presentations, and projects. Pedagogical methods have led to revisions in the marking scheme. Regular feedback from students on course curricula, syllabi, and evaluation procedures is sought. The Board of Studies (BOS) examines evaluation procedures and test questions. Student progress is closely monitored and departments have access to analysis and course adjustments when necessary.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://naac.xaviers.edu/po-pso-and-co/

2.6.3 - Pass Percentage of students**2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution**

989

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://xaviers.edu/naac/cycle5/2/CoE%20report.pdf

2.7 - Student Satisfaction Survey**2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink**[Nil](#)**RESEARCH, INNOVATIONS AND EXTENSION****3.1 - Promotion of Research and Facilities**

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The college has a well-defined policy for seed money for research and research grants Ph.D. programmes in various disciplines namely: Ancient Indian Culture, History, Economics, Botany, Chemistry, Geology, Life Science, Microbiology, and Zoology are recognized by MU. In addition to these departments, there are other research centres on campus such as Blatter Herbarium, Caius Research Laboratory, Heras Institute for History and Culture, and Nadkarny Sacasa Research Laboratory that provide the infrastructure and facilities for research. Faculty members recognized as Ph.D. guides in these subjects encourage student and faculty research activities. The infrastructure/equipment in the departments, as well as centres, get frequently upgraded through various grants from government agencies such as DBT and RUSA. Faculty apply and receive research grants for their projects from government funding agencies like DBT, UGC, and

Mumbai University.

Multidisciplinary research activities are nurtured by encouraging inter-departmental collaboration among faculty members. SXCM has commenced offering seed funding to faculty to enhance their initial research endeavours, paving the way for additional funding from national and international agencies. Papers originating from such work are published in Xavier's Research Journal 'Xplore,' (under UGC-Care). High-quality research undertaken by undergraduate and postgraduate students is also featured in 'Xplore.'

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://xaviers.edu/main/images/college/research-policy.pdf
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

6.0

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	View File
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	View File
Any additional information	View File

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for

advanced studies/research during the year

0

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research**3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)**

351.505

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	View File
Any additional information	View File

3.2.2 - Number of teachers having research projects during the year

8

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://xaviers.edu/naac/cycle5/3.2.1/3_2_1_Proofs_Merged_22_23_.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

15

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

7

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	http://ncw.nic.in/notice/guidelines-grant-financial-assistance-research-study-2022-2023 , https://www.jcb.com/en-in/company/jcb-india-corporate-responsibility/lady-bamford-foundation , https://www.indiascienceandtechnology.gov.in/
Any additional information	View File

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

St. Xavier's College, Mumbai has established internationally well-known centres to efficiently engage and promote research culture among faculty and students which are as follows:

Blatter Herbarium: The herbarium, established in 1906 is internationally recognized for Taxonomic studies and allied branches in Botany.

Caius Research Laboratory: Founded in 1947, the laboratory initiated research work on medicinal plants in India. It facilitates various research projects in Biology, Chemistry, and Geology.

Central Instrumentation Facility: The facility was established in 2006 under the DST-FIST grant houses state-of-the-art equipment used for research in college.

Heras Institute of Indian History and Culture: Founded in 1926, the institute provides support for research in the field of History, Archaeology, and Indian Art and publishes the half-yearly journal Indica.

Nadkarny-Sacasa Research Laboratory: It is one of the oldest research laboratories since 1932. It facilitates research in Organic and Inorganic Chemistry.

The departments of Botany and Microbiology (Palacios Research Laboratory) also have established research laboratories.

New Research Center - established in 2021-22 under the aegis of RUSA. The focus of the research involves rural activities beneficial to farmers.

Entrepreneurship Cell: The E-Cell launched under the aegis of RUSA, works towards fostering the spirit of entrepreneurship and skill development amongst students.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sites.google.com/xaviers.edu/, https://xaviers.ac/resourcescaius/home?authuser=0

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

27

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	View File

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software	B. Any 3 of the above								
<table border="1"> <thead> <tr> <th data-bbox="92 521 547 589">File Description</th> <th data-bbox="547 521 1445 589">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="92 589 547 846">Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check</td> <td data-bbox="547 589 1445 846" style="text-align: center;">View File</td> </tr> <tr> <td data-bbox="92 846 547 913">Any additional information</td> <td data-bbox="547 846 1445 913" style="text-align: center;">View File</td> </tr> </tbody> </table>	File Description	Documents	Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File	Any additional information	View File			
File Description	Documents								
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File								
Any additional information	View File								
3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year									
3.4.2.1 - Number of PhD students registered during the year									
18									
<table border="1"> <thead> <tr> <th data-bbox="92 1182 547 1249">File Description</th> <th data-bbox="547 1182 1445 1249">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="92 1249 547 1361">URL to the research page on HEI website</td> <td data-bbox="547 1249 1445 1361" style="text-align: center;">https://xaviers.ac/about-us/research</td> </tr> <tr> <td data-bbox="92 1361 547 1507">List of PhD scholars and details like name of the guide, title of thesis, and year of registration</td> <td data-bbox="547 1361 1445 1507" style="text-align: center;">View File</td> </tr> <tr> <td data-bbox="92 1507 547 1574">Any additional information</td> <td data-bbox="547 1507 1445 1574" style="text-align: center;">View File</td> </tr> </tbody> </table>	File Description	Documents	URL to the research page on HEI website	https://xaviers.ac/about-us/research	List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File	Any additional information	View File	
File Description	Documents								
URL to the research page on HEI website	https://xaviers.ac/about-us/research								
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File								
Any additional information	View File								
3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year									
25									
<table border="1"> <thead> <tr> <th data-bbox="92 1765 547 1832">File Description</th> <th data-bbox="547 1765 1445 1832">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="92 1832 547 1977">List of research papers by title, author, department, and year of publication</td> <td data-bbox="547 1832 1445 1977" style="text-align: center;">View File</td> </tr> <tr> <td data-bbox="92 1977 547 2045">Any additional information</td> <td data-bbox="547 1977 1445 2045" style="text-align: center;">No File Uploaded</td> </tr> </tbody> </table>	File Description	Documents	List of research papers by title, author, department, and year of publication	View File	Any additional information	No File Uploaded			
File Description	Documents								
List of research papers by title, author, department, and year of publication	View File								
Any additional information	No File Uploaded								

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

19

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.edu/naac/cycle5/3.4.4/3_4_4_Books_proofs_merged.pdf

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed**3.4.5.1 - Total number of Citations in Scopus during the year**

73

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	View File

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University**3.4.6.1 - h-index of Scopus during the year**

3.0

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	No File Uploaded

3.5 - Consultancy**3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)**

16.5861

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	View File
Any additional information	View File

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

The vision of St. Xavier's College, Mumbai (SXCM) is "an academic community dedicated to the holistic education of future leaders who will demonstrate innovation in their professional competencies, integration in their personal lives, and inclusion in their social contribution". We try to provide various support mechanisms to our students to experience and inculcate those values through the following channels:

1. Social Involvement Program (SIP):

<https://xaviers.edu/main/index.php/sip>

<https://xaviers.edu/main/index.php/best-practices>

SIP: Initiated in 1996 to make education more socially relevant. The students are encouraged to learn through direct involvement with our society.

1. Social Service League:

<https://xaviers.edu/main/index.php/social-service-league-ssl>

3. Xavier's Resource Centre for the Visually Challenged (XRCVC):

<http://xrcvc.org>

4. All India Catholic University Federation (AICUF):

<https://xaviers.edu/main/index.php/aicuf>

5. Extension activities organized by Departments through various collaborations enable the students to make a connection with the subject of study and social values.

Through these outreach programmes, SXCM facilitates a platform for our students to learn, experience, and create awareness about their social responsibility so that they can contribute back to society and be responsible citizens.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.edu/main/index.php/sip , https://xaviers.edu/main/index.php/best-practices , https://xaviers.edu/main/index.php/social-service-league-ssl , http://xrcvc.org , https://xaviers.edu/main/index.php/aicuf

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during

the year

0

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	No File Uploaded
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

14

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

1306

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

4

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only

functional MoUs with ongoing activities to be considered)

17

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

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

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

SXCM has a well-maintained, user-friendly, and excellent infrastructure that exceeds statutory requirements for effective teaching and learning.

Classrooms and studios:

Spacious, well-equipped classrooms, conference-seminar rooms, and multimedia facilities feature full ICT integration, including LCD projectors, LAN, Wi-Fi, and audio systems for several activities like classes, seminars, and workshops. Additionally, the facility offers audio and video recording studios, with two new studios inaugurated this academic year.

Science Laboratories:

The laboratories are designed to facilitate experimental learning. For instance, the Blatter Herbarium boasts the largest collection of plants in Western India. The Caius Research Laboratory for Biological Sciences and the Nadkarny-Sacasa Research Laboratory for Physical Sciences also bridge academic research with industry.

New Research Center:

The RUSA-sponsored Research Center for Rural and Agricultural

Studies has been effective since April 2022.

Computer Laboratories:

The fully-furnished computer labs feature LAN, Wi-Fi, high-speed internet, and video conferencing facilities. Fr. Bonnet Lab was inaugurated in June 2023.

Additional Infrastructure:

The college has a library, gymkhana, auditorium, language lab, hostel, canteen, separate common room for girls and boys, staff room, administrative offices, small health center, first aid box, photocopy center, lift, ramp for physically challenged students, UV water purifiers, etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.xaviers.edu/photo-gallery/

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

For academic excellence, the institution also offers extensive facilities for cultural activities, yoga, sports, and games to nurture holistic student development.

Facilities for Cultural Activities:

Fully furnished and well-equipped, the Palacios Hall is a spacious auditorium with a seating capacity of 500 people, available for cultural, co-curricular, and recreational activities. It serves as the main site for events - College Day, Ithaka, and the graduation ceremonies. Additionally, open-air stages in the first and third quadrangles host diverse events, including Jan Fest, the Indian Music Group's flagship event, in the first quadrangle, and poetry readings and street plays in the third quadrangle.

Facilities for Sports and Games:

The college Gymkhana, known as the Fell Gymkhana, offers comprehensive sports facilities, including indoor training, recreation areas and a gymnasium. Moreover, it provides outdoor amenities such as full-size basketball and volleyball courts. In addition, Xavier's Cricket Pitch, located at the North End of Azad Maidan, spans 40 meters by 40 meters.

Facilities for Yoga:

The Palacios Hall and the Fell Gymkhana serve as venues for yoga and fitness sessions at the college. Additionally, the institution actively participates in International Yoga Day celebrations each year.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://xaviers.edu/naac/cycle5/5.3.3/5.3.3%20Sports%20and%20Culture.pdf

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

58

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

246.6

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	View File

4.2 - Library as a Learning Resource

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

The college library integrated with RFID technology complements traditional print resources with state-of-the-art electronic materials. With distinct reference and lending sections, it offers international and national journals, magazines, and newspapers, accompanied by e-journals and e-books accessible via NLIST. Powered by the user-friendly SLIM21 software from Algorithm Pvt. Ltd., the library operates seamlessly, managing its internal functions effortlessly.

Moreover, the library ensures easy access to its resources through an online database accessible via Online Public Access Catalogue terminals within the library and a convenient link on the college website, accessible via QR code. The library has a digital Institutional Repository housing college magazine dating back to 1908, alongside archived syllabi in PDF format.

Digital signage showcases new book covers campus-wide, keeping students engaged, and highlighting the use of technology in promoting library reference materials. Additionally, detailed orientation sessions cater to new users, promoting inclusivity and effective resource navigation.

To promote agricultural research and innovation, the college has launched a Research Centre under the aegis of RUSA in 2022.

Thus, the college library provides a dynamic and enriching academic environment for its community.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.xaviers.edu/photo-gallery/teaching-learning-resources/

**4.2.2 - Institution has access to the following:
e-journals e-ShodhSindhu Shodhganga
Membership e-books Databases Remote
access to e-resources**

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

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

18.7

File Description	Documents
Audited statements of accounts	View File
Any additional information	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

500

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The extensive IT infrastructure includes thirteen fully equipped computer labs across the campus. Among these, the Big Data Analytics Lab started in the academic year 2021-2022, followed by the Fr. Bonnet Lab in 2022-2023, both designed to support teaching, research and innovation initiatives.

Xavier's Resource Centre for the Visually Challenged (XRCVC) is well-equipped with essential tools like screen readers, text-to-speech converters, and Braille machines. Also, Xavier's Language Lab has state-of-the-art language technology that caters to learners to gain proficiency in English, Hindi, French, and Marathi.

In the library, computers are available for student use and managing an Online Public Access Catalog (OPAC). Furthermore, Scan Craft scanners are utilized in the Blatter, Heras, and Library sections to preserve and digitize valuable resources like herbaria, heritage items, and rare books.

IT facilities streamline office operations, admissions processing and transcript generation. Through fiber optics connectivity and on-campus servers, departments collaborate seamlessly. Additionally, CCTV cameras ensure campus security, while digital signage TVs broadcast vital information across.

Since 2010, the college has partnered with Google and Microsoft Teams. Our IT facilities are mainly funded by the Department of Biotechnology (DBT) and the Rashtriya Uchchatar Shiksha Abhiyan (RUSA).

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.edu/main/images/college/it-resource-utilization-policy.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3746	400

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	A. 250 Mbps
---	-------------

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	View File

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing	A. All four of the above
--	--------------------------

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.xaviers.edu/photo-gallery/ict-enabled-classrooms-and-seminar-halls/
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

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

207.9

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

SXCM provides the best infrastructure across all departments and functional areas to meet the educational and operational needs outlined by statutory bodies qualitatively and quantitatively. The Infrastructure Management policy ensures efficient management through meticulous need analysis, adherence to statutory guidelines, and incorporation of technological advancements, including educational technology.

Procurement practices prioritize quality and cost-effectiveness, with timely upgrades and meticulous asset management. Each piece of equipment is assigned an inventory number, and asset records are meticulously maintained. Routine upkeep, including cleaning and preventive maintenance, is conducted to ensure longevity and functionality. Obsolete equipment is promptly identified and decommissioned.

The Administrator's office oversees infrastructure and equipment maintenance, coordinating routine checks and AMC contracts for electrical systems, equipment, water purifiers, and waste management. Support staff ensures cleanliness in laboratories and classrooms.

Various facilities such as the library, computer center, gymnasium, multimedia center, hostel, and wellness center are responsible for their respective operations and maintenance.

To promote sustainability, initiatives such as sustainable power generation, waste management, and rainwater harvesting are undertaken, reflecting a commitment to environmental stewardship.

Committed to excellence, SXCM ensures high-quality infrastructure management, meeting educational needs, ensuring operational efficiency, and promoting sustainability.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://xaviers.edu/naac/cycle5/Others/Audited%20Statement%202022-23.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

41

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

156

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

A. All of the above

File Description	Documents
Link to Institutional website	https://xaviers.edu/naac/cycle5/5.1.3/5.1.3%20Capacity%20Development%20and%20Skill%20Development.pdf
Details of capability development and schemes	View File
Any additional information	No File Uploaded

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

418

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded
Upload any additional information	View File

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

121

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

5.2.2 - Number of outgoing students progressing to higher education

77

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	No File Uploaded

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

19

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

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

10

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The student council of St. Xavier's College (Autonomous) is engaged in numerous activities throughout the year. The General Secretary is the student representative of the CDC and IQAC meeting establishing its importance in decision-making. The Student Council (SUC) members are from different streams and help in several effective drives and events.

The SUC in collaboration with the Student Inclusion Cell organised a special tour for students of SRCC- CASE Special Education Therapy Department and TASC Training and Skills at CASE in September. This activity encouraged students of classes X and XII, with special and differential learning needs, to work hard for admission to Xavier's.

National Girl Child Day was celebrated in January 2023, through an Event titled 'It's a Girl Thing', in collaboration with CRY - a non-governmental organisation, SSL and ECC.

As part of the 74th Republic Day celebrations, the Student Council organised several activities on 26th January 2023, commemorating the momentous occasion of the Indian Constitution. On 27th January, a CPR Workshop was held, in collaboration with the Nursing department of Bombay Hospital.

On 11th March, the SUC in collaboration with the Anti-Narcotics Cell of Mumbai Police helped organise a session dealing with Awareness about Narcotic Drugs.

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

5.3.3 - Number of sports and cultural events / competitions organised by the institution

24

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

The college maintains an active line of communication with alumni through multiple channels, including the Almage platform and a dedicated alumni website- <https://alumni.xaviers.edu/>, ensuring they remain connected and well-informed about important developments. The recently initiated annual alumni dinner on January 14, 2023, garnered enthusiastic participation and appreciation, further solidifying the bonds between the college and its alumni.

In addition to these initiatives, the college releases a newsletter called 'The Xavierite,' featuring three issues per year. This publication serves as a platform to disseminate information on various activities, achievements, and milestones of SXCM, keeping alumni abreast of the latest happenings and accomplishments.

These initiatives emphasise the proactive efforts of the Alumni Association aligning with the vision and mission of SXCM. By

fostering strong connections and engagement with our alumni community, we continue to strengthen the legacy and impact of our college, ensuring sustained growth and excellence in education. This is well-coordinated through the Xaviers Development Program office.

The alumni continue to support the college in various ways through donations for infrastructure development such as learning spaces, state-of-the-art computer labs, etc.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://alumni.xaviers.edu/

5.4.2 - Alumni's financial contribution during the year

A. ? 15 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

St. Xavier's College, Mumbai is dedicated to the holistic education of future leaders who will demonstrate innovation in their professional competencies, integration in their personal lives, and inclusion in their social contribution. The mission of the college is to facilitate training for professional innovation, foster the cultivation of personal integration, and encourage advocating social inclusion. To achieve this, the college offers courses on giving voice to values, human rights, and environmental studies. The Student Beneficiary Fund provides financial support to economically deserving students. The Commerce section (evening shift) provides education to motivated but less privileged individuals of our society. Periodic reviews conducted over the years revealed the following strengths of the college:

Ø Successful engagement of stakeholders (students, faculty, non-

teaching staff, and parents) in bringing to life a clearly articulated vision.

Ø Sensitivity of the Leadership towards others and contributing to a culture of empathy and inclusion.

Ø Conducive environment cultivated for accessibility to management and open communication.

Ø Financial management efforts to ensure that salaries are disbursed on time. Financial assistance given to those in need.

Ø Faculty are empowered through regular training and are granted leave to participate in faculty development programmes.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://xaviers.ac/about-us/vission-mission

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

St. Xavier's College acknowledges that participative management and decentralization of power in everyday activities are important. SXC has over forty two committees to ensure the smooth running of the college. These include areas such as academics/ administration/ cultural development/ social involvement/ inclusion. Each committee is appointed by the Principal, according to the interests and competence of the faculty members. The committees draw on the expertise of the Principal and the Vice-Principal, who themselves function as convenors of statutory committees, academic councils, and governing bodies. The committees help to manage the various centres, associations, academies, programmes, and leagues that are further led by student bodies selected through rigorous interview processes, which increase the outreach of the college through this highly effective model of decentralization. All financial matters are discussed in advance with the Treasurer who is a member of the governing body of the college and the trust. The faculty are rotated between various committees to ensure that there is no stagnation or proprietorship seeping into their attitude. We thus see that there is an interconnection, a semiautonomous

decentralization, and integral participative management in the functioning of the various bodies on campus.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://xaviers.ac/about-us/vission-mission

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

The institution has devised strategic plans to be implemented from July 2020 to June 2025.

3 new courses were started - i) BAF

ii) MA in Economics

iii) Certificate Course - IPR

1. To promote research activities science laboratories - CRL, NSRL, and CIF facilities were upgraded using DBT-Builder, RUSA, and BPCL- CSR funds. Eight students and one faculty member are pursuing PhD in these laboratories. The facilities help in consultancy projects and add-on programs.
2. The college partners with government and NGOs, Indian and foreign educational institutes, and companies. MOUs were signed with 6 educational institutes and 2 industries to promote research, education, and skill development among students and faculty.
3. As part of social outreach - 852 SY students worked in online mode in various NGOs. Around 497 FY students worked for 119 NGOs offline in diverse fields like health, education, etc. SSL conducted rural camps, blood drives, and team-building activities. Student Inclusion Cell helped in digitizing the canteen menu for differently abled students. Xavier's Environmental Committee conducted various awareness programs, e-waste collection drives

workshops, competitions, and webinars.

4. To reconnect with alumni @Home was organized on 27/8/23. An alumni dinner was organized on 14/1/23. Arthur Fernandes, an alumnus donated 70 computers and facilities for the Bonet laboratory.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://xaviers.edu/main/userfiles/media/default/strategic-plans-for-2020-2025.pdf
Upload any additional information	View File

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

The functioning of SXC is based on a hierarchy that is evident in the organogram. At the top is the governing body (GB) of the Trust SXC. The GB of the college reports to the Trust on key issues and forms the link between the Trust, GB, and the college officials. The Principal forms the connecting link between various statutory bodies on campus and the GB of the college. The Treasurer, Registrar, Head of departments, and convenors of key committees directly report to him. However, as decentralization plays a significant part in the operation of the college, SXC appoints 3 Vice Principals (VP) to oversee the daily administrative issues on campus and an Academic VP (usually the IQAC coordinator) to take care of all academic matters. The Registrar is overall in charge of the non-teaching staff. Faculty and non-teaching staff of a department/library and others report to the Head/In-charge. All the Statutory bodies on-campus function as per the norms set down by the UGC / University of Mumbai. The Academic Board, a non-statutory body was constituted to assist the Principal in tackling issues that may come up in the day-to-day operation of the college.

File Description	Documents
Paste link to Organogram on the institution webpage	https://xaviers.ac/about-us/organogram
Upload any additional information	View File
Paste link for additional Information	https://xaviers.ac/about-us/policies-procedures

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The college pays monthly salaries on time to all staff, irrespective of whether the salary grants are released by the government at the scheduled time.

? Interest-free loan advances against salary and festival advances have been extended on request to well over 75% of the non-teaching staff and several teaching staff.

? Special consideration for admission of the children of all staff to the college, via the management quota.

? Reimbursement of 50% of the premium amount paid by any non-teaching staff towards his/her Mediclaim.

? Payment of a lump sum of Rs. 1000/- per child of a non-teaching

staff member (for a maximum of two children) as part of their children's tuition fees.

? Book grant for individual teachers and Non-Teaching staff.

? The College has a Wellness Centre which has qualified counsellors. The Wellness Centre provides a 50% discount to children of the faculty and nonteaching staff for psychometric assessment.

? Amenities such as Gym, Photocopying centre, Bank branch, purified water dispensers, and many other facilities are provided on campus.

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

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

12

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

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

8

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

14

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

The Bursar of the Parent Trust conducts internal audits and the data is collated in preparation for the statutory audit. Every year, two internal reviews are part of this process in August/September and January/February. The audit examines the revenues generated in terms of fees, grants, donations, and rents from the use of space as against the expenses incurred and the assets purchased or written off. It also ensures the timely preparation of the budgets for the different units and reviews the variances that have occurred during the time of inspection, twice a year.

The college, registered under the Maharashtra Public Trust Act, 1950 conducts a statutory External audit by Chhotalal H. Shah and Company. The bank and fee reconciliation statements and the utilization of grants received are verified. Expenses incurred on infrastructure improvement are verified against quotations invited and resolutions passed. Physical verification of the assets declared is conducted during the audit. The Statutory audit for 2022-2023 was completed by July 2023. We are also

subject to annual scrutiny by the IT Department, a statutory GST Audit, and the State Senior Auditor. The audited financial statements are submitted to the JD office and the Accountant General (AG) office, Mumbai.

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

482.23

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

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

The Trust that runs the college has budgetary protocols to meet the various needs of the college. The Governing Bodies of the Trust and the College, the Principal, the Finance Committee, and the Purchase Committee work in tandem to optimally use the resources.

Government Funds: The institution is vigilant in mobilizing funds from various Government schemes and has received Central Government funds such as the U RUSA, DBT Builder.

Non-Government Funds:

The institutional leadership and various stakeholders take initiative to mobilize various resources as and when required for the effective functioning of the College. The college Student Beneficiary and dedicated Scholarship Funds take care of students who have extremely limited financial resources. The Xavier's Resource Centre for the Visually Challenged which is a support

service for Divyanjan and is a part of St Xavier's College, Mumbai mobilizes its resources for its diverse activities aimed at promoting the holistic development of differently-abled individuals. These resources are mobilized through project funding (CSR, donors, and trusts) and as donations from individuals and other resources. The college has a "Vision for Staff Development Fund." which helps to pay the staff salaries every month on a fixed date. Donations received under the college endowment fund are utilized to undertake a wide range of activities in college.

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

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

1) Gearing up for National Education Policy (NEP) - The NEP cell was formed in 2022-2023 comprising a Nodal Officer, Principal, Vice Principals, and a few senior faculty members for curating plans and implementing NEP from 2023-2024 onwards. NEP cell after studying the infographics and grasping relevant information decided on a uniform credit framework for college. Orientations, presentations, deliberations, and interactions with faculty members were conducted from time to time. A basket of courses and subject combinations to be offered was thus finalized so that the courses could be designed by departments as per the credit framework. Interactions with other stakeholders' students of senior as well as junior college, parents, and non-teaching staff, were conducted to orient them about NEP.

2) Seed Money for Research: To encourage research among faculty members, seed money was given to faculty members to start working on their research projects after scrutinizing each project proposal. A presentation at a Conference or a publication is expected as an outcome of the research. In 2022-2023, seed money for six research projects (Mathematics-1, Microbiology-2, Zoology-1, Geology-Ancient Indian Culture-1, Life Science-1)

involving 10 faculty members as PIs and Co-PIs.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.ac/about-us/policies-procedures

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

Feedback on Teaching:

The Teaching Assessment Questionnaire (TAQ) is a tool used in SXCM to assess the teaching of all courses in the curricula. In 2022-2023 manual offline TAQs were administered for unconfirmed teachers in the odd semester and in the even semester online TAQs were conducted for the entire faculty. The TAQs were processed, and reports generated which were handed over to Vice- vice-principal academics. Further Vice- Principal shared the TAQ reports with the concerned faculty with suggestions and guidance for improvement.

Feedback on performance:

Internal as well as end-semester assessments are discussed with students who are shown their answer papers along with model answers before the results are declared, ensuring that errors in marking are detected and that the system is transparent.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://xaviers.ac/igac/naac/#PO-PSO-and-CO

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any

A. Any 4 or all of the above

other quality audit recognized by state, national or international agencies (such as ISO Certification)

File Description	Documents
Paste the web link of annual reports of the Institution	https://naac.xaviers.edu/igac/
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The management of SXCM has always taken initiatives to ensure Gender sensitization and Gender equity on campus. For safety and security, we have CCTV coverage, lady security personnel, a Gender Cell and an Internal Complaints Committee to address gender-based grievances, separate common room and washroom facilities for girl students, with a sanitary napkin vending machine. Lecture series and activities for generating awareness on gender issues among students as well as staff are conducted.

From the academic year, 2022-2023, the Women's Developmental cell was changed to the Gender cell (GDC) after much deliberation, this was to include persons across the gender spectrum. A lecture series on Gender Sensitization was conducted for the teaching staff by Ms. Renuka Mukadam on 29 June 2022. Ms. Mukadam discussed many issues related to gender equality and the composition and role of the internal committee (IC).

International Women's Day was celebrated with a talk on a Healthy lifestyle by Ms. Shambavi Kamat Clinical Nutritionist & Dietician at Bombay Hospital.

Sanitary pads were distributed with a session about periods and awareness about menstrual hygiene on 28 November 2022, a session was organised also on women's health awareness. Gender equity has

always been a priority at SXCM.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://xaviers.edu/naac/cycle5/Others/Annual%20Gender%20Action%20Plan_2022-23.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

C. Any 2 of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

SXC, Mumbai is strongly committed to caring for the environment. Segregation of dry and wet waste facilitates efficient composting and recycling of biodegradable and non-biodegradable waste. Solid waste management is done through a vermin-composting bin to compost leafy material. With packaged products on the rise, tetra-pack recycling was taken up along with RUR. Multi-layered plastic (MLP) waste is collected and handed over to Safai Bank of India which uses MLP in road building material. Recycling of broken glassware, newspapers and waste paper is undertaken.

The Xavier's Environmental Committee (XEC) instituted in November 2019 looks at the challenge of sustainable campus management through an environmental policy document and guidelines to reduce and manage waste and energy usage during campus festivals.

By XEC an e-waste collection drive was organized and collected e-waste was from college to be sent for recycling to e-Incarnation Recycling Pvt Ltd. A Tanzaku activity was organized with waste

recycled paper in college. The waste paper generated during festivals was taken to recycling centers thereby ensuring zero waste feasts. XEC also conducted a waste segregation awareness drive.

Different departments conducted activities on Environmental awareness and sensitization for sustainable development.

Video Link:

Waste Management at SXC:<https://youtu.be/xTlPqySHhNY>

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geotagged photographs of the facilities	View File
Any other relevant information	View File

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

B. Any 3 of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways

D. Any 1 of the above

4. Ban on use of plastic	
5. Landscaping	
File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	View File
7.1.6 - Quality audits on environment and energy undertaken by the institution	
7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:	C. Any 2 of the above
<ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3. Environment audit 4. Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities 	
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File
7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities:	A. Any 4 or all of the above

accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing assistance	View File
Any other relevant information	View File

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

SXCM believes in inclusive education focusing on regional, linguistic, secular, and economic inclusion. The student admissions in various streams reflect the intake of students from all over the country, on average 20% of students are from outside the state. The Language Lab helps students from rural and non-English speaking backgrounds to adjust to college life on campus. Socio-economic inclusion is upheld by the Student Beneficiary Fund which offers freeships and scholarships to deserving students from lower-income households to help consolidate their education.

Department of the Inter-Religious Studies. DIRS in its journal Sangam spoke of the theme Ekam of cultural unity and harmony amongst global polarization. DIRS organized a National Conference on 'Being Interconnected' in February 2023. Marathi Vangmay Mandal organised a series of events highlighting rich linguistic culture. On St. Francis Xavier's Feast, a vibrant cultural program was held with the theme 'Indian Tradition: Unity in Diversity' celebrating the richness and unity found within India and its diverse cultural heritage. A tribal mask-making workshop: Mukhota and 'Paint it Red', a workshop on the evolution of tribal laws and displacement of tribals was organized in December 2022.

SXCM has always taken initiatives for an inclusive environment.

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

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

Instilling and inculcating constitutional values amongst students is a primary objective of the teaching fraternity of SXCM. Courses on Values and Human Rights are compulsory for all first and second-year students. This year, 2022-23 various events highlighting the significance of the constitution were held. The institution undertook several activities to sensitize students and employees to their constitutional obligations, rights, values, and duties.

This included the Ambedkar Address 2022, where Prof. Vinay Lal talked about the Constitution's part in activism and non-violence. Furthermore, Advocate Shakeel Hussain introduced the founding of the Indian Constitution and its fundamental principles. Advocate Tanveer Nizam emphasized the practical application of constitutional provisions for justice. Advocate Shailesh Khadare further added to the student's understanding of authoritative and official powers.

To commemorate the National Constitution Day on 26 November 2022, a lecture on 'Constitutional provisions and their significance' was organised.

The book release of Prof. William Coelho's work based on rich historic resources for the foundations of the constitution of India was conducted. BMS students organized an exhibition on the Indian Constitution on Republic Day. Prof. Aakash Singh Rathore highlighted the significance of considering pioneers like Ambedkar for social justice awareness.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

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

A. All of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	View File

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

At SXCM international and national festivals and important days are observed with reverence and by organising events for both staff and students.

Flag hoisting was held on Independence Day and Republic Day, followed by cultural programmes conducted by the student council. To celebrate Azadi ka Amrit Mahotsav various activities were conducted which included the Har Ghar Tiranga Campaign and the Independence Day Donation Drive, where food and essential supplies were distributed to underprivileged children. Beach

cleaning activities were also carried out. An exhibition was held on Republic Day.

Marathi Vangmay Mandal and the Language Lab organised events on 1 May Maharashtra Day. On 14 April Dr. B R Ambedkar's Jayanti, his role as the father of our Indian Constitution was remembered. College celebrated National Constitution Day on 26 November, and Kargil Vijay Diwas on 26 July.

National Science Day Talk and Lab Tour between 24 to 28 February and International Microorganism Day on 17 September.

International Yoga Day was celebrated on 21 June with a yoga session for staff and students. Marathi Vangmay Mandal organized Shiv Swarajya Day Celebrations on 6 June and Marathi Bhasha Gaurav Din on 27 February.

Thus, SXCM commemorated all important national festivals on campus.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Best Practice 1

Honours Certificate Program

Objectives

To challenge student's teaching-learning beyond the syllabus and classroom (HCP)

Context

Under the HCP, courses are created so that students comprehend the subject in dynamic multi and inter-disciplinary ways.

Practice:

HCP follows a "Hub System" (Physical Sciences, Biological Sciences, and Lingua-Humanities and Interdisciplinary).

Evidence of Success:

Its success is in the wide range of activities conducted, continuation and successful completion in 2022-23.

Problems

To maintain regular lecture schedules across several streams and prevent conflicts between Honors lectures, field trips and practicals, students across hubs require careful planning. (

Best Practice 2

Title of the Practice: Malhar Conclave

Objectives

- To create a platform to promote intellectual exchange and collaboration among students and experts.

Context

Malhar is an extra-curricular festival, with the Conclave academic element being added with a forum

Practice:

One entire day of Malhar dedicated to the Conclave which hosts a series of panel discussions, workshops, and interactive sessions by eminent resource persons on topics ranging from technology and sustainability to social justice and entrepreneurship.

Evidence of Success:

The success is evident from the positive feedback and engagement with the topics beyond the Conclave

Problems

The space constraints and potential scheduling difficulty

File Description	Documents
Best practices in the Institutional website	https://xaviers.edu/naac/cycle5/7.2/7.2_Best%20Practices_2022-23.pdf
Any other relevant information	https://sxcboim.wordpress.com/honours-programme/

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

Institutional Distinctiveness

Title: The Blatter Herbarium is an internationally recognized Herbarium for Taxonomic studies and allied branches in Botany.

Objectives

To offer special services in the vascular plants of western India and economically important plants of Maharashtra from the largest botanical collection in western India. (22/20 words)

Context

Rev. Fr. Ethelbert Blatter S. J., the founder and Rev. Fr. Hermenegild Santapau S. J., regarded as pioneers in Indian plant taxonomy, contributed to the establishment and extension of the Blatter Herbarium. (30/30 words)

Practice:

Plants collections ranging from the year 1816 onwards, and over 1,30,000 plant specimens collected from various parts of India are housed in this Herbarium. More than 400 types of plants discovered as new species are maintained in this herbarium. All these form reference materials for research and other studies. (49/50 words)

Evidence of Success:

About 300 scientific articles and a large number of scientific books are some of the contributions of Rev. Fr. E. Blatter and Rev. Fr. H. Santapau. More than 50 people have received their M.Sc. and Ph.D. degrees from this institution.(40/40 words)

Problems

Maintaining proper storage conditions like humidity and light exposure throughout the year is demanding. Specimen preservation supplies, equipment maintenance and facility upkeep are tough. Herbarium collections require sufficient space and physical constraints within the campus make the expansion challenging. (39/40 words)

Thus the Blatter Herbarium is a unique resource of SXCM which is also used by research scholars from Botany departments of various colleges under Mumbai University and other universities.

File Description	Documents
Appropriate link in the institutional website	https://xaviers.edu/naac/cycle5/7.3.1/7.3.1_Institutional%20Distinctiveness_2022-23.pdf
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

Effectively align SXCM academic programmes with the principles and objectives of the NEP, ensuring quality and continuous improvement through the NEP cell and IQAC framework. Develop key performance indicators and metrics to monitor progress towards NEP implementation goals and IQAC objectives.

To achieve this the plan of action would be to:

Conduct a comprehensive review of existing curricula across disciplines and integrate interdisciplinary components into existing programs to promote holistic learning.

Develop new UG and PG courses or modify existing ones to align with the framework outlined in the NEP. Incorporate elements of vocational training, skill development and internships into the curriculum to enhance students' employability and

entrepreneurship skills.

Organize faculty/student/non-teaching staff/parent orientation sessions to familiarize them with the principles and objectives of the NEP. Encourage faculty to revise course materials and incorporate technology-enabled learning tools. Enhance mentoring students in their academic and personal development.

Invest in infrastructure and digital resources to support online and blended learning models. Introduce new Ph.D. programmes and collaborate with other educational institutions, industry partners, and government agencies to implement innovative educational initiatives such as internships and on-the-job training.

Conduct academic and administrative audits to assess the effectiveness of teaching-learning processes, infrastructure, and administrative systems.