

**JSS COLLEGE FOR WOMEN**  
**AN AUTONOMOUS COLLEGE AFFILIATED TO UNIVERSITY OF MYSORE**  
**SARASWATHIPURAM, MYSURU-570009**

**REPORT OF THE IQAC EXTERNAL PEER REVIEW TEAM**  
**ON THE PERFORMANCE OF THE COLLEGE**

**FOR THE ACADEMIC YEAR: 2024-25**

**Date of Review**  
**30 DECEMBER 2025**

## **Prelude**

Guided by the NEP 2020, UGC has been promoting autonomy to the colleges in order to enhance academic innovation and quality of education. Pursuant to the University Grants Commission (Conferment of Autonomous Status upon Colleges and Measures for Maintenance of Standards in Autonomous Colleges) Regulations, 2023, the number of autonomous colleges has increased manifold. However, it has been observed that a certain level of monitoring and handholding by UGC may be required to maintain quality of education, accountability and good governance and to ensure compliance with the UGC Regulations, 2023.

Therefore, by scrupulously following the provisions of the Regulations, 2023 mentioned under Regulation 9 under the heading - Monitoring of Autonomous Colleges, Evaluation of the performance of JSS College for Women for the year 2024-25 has been undertaken.

## **Profile of JSS College for Women**

Sri Sutturu Math, with a legacy spanning over a millennium, is dedicated to promoting social and economic justice through spiritual principles. Over its extensive history, it has served humanity through a lineage of Pontiffs, benefiting over 100000 students and nearly three lakh patients are treated in the hospitals and clinics run by the Math every year. Spearheading its educational endeavors is Jagadguru Sri Shivarathreeswara Mahavidyapeetha (JSSMVP), established in 1954, which operates more than 300 institutions worldwide, including Schools, Colleges, Hospitals and Research centres.

With the Vision of empowering women through Academic Excellence, our college was established in the year 1970 and also got admitted to Grant-in-aid in 1970-71. Sponsored and nurtured by JSS Mahavidyapeetha, the college has been imparting quality education to all sections of society, especially the weaker and the deprived.

The college has excellent infrastructural facilities like well-equipped laboratories, spacious and well lit classrooms, multimedia facilities and library with good collection of books and journals.

Uniquely designed building and landscaped surroundings give the college a pleasing ambience, conducive to learning. The college has an extremely vibrant academic atmosphere

ably supported by extracurricular and extension activities. A team of committed faculty enthusiastic to help students in all their academic endeavors is the highlight of the college.

The college is recognized by UGC under section 2(f) & 12B - 1987. The college got the Conferment of Permanent Affiliation in 1995. The college aims to inculcate a pluralistic Egalitarian, and cosmopolitan outlook among the students and provide various forums to tap the talent of its students. In recognition of the quality of education being disseminated by the institution, the NAAC has Reaccredited the college, at 'A' grade with CGPA of 3.07 in 2022. The college was rewarded with autonomous status evolve and execute progressive pedagogy, both at undergraduate and postgraduate levels in the year 2005.

The college is one of the few institutions in Karnataka to be declared an empanelled institution by Ministry of Skill Development and Entrepreneurship, Govt, of India. The college has also been accorded "**Mentor**" college status under UGC-PARAMARSH scheme to guide the NAAC Accreditation aspiring colleges.

College offers a diverse range of programmes, including 25 undergraduate, 03 postgraduate, 03 Ph.D and 87 Value Added Programmes in various disciplines. With a faculty strength of 123, including 23 doctoral degree holders, and supported by 42 non-teaching staff, the college caters to a student strength of 1820, comprising 1673 in Bachelor's and 147 in Master's levels of studies. There are 22 doctoral scholars in the college. The college campus encompasses well-furnished facilities across 7.78 acres, including 35 classrooms, 22 laboratories, Auditorium with AV facilities, Indoor Stadium, AV room, Board Room Televisions and editing software. Library with 44923 text books in 29810 titles, and access to 135 e-journals through INFLIBNET facility. Women Hostel in the campus can accommodate 600 students. The college provides an extensive range of courses, including career-oriented programmes and value-added courses, while actively engaging in research and publishing endeavors, with notable contributions to academic literature and participation in scholarly events.

The college has effectively implemented the NEP, as per Govt. instruction from the Academic year 2020-21. In its pursuit of excellence in education, the college attracts students from across the country.

The college not only aims at imparting education but also assists the students in shaping their future. The Placement Cell is functioning effectively to enable the students to secure lucrative jobs. Many companies of national and international reputation visit the campus regularly to recruit the prospective employees. Thus, the college plays a pro-active role in nurturing students to grow into independent, intelligent, cultured, respectable and responsible citizens of the society.

The management has started a Coaching Center exclusive for Competitive Examinations like IAS & KAS in the campus. Students who wish to pursue their careers in administration can enroll and get the required coaching at the center. The Coaching center would also be used to provide coaching for Clerical and Probationary Examinations of Banking Sectors. The college has also started coaching center for CA aspirant students of the college.

In addition, the college received the award of ISO 9001:2015 Quality Management System for providing education service from BRIT Qualis Certification (UK) Limited.

The college received **Certificate of Appreciation** from Mahatma Gandhi National Council of Rural Education, Hyderabad on 30<sup>th</sup> November 2021 for having ‘conducted and coordinated the Swachhta Action Plan Activities 2021-22’ on the institution campus.

Though the college is an Autonomous institution since 2005, we bring to your notice that there is no difference between an Autonomous College and a Non-Autonomous College when it comes to recognizing the Degree of the students. In fact, the students of Autonomous College enjoy better academic exposure because of the vibrancy in the syllabi. The records show that more number of students from our college join PG Centers in University of Mysore and elsewhere and achieved better academic credentials, which is a feather in our cap.

### **Vision**

To institutionalize a culture of quality, academic freedom, and accountability by continuously enhancing curricular design, teaching–learning processes, evaluation systems and governance in accordance with UGC Autonomous College Regulations

### **Mission**

- To develop and sustain a quality assurance system that enhances academic standards teaching–learning processes, research, innovation, and extension activities.

- To facilitate institutional autonomy with accountability through systematic planning monitoring and evaluation.
- To encourage participative governance involving faculty, students, alumni, industry, and other stakeholders.
- To ensure continuous improvement through feedback mechanisms, best practices, and quality benchmarks aligned with national and international standards.
- To support outcome-based education, curriculum design, and academic flexibility in accordance with autonomous status.
- To prepare the institution for Accreditation, Ranking and Quality audits by internal and external agencies such as NAAC, NIRF, and UGC.

### **About IQAC of the College**

The college established the Internal Quality Assurance Cell (IQAC) in 2005, adhering to the guidelines of the UGC and NAAC. The IQAC is reconstituted every two to three years to provide opportunities for diverse individuals to contribute, fostering a broader scope for continuous quality enhancement.

The Principal serves as the Ex-Officio Chairman of the IQAC, which comprises representatives from Management, Administrative staff, Industries, Alumni, The Local Society, Senior Teachers, student representatives and external academic experts. A senior teacher coordinates IQAC activities as the Member Secretary.

The IQAC plays a proactive role in institutionalizing and internalizing quality initiatives. It collects feedback from stakeholders, carries out a comprehensive analysis, and implements necessary actions to improve academic and administrative quality effectively. The IQAC is catering to enrich the college in terms of quality through the review of curricular, co-curricular and extra-curricular activities and outcomes of implemented initiatives.

In accordance with its priority of initiating and improving research orientation among faculty and students, the IQAC takes the lead in collecting feedback from the stake holders in order to upgrade and fine-tune the academic activities of the institution.

Performance appraisal system of the academic activities includes the following mechanisms:

- Student feedback
- Employer feedback

- Parents and Alumni feedback
- Self-appraisal report
- Exit analysis

Feedback on syllabi, performance of teachers and facilities at the college are taken from Stake holders regularly at crucial times. The feedback is systematically analyzed and discussed at length in order to plug the loopholes. Exit analysis report by the outgoing students help to review and fine-tune the syllabi for contemporary needs. Webinars, special lectures, workshops, awareness programmes and most prominently on-line classes were conducted efficiently.

### **Objectives of the review**

- **To ensure compliance with UGC Regulations, 2023:** Verify the adherence to the University Grants Commission's guidelines for autonomous colleges, focusing on academic innovation, quality assurance, and governance practices.
- **To evaluate academic and administrative excellence:** Examine the institution's academic performance, innovation in curriculum delivery, faculty development, student outcomes, and administrative efficiency.
- **To assess quality assurance mechanisms:** Evaluate the effectiveness of the college's internal quality assurance processes and their role in maintaining and enhancing educational standards.
- **To promote accountability and continuous improvement:** Provide constructive feedback for enhancing educational quality, accountability, and institutional transparency, ensuring alignment with national standards and benchmarks.

### External Peer Review Team

The following Peer Team of academic experts has been constituted by IQAC for evaluating the progress of the activities of the college in the year 2024-25.

Sl No	Name and address
1	<b>Dr. M. Nanjaiah Honganur</b> Professor of Folklore Kuvempu Institute of Kannada Studies DoS in Folklore, University of Mysore Mysuru
2	<b>Dr. K. N. Amruthesh</b> Professor and IQAC Coordinator DoS in Botany University of Mysore Mysuru

### I. Data of the Institution:

1.	Institute Name and Address		JSS College for Women (Autonomous) 4th Main Road, Saraswathipuram, Mysuru, Karnataka 570009,
2.	Name of the Principal		Dr. Rechanna
3.	Contact details		Ph: 0821-2548239, 2548383 FAX: 0821-2548240 Mobile No.: 9480057463 E-mail: <a href="mailto:jsscw.principal@gmail.com">jsscw.principal@gmail.com</a>
4.	a.	Year in which the College was started	1970
	b.	Date/Year when the College was declared under section2(f) and 12 (B) of UGC Act1956	1987
5.	Year of obtaining Autonomy		2005
6.	Year in which IQAC was established		2004
7.	Name of the IQAC Coordinator		Sri Pradeep H G
8.	Contact details of IQAC		Mobile No.: 9900666618 e-mail ID: <a href="mailto:iqacjsscw1970@gmail.com">iqacjsscw1970@gmail.com</a>
9.	Web-link of the AQAR: (Previous Academic Year)		<a href="http://www.jsscw.in">www.jsscw.in</a>
10.	Type of College		General Education
11.	No. of Teachers in the college		Full Time Teachers: 123
12.	No. of supporting staff in the college		42
13.	No. of technical staff in the college		02

14.	No. of students in UG programmes	1673
15.	No. of students in PG programmes	147
16	No. of Research Scholars	22

## II. Infrastructure

1.	Total land available (in acres)	7.78Acres
2.	Whether land is registered in the name of the College?	Yes
3.	Class Rooms (No. of class rooms and covered area in sq.m.)	45 Rooms with ICT Facility 49685sq.m
4.	No. of Laboratories	22
5.	No. of Staff Rooms	21
6.	AV Rooms	Auditorium: 02 Seminar Hall: 01 Board Room: 01 AV Room - 02
7.	Central Library (i) Total Area (ii) Whether reading room available? (iii) Details about books, titles, Journals (National/International), CDs, e-resources, e-journals, Theses, etc.)	2499.69 Sq.m Yes No. of Books: 44923 Titles: 29810 e-Books: 199500 (through NLIST) Journals: 135 e-journals: 6000(through NLIST) AV Materials: 530 General Magazines: 62 Books for competitive examinations: 3415 Bound volumes of Journals: 3710
8.	Departmental Libraries	Available in all department
9.	Hostels (No. of rooms with students accommodated)	<b>Women Hostel:</b> No. of Rooms Available: 384 No. of Students accommodated: 600
10.	Information about (i) Administrative Block (ii) Principal Office (iii) Staff Room (iv) Common Room (v) Canteen (vi) Auditorium (vii) Internet facilities	Available: 1200 Sq.m. Available: 423 Sq.m. Nos.: 21 Available (01): 1000 Sqft Available: 1200 Sq.m Available: (60 ft x 120 ft) Available: 110 Mbps, Wi-fi with Fire wall. Health Counselling centre in the College

	<p>(viii) Medical facilities</p> <p>(ix) Other</p>	<p>available; Further medical treatment: 1800 Bed multi-speciality hospital at 3 km from the college.</p> <p>1) Rain Water Harvesting 2) Garden 3) Power generator with 290kVA and UPS system of 55kVA 4) ICT with LAN facility 5) Video and Audio centre for e-Content Development and editing software</p>
11.	Sports Facilities in the College Campus(indoor/outdoor), Playgrounds, Fitness equipment, sports coaches, etc.	<p>Sports facilities - Spacious playgrounds</p> <ul style="list-style-type: none"> <li>• Indoor Sports Facility: 120 ft x 62 ft x 25 ft</li> <li>• Indoor games facility &amp; sports room- Chess, Carrom &amp; Table Tennis</li> <li>Outdoor - Concrete with Acrylic Boards, Volley ball &amp; Throw Ball Courts (14.30 x20.90) Meters (approximate) ground is being used for track, Football &amp; Cricket practice, Out Door Shuttle Court</li> </ul> <p>One Physical Education Director Serving in the college</p>
12.	Total Buildings (covered area in sq. Ft.)	7.31 acre
13.	Whether College website is available and updated regularly?	<p>Yes</p> <p><a href="http://www.jsscw.in">http://www.jsscw.in</a></p>

#### Accreditations Details

Cycle	Grade	CGPA	Year of Accreditation
1	B++	2.78	2003
2	A	3.10	2010
3	A+	3.51	2016
4	A	3.07	2022

### **III. Criterion-wise report**

#### **1. Curricular aspects**

The college offers 31 Programs (UG -25, PG-03, Ph.D-03) and 87 – Value Added Programs (VAP). Programs are relevant to regional, national and global development. Curriculum review and development is done regularly to keep in pace with developments in respective fields to meet the requirements of academia, industry / profession and society. Every department has Academic plan and teachers have lesson plans. Each Programme and Course has a well –defined objective which is reflected in the POs and PSOs and COs which in turn is reflected in the syllabus. The POs, PSOs and COs are analysed by each Board of Studies (BOS) and the outcomes achieved prompt us to effect the necessary change in strategies in successive years. The college has diverse range of Course Options catering to heterogeneous range of learners in terms of Core Options, Elective Options and Add-on Courses, self - finance and Aided Courses both at UG & PG levels. In tune with its Mission of sensitizing students to our rich cultural milieu, the college offers a paper on Bharathiya Samskruti – the attempt to create awareness on our cultural ethos is highly appreciated by stake holders.

The college is playing the catalyst role in the social development of student community by entwining crosscutting issues in all activities. The primary focus is on development of professional ethics, gender sensitization, inculcating human values and ensuring sustainability of environment. The Boards of Studies integrate these crosscutting issues in the curricula. The important Courses/ Topics on crosscutting issues: Principles of management, Marketing management, Auditing, Business Law, Corporate Law, Income Tax, GST, Corporate Governance, Women Entrepreneurship development, Corporate Accounting, Econometrics, Kautilya's Arthashastra, Big data Analytics, Women Studies, Bharathiya Samskruthi, Indian Constitution, Environmental Studies, Women Health and Hygiene, Yoga, History of India, Communication English, Urban Sociology, E-Commerce, Corporate Culture and Practices, International Business relation, Execute Communication and Personality Development, Software Engineering, Data Base Management System, Good Governance and E-Governance, Public Finance, Industrial Chemistry, International Relation, Physical Geography and Human Geography, Population Studies in India, Media and Cyber Law, Media Laws and Ethics, Reporting and Editing, Photo Journalism, Project work, Skill Development activities, Poems and texts highlighting human values. Other practices that

inculcate human values, Professional ethics and address gender issues are- NSS, NCC, Youth Red Cross, Nature club, Cultural and sports activities. Inculcation of waste management habit has created eco consciousness.

## **2. Teaching, learning and evaluation:**

Orientation Program organized for acclimatizing students to the new environs and assessing their comprehension levels and language skills. The sieving process is undertaken through different steps. This enables identifying and categorizing the learners. While advanced learners are engaged through challenging academic assignments, project works, event management assignments, peer counselling and peer tutoring, the mediocre are balanced with equilibrium academic inputs and the slow learners are given more attention by class mentors through counselling, peer tutoring processes. Contacting parents, sending SMS-letters to their notice the performance of their wards at college help students traverse on the right path. Such student-friendly measures have built a good bond between teachers and students. In addition to Special Support Program (SSP), Remedial classes & Bridge Course are scheduled before and after regular classes. Bridge and enrichment programmes are offered by all departments to close competency gaps and pull those in the margins to the centre of academic activity. Involvement of slow learners in the main stream activities like class room debates, role play, group seminars, sports, NSS, NCC and Red Cross activities enhance their confidence. Thus, leading to their good performance in academics.

The college has created ecosystem for learning, it follows the student centric methods to enhance students' involvement as a part of participative, experiential learning and problem-solving methodology.

Project work, Internship, Study tour, Industry visits are part of studies. All departments organize special lecture by experts from industry and academics to supplement the teaching process and provide experiential learning.

Teachers adopt role play method especially in Languages in UG programs to supplement teaching by way of participative learning. NSS and YRC inculcate social responsibility through social activities like sapling plantation, cleanliness and awareness rallies to help the students to learn art of civility in a team for social and community wellbeing. Competitions are organized in the college, where students are exposed to contemporary challenges. Seminars, assignments, experiments are conducted under the guidance of faculty.

The case study method is adopted to make students to have logical analytical thinking which helps the students to develop problem solving ability. Teachers expose the student's arena of analysis and reasoning by conducting group discussion and quizzes, it makes the students to think broadly and participate with their unique opinions & suggestions. Few departments of the college involved in research activities.

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

Teachers are proficient in handling the computers and indulge in ICT enabled teaching with utmost ease. The smart classes enable the teachers in effective imparting of knowledge using power point presentation, including video graphs. The useful online resources available in websites are downloaded and distributed among the students through class representatives. Further the Inflibnet services enable browsing N-list that contain thousands of online journals and edited volumes. The web OPAC enables ascertainment books availability in the library racks. The campus is made Wi-Fi enabled with the speed of 100mbps. Teachers are used to engage the live classes browsing online resources instantly and advanced learners follow the suit in their seminar assignment and peer-teaching. Texts and notes, recorded in electronic gadgets including pen drives, are circulated among the students. Post-Covid pandemic scenario has metamorphosed into the ICT era. The college could gear up ICT infrastructure and deliver the required support. The online platforms such as Google meet, Zoom, Web-Ex, Microsoft Team, Impartus, Google class room are used for conducting online classes. Online tests, Quizzes, webinars, web-based workshops and web-based meetings were common during the pandemic period.

### **3. Research, Innovations and Extension.**

The Research Facilities of the institute are frequently updated and there is well defined policy for promotion of research which is updated and uploaded to the institutional website and being implemented. This is reflected in the number of publications in national and international journals, projects undertaken, research workshops and seminars organized by different departments. A high-power research monitoring committee, under the chairmanship of the principal, is constituted for supervising the quality of the research articles, submitted for publication. The college promotes research activities by providing financial assistance to

the faculties who wish to present and publish research articles. In order to facilitate research activities, the college has a separate Research Centre with internet facility and cubicles.

The institution has created an ecosystem that promotes innovative thinking among the students and faculty. This eco system is comprised of a symbiotic relationship between various stakeholders of the college: industry, academia, and the society. The institution provides a platform for students to learn from the textbook and classroom lectures besides interaction with industry experts, experts from professional bodies, academic scholars, social thinkers and activists.

### **Entrepreneurial Enterprise and Industry Interface**

The College has:

- Innovation and Entrepreneurship Development Cell.
- Industry Institute Interaction/Placement Cell.

The institution has created an ecosystem to support young entrepreneurs, with an Entrepreneurship Cell. The cell works in unison with the placement cell in identifying students to inculcate industrious and entrepreneurship skills among students.

### **Creation and Transfer of Knowledge – Research Initiatives**

The college promotes development of new knowledge towards research in the field of Arts, Commerce, Business Administration and Science among staff and students. The new knowledge, is disseminated by way of publishing research papers Research Backed Intervention. The research, backed with concrete data and practical suggestions, is expected to help students, faculties and other stakeholders.

### **4. Infrastructure and learning resources.**

Browsing center has 110 MBPS high speed internet connection. College has 35 classrooms of LCD facilities. The college has Auditorium and Amphitheatre. The college has provided multi gym and indoor facility. A Generator with 50 KV capacities is installed. UPS system is in place. The college installed 150KV solar panel to tap solar energy.

The library has a spacious library with reading room facility. Library is well stacked with 44923 volumes of books and 29700 titles. The library is fully automated with NEWGENLIB ILMS. The library has INFLIBNET.

Prominent student - friendly initiatives by the library includes:

- In order to use the digital collections (CD/DVD) optimally, State-of-the-art Tech-focus Digital Library system has been purchased from Focus Info Tech.
- Using Web based automation Software namely NewGenlib.
- Book transactions are bar coded.
- OPAC facility is provided through this software.
- The routine activities like acquisition, searching, binding, report generation, membership are made through software.
- The maintenance of software is through AMC by Verus solutions Hyderabad through remote access.

The college envisages proper utilization of physical infrastructure.

- The college with G+2 building with 9950.85 Sq. mt and women's hostel building with 1233 Sq. mts built - up area. Building maintenance is done by resident engineer through JSSMVP.
- There are 35 class rooms including 02 AV Rooms, 05 Smart Classes, 22 Laboratories, Auditorium, Amphitheatre, Library, Sports room, Indoor-stadium, Canteen, Gym, browsing centre, Placement cell, Counselling cell, Seminar Hall, Museum, Art Gallery, Media Centre, NSS and NCC unit, Students' common room and Furniture, other equipments are provided adequately and maintained by the office.
- Lush green lawns with Ornamental, Arborescent, Medicinal plants and Fruit bearing trees maintained by the Horticulture division of JSSMVP.
- Usage of auditorium - functions, yoga classes, meetings, Special Lectures, Seminars, Workshops and conferences.
- Lift and Equipment maintained through AMC.
- Computers and peripherals maintained by department and outside specialists.
- College canteen is providing hygienic food at reasonable price.

- Parking lot facility.
- Power backup through UPS, Diesel generator, solar power harnessing through roof top panels.
- The college has mechanism to manage solid waste and other waste.
- Potable water supply to students and staff.

The college provides adequate support and facilities for sports and culture. Co-curricular activities play a vital role in the life of students. Extracurricular activities increase opportunities for social interaction and build social connections and self-esteem. As most of these activities are group-oriented which involve students from different niches, it gives them a chance to know more about people of different geographical area and cultures, thus helping in development of interpersonal skills. While pursuing these activities in college along with education, students learn rules, time and resource management skills to name a few. These academically and otherwise talented students have a multifaceted and well-groomed personality, which help them face the world in a better manner. The college uses the sports facilities of University of Mysore which are situated close by.

An Indoor shuttle badminton facility is provided. A Multi –gym unit is installed. Indoor auditorium, with a floor area of 430sqmts accommodating 470 members. The Auditorium is used for conducting cultural activities of the students. Amphitheatre, in the first quadrangle is used for mass prayers and other assemblies. Art gallery and media centres provide much impetus for creative activities. Audio Visual room, with a seating capacity of 70 is significantly used for screening special documentaries.

## **5. Student support and progression.**

The college had established robust support systems to ensure student satisfaction and academic success. Students benefited from various scholarships provided by different departments of the Government of Karnataka. Many students have been encouraged to avail other scholarships from Central Government too. Additionally, the college had offered financial assistance to both economically disadvantaged and meritorious students. The CET Cell played a pivotal role in guiding students to crack competitive examinations.

To enhance employability, the college had conducted skill development programs, including soft skills, language and communication skills, life skills, and technology awareness, ensuring students were equipped for the job market.

The college also has an efficient Grievance Redressal Cell to address concerns and an Anti-Ragging Committee that implemented measures to prevent ragging both on and off-campus. No cases related to sexual harassment, ragging, or any other such grievance reported, as per the records shown by the college.

The Placement Cell actively supported students in securing employment through recruitment drives with popular companies and organizations.

The Cultural, Literary and Sports Forum (Students' Council), is given much prominence with equitable accommodation. Due representation is given to all Streams so that no voice goes unrepresented. Each class elects its own representative, through democratic process. These representatives elect the Secretaries for Arts, Commerce and Science streams. In addition, the Forum will have a sports Secretary, nominated by the principal based on the recommendations of Physical Education Director. The Principal is the President of the Students' Forum. Normally, students are left to work free so that they get adequate exposure in planning, organizing, managing and execution of activities. Every important committee working in the campus has student representation and the highest planning body, the IQAC too has a voice in the form of student representative, so that the college does not miss the primary stakeholder in the decision-making process. The office bearers of the Students' Forum are consulted before the academic calendar is revised. The office bearers take part in the core committee meetings of the IQAC. Students' Forum representatives are members of Anti-ragging committee, students' welfare committee and various clubs in all departments. Students' Forum, under collective guidance of faculty, organizes all cultural programs and events.

The alumni association meets periodically to discuss the ways and means to improve the academic environment of the college. Alumni of the college have contributed significantly both financially and non-financially, over the years, in the growth and development of the college. The Alumni meetings are beneficial to the institution as the feedback, suggestions and directions they give help us frame policies to better the quality of our endeavors. Further, departments in the college have alumni as members of the Board of Studies. The alumni, with recent updates of knowledge share their experiences and suggest inclusion of new areas of study which could benefit the present incumbents. The potable water facilities are provided by the contributions of the Alumnae. A few alumnae holding influential posts would like to visit the college for campus selection. Even after leaving the college the recruited alumnae

continue to maintain emotional relation with their alma mater. All the departments have updated records of the final year students. Annual alumni meeting brings a rich interaction between old and younger generations, which in turn upholds the institutions' cherished values and traditions.

## **6. Governance, Leadership and Management**

The governance of the institution is carried out with the support of following bodies:

**Governing Body:** Governing Body liaisons Management and Institution. His Holiness Jagadguru Sri Shivarathri Deshikendra Mahaswamiji is the President of the GB. It includes Management Nominees. UGC, Affiliating University and State Government nominees, Academicians and Entrepreneurs.

**Academic Council:** Academic Council consists of the Principal as the Chairperson, Experts nominated by Governing Body, three nominees from affiliating University and four teacher nominees and all the Heads of the Departments. It oversees academic matters.

**Planning Committee:** This committee frames the policies and practices of the College, which includes academic, administrative, planning and implementation.

**Finance Committee:** Finance Committee prepares the annual budget which is approved by the Governing Body. The committee also oversees and monitors the utilization of funds.

There are various committees for smooth functioning of all services such as the Grievance Redressal Committee, Anti-ragging Committee, Student Welfare Committee, and Anti-Sexual Harassment Cell/Internal Complaints Committee to address specific needs and concerns, ensuring a supportive environment for all students. The college was embraced e-governance across critical areas, including finance, accounts, student admissions, and examinations. The Unified University College Management System (UUCMS) has been utilized well by the college for execution of academic activities with University of Mysore. Besides, the college has made the transcripts and marks cards of the students to be available in Academic Bank of Credit (ABC) under National Academic Depository (NAD).

The Governing Body, Academic Council, BoS, and Finance Committee are formed for the effective functioning of the institution. These bodies also support the development through planning and execution, budget, review of performance and policy making. The Academic

Council approves the course structure and policy matters recommended by the Board of Studies of respective departments. The Principal guides the College in academic progress, admission, staff recruitment and administrative matters. He is the Ex-officio Chairman of the Academic council, Finance committee and Member Secretary of Governing body which are statutory bodies of the Autonomous College. Besides these he chairs the meetings of all committees. The Dean and the IQAC help the Principal in the overall administration. The Controller of Examinations monitors the evaluation process. The staff council executes the curricular, co-curricular and extra-curricular programmes. Heads of the Departments prepare department time table, allocate, review Teacher's Diary, and submit reports to the Principal and IQAC. Class Mentors are assigned for each class to ensure personal care, attention, guidance, and counselling. The recruitment procedure, promotional policies and service rules are as per the rules of Directorate of Collegiate Education of Government of Karnataka, guidelines of UGC and service rules of JSS Mahavidyapeetha.

The effective practices of decentralization and participative management are clearly reflected in the admission process and other activities adopted by the institution. UG and PG admissions have witnessed a significant increase since last accreditation due to decentralization and participative management. The college ensures publicity and transparency in the admission process. At the time of admission, applications are invited and scrutinized by the admission committee. The admission to both UG and PG are done through advertising in the mass media. Prospectus and other details are uploaded on college website. All other plum activities including teaching, learning, evaluation, research, extension, sports and cultural activities are managed efficiently by decentralized participative management. Committee based management is followed in the college. Management by Objectives is also practiced. Student leaders are given equitable representation in all committees. Students' council participate actively in decision making process at the lower level. The internal complaint cell and IQAC ensure that all the activities in college are proficiently conducted. There are policies and procedures laid down for every important activity which encourages the participative management.

The College has a Strategic Development Plan for twenty years (2015-2035) to achieve goals and objectives. Further a strategic perspective plan for a period of 5 years is prepared, that includes:

- Teaching and learning
- Curriculum development
- Examination and evaluations
- Research and development
- Library, ICT and physical infrastructure/instrumentation
- Community engagement
- Human resource planning and development
- Industry interaction/collaboration

The college's commitment to faculty welfare was evident through its comprehensive empowerment strategies. Faculty members were encouraged to engage in professional development activities such as paper presentations and attending orientation programmes, refresher courses, and faculty development programmes.

Access to opportunities like

- Casual leave, Earned leave and RH as per rules
- 10 days Earned leave for teaching and 30 days for non-teaching staff
- OOD facility to staff members
- Relaxation in working hours
- Day care centre
- Maternity Leave for lady teachers
- Paternity Leave on request
- Insurance Schemes
- Facilities from Credit Co-operative Society
- Facilities from Housing co-operative society
- Health benefits at the JSS hospital
- Weekly doctor's visit to the campus
- Facility for spiritual development at Sutturu
- Lab Facility is provided to teachers to conduct research
- Hostel Facility for teachers on demand
- Canteen facility
- First Aid Facility
- Grievance Redressal Cell

- Committee for Prevention of Sexual Harassment of Women at Work Place
- Internet facility, Parking Facility, Support and assistance to the faculty for pursuing research and publications
- Multi Gym
- Library with Inflibnet services
- FDP for staff
- Promoting participation in extension activities and consultancy services
- Fee concession for children of employees

**Other welfare schemes:**

- Group Insurance
- Provident fund scheme
- ESI Facility
- Festival advances
- Hot and cold drinking water
- Lift and Ramp
- Guest house facility to the staff members at places of tourism and spiritual interests.

**7. Institutional Values and Best Practices.**

The college has inclusive policy in enrolment of students. Students hailing from different demography regions, castes, communities, economic strata, language groups, academic levels, are given admission. The course contents, teaching learning and evaluation, extracurricular and co-curricular activities are all designed in such a way that there are no discriminations whatsoever. The student council has representation of all students elected in a democratic way. The effective working of internal complaint cell and unbiased services from teaching and non-teaching staff has ensured prevalence of peaceful environment in the campus. Sports and cultural events are open to all the students. Celebration of International, National, Regional and College level commemorative days and fests attract students cutting across all socio-economic barriers. The extension activities involving NCC cadets, NSS, YRC and Scouts and Guides volunteers are conducted in a cohesive way. The NCC parades and camps held on and off the campus foster sense of discipline, nationalism, communal

harmony, tolerance and leadership quality. The college hostel accommodates 600 students of diverse category. Students are encouraged to celebrate all festivals, irrespective of their faiths. Compulsory recitation of National and State Anthems every day develops a good rapport among students.

The college sensitizes students to the constitutional obligations; values, rights, duties and responsibilities of the citizens. The college took first step, utilizing its Autonomous Status. A detailed study of Indian Constitution has created an awareness among all students towards their constitutional obligations in realizing their rights and duties.

The Institution has carved a niche for itself in the field of higher education. In its saga of success, college has propagated much distinctiveness. Although there are many noteworthy areas in which the institution has excelled itself; the most noticeable and much acclaimed distinctiveness is nurturing the feeling of Oneness and instilling the Sense of Belongingness. Hundreds of JSS Institutions, spread across the globe, is a testimony to this sense of oneness and belongingness among all who are associated with JSS College for Women. This sense of pride in belonging to an organization is not restricted to JSS College for Women in particular but to all institutions, coming under the banner of JSS Mahavidyapeetha.

Group insurance to the employees and accident insurance to the students provide a sense of security. The college in particular, nurtures a cordial ambience where the faculties are allowed to pursue their academic and research interests in jovial mode. Funding of research related activities is a fillip to the employee satisfaction.

The college prioritized the safety through structured squads, CCTV surveillance, and ID cards, with medical camps and emergency transport. Grievance and anti-ragging cells supported students, while a mentorship system addressing student welfare. The college is fostering the holistic development through co-curricular activities and professional guidance, with a dedicated common room for the students.

The institution implemented alternative energy sources and conservation measures such as solar energy, grid wheeling, and sensor-based energy conservation with LED bulbs, thereby reducing overall energy consumption.

A verdant campus prioritizes sustainability, integrating eco-friendly practices and educational initiatives. Bi-annual green audits ensuring continuous improvement, with key measures like solar water heaters, digital libraries, and sustainable transportation. Efforts like rainwater

harvesting, vermi-composting, and LED lighting reflects the commitment to environmental responsibility.

Regular quality audits on environment and energy confirm the institution's commitment to sustainability through green and energy audits, campus recognitions, and community engagement.

The institution fostered inclusivity with barrier-free facilities, personalized support, and digital accessibility for individuals with different abilities. Initiatives celebrate cultural, regional, linguistic, communal, and socioeconomic diversity, extending to curriculum design and pedagogy.

The College adopting the facilities for the management of the following types of degradable and non-degradable waste.

#### **Solid Waste Management:**

The vegetable leftovers at the hostel are dumped in to the vermicompost yard for decaying. The food waste from hostel is handed over to pig yard for feeding pigs.. Solid waste from hostel and college is disposed off safely through Mysore City Corporation waste collecting vans.

#### **Liquid waste management:**

The impure water is utilized for maintenance of garden in different parts of the campus. water sprinklers are used in garden areas. The Department of Chemistry follows SOP for disposal of hazardous chemicals.

#### **Biomedical waste management:**

Biomedical wastes generated in the campus, including hostel are disposed safely by bundling the aforesaid waste in separate bags and handing over the bags to City Corporation van, which comes thrice in a week to the campus.

#### **E -waste management:**

E-waste generated is disposed to an external agency. Old computers and processors from the various labs/office are sent to the hardware-lab of the college, where students learn hardware assembling.

### **Hazardous Chemicals and Radioactive Waste Management:**

Hazardous chemicals, toxic or otherwise harmful vapour etc emanating from the labs are effectively neutralized by the fuming chambers. Similarly, Bio safety cabinets at Microbiology laboratory eliminate the Bacterial and Fungal pathogens.

### **Best Practice 1: Go green initiative to Neutralize Carbon Effect.**

#### **Objectives of the Practice:**

The College envisages Carbon neutralization initiatives in a concerted manner. The emission of carbon to the ambient air is plummeted through disciplined use of fuels for lighting, heating, cooking, maintenance of greenery on one hand and harnessing non-conventional energy on the other hand. The main objectives of this practice are:

- Reduction in carbon emission.
- Reduction of dependency on conventional energy
- Enhancement of the green coverage.
- Avoidance of use of plastic.
- Nurturing plants which emit more oxygen.
- Proper management of waste.
- Awareness on eco consciousness.

The college being situated close to the historic Kukkarahalli lake, has accorded top priority to preserve the biodiversity of the place. Lush green campus with sylvan surrounding is one of the highlights of the campus. In the sprawling 7.78 acres of land 51% is occupied by buildings, 25% is green coverage, 15% playground and 9% other utilities. The roof top comprising of 51% of the total area is available for solar panel installation. NSS units, Nature club, NCC and student council are properly motivated towards eco consciousness.

## **Best practice 2: Value addition through Extra academic inputs.**

### **Objectives of the Practice:**

The college has been making concerted efforts to add values to students at a continuous stretch. Apart from imparting the formal education in the streams of their choice, the students are bestowed with several extra academic inputs in the nature of Value Added programs and skill development activities by:

- Making students feel more employable.
- Harnessing the innate capabilities of the students in furtherance of their personalities.
- Optimization of the physical facilities and human resources.
- Instilling ethical value amongst students
- Encouraging multi-disciplinary approach in studies.
- Providing high degree of flexibility in the value-added programs.

### **The Context:**

- Present day complex marketing world has dynamism inflicted by knowledge explosion.
- Traditional and formal academic inputs at the colleges do not suffice to make students readily employable.
- The social media is making tremendous impact on the minds of the younger generation, wherein ethical values are degenerating into social vices at a rapid rate
- The student's profile in the college, which is admixture of urban, semi urban and rural has a convenient environment for moulding characters and leading them towards becoming responsible citizens.
- The pedagogy is highly motivated to project themselves towards students' community in as much as imparting skill-based knowledge and teaching ethical values.
- Imparting quality and outcome based formal textual education in the classes do not offer expected leverage in getting job offers for the students who graduate from the college.

## Observations

- The College is privately managed with grant-in-aid. It was started in 1970 as one of the colleges of JSS Mahavidyapeetha, exclusively for women students.
- The College is well connected to nearby localities and is situated in prime area of Mysore city.
- The college offers Under Graduate programmes in Arts, Commerce and Science and also offers three PG Programmes - M.Sc (Chemistry), MA (Economics) and M.Com.
- The college has been recognized by the University of Mysore as Research centre for award of Ph.D degree in Commerce, Chemistry and History.
- College has become autonomous during the year 2005-06.
- College has **123** faculty members, out of them, **23** are with Ph.D. and 22 are pursuing their Ph.D. degree.
- Most of the faculty members have M.Phil degree, NET and KSET qualifications.
- The curriculum aligns with Local, National, Regional and Global developmental needs, ensuring relevance and employability.
- Effective Teaching methods, Experiential learning including ICT tools have significant student engagement.
- The college provides diverse infrastructure and state-of-the-art facilities, ensuring holistic student development.
- Robust student support systems, includes scholarships, skill development programs, and placement drive.
- Strong governance and quality assurance mechanisms ensure continuous improvement in academics, research, and administration.
- College is offering many Add-on Courses along with degree courses. These courses enhance skill levels which help in campus recruitment.

- A green initiative of the college is worth recording.
- Women empowerment programs have been strengthened.
- The Examination results of the college are satisfactory.
- Students are involved in many social welfare programs which is commendable.
- Alumni meet is held regularly and many of them are supporting the academics and contributing financially towards the progress of the college.

### **Suggestions**

- More number of MoU's with eminent Institutions/organizations/industries
- Organize more number of Industry visit to the students
- Organize more number of Workshops, Seminars, FDP, Capacity Building Program and Conferences
- Teachers shall be motivated to involve in more research activities
- Teachers who do not have NET, KSET and Ph.D. are to be motivated to get through
- Assessment of the Examination Revaluation outcome
- Registration of the College Alumnae Forum
- Conduct workshops on IPR and Cyber Security
- Conduct Activity under Vikasith Bharath and Make in India Concept

### **Conclusion**

At the outset, the committee felt satisfied, regarding the progress and performance of the institution for the academic year 2024-25 and recommended to implement the suggestions made above for better performance.

The report highlighted the college's dedication to academic excellence, inclusivity, and sustainability. Through a well-rounded curriculum, advanced teaching-learning practices, good research ambience and strong support systems, the college ensures holistic student

development. Continued emphasis on research, innovation, and resource optimization will further strengthen its role as a leader in higher education.

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### **Signature:**

1 **Dr. M. Nanjaiah Honganur**  
Professor of Folklore  
Kuvempu Institute of Kannada Studies  
DoS in Folklore, University of Mysore

M.Nanjiah  
30/12/25

2 **Dr. K. N. Amruthesh**  
Professor and IQAC Coordinator  
DoS in Botany, University of Mysore



  
Principal  
JSS College for women (Autonomous)  
Saraswathinagar, Mysore-9