



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1. Name of the Institution

St. Xavier's College
(Autonomous), Kolkata

- Name of the Head of the institution Rev. Dr. Dominic Savio, SJ
- Designation Principal
- Does the institution function from its own campus? Yes

- Phone No. of the Principal 03322551231
- Alternate phone No. 03322551232
- Mobile No. (Principal) 9903503000
- Registered e-mail ID (Principal) principal@sxccal.edu
- Address 30 Mother Teresa Sarani
- City/Town Kolkata
- State/UT West Bengal
- Pin Code 700016

2. Institutional status

- Autonomous Status (Provide the date of conferment of Autonomy) 06/03/2006
- Type of Institution Co-education
- Location Urban

- Financial Status **Grants-in aid**
- Name of the IQAC Co-ordinator/Director **Dr. Partha Pratim Ghosh**
- Phone No. **03322551239**
- Mobile No: **9830478545**
- IQAC e-mail ID **iqacsxc@sxccal.edu**

3. Website address (Web link of the AQAR (Previous Academic Year)) <https://www.sxccal.edu/i-q-a-c/>

4. Was the Academic Calendar prepared for that year? **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: <https://sxccal.edu/students-section/academic-calendar>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 2	A	3.53	2011	30/11/2011	29/11/2016
Cycle 3	A++	3.77	2017	23/01/2017	22/01/2024

6. Date of Establishment of IQAC **01/07/2004**

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
COLLEGE	COLLEGE OF EXCELLENCE	UGC	14/03/2014	7000000
COLLEGE	FIST PROGRAMME	DST-GOI	05/05/2012	9500000
COLLEGE	DBT STAR COLLEGE	DBT-GOI	18/03/2019	6200000
COLLEGE	HERITAGE COLLEGE	UGC	16/12/2015	30500000
COLLEGE	RUSA	MHRD	12/02/2019	50000000
COLLEGE	DBT-BUILDER	DBT-GOI	02/06/2021	2300300
COLLEGE	DBT-BUILDER	DBT-GOI	25/03/2021	26726826

8. Provide details regarding the composition of the IQAC:

- Upload the latest notification regarding the composition of the IQAC by the HEI [View File](#)

9. No. of IQAC meetings held during the year **13**

- Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? **Yes**

- 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**

- If yes, mention the amount

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

Academic audit During the academic year 2022-23, the Internal

Quality Assurance Cell (IQAC) has initiated academic audits. These audits served as crucial mechanisms for evaluating and enhancing the quality and effectiveness of academic processes and outcomes within the institution. Through meticulous examination and analysis, the IQAC identified areas for improvement, recommended corrective measures, and facilitated the implementation of best practices to elevate the overall academic standards. This proactive approach towards academic auditing underscores the institution's commitment to continuous improvement and excellence in education.

Green audit In 2022-23, the Internal Quality Assurance Cell (IQAC) in collaboration with environmental science department made a notable impact through its implementation of green audits. These audits played a pivotal role in assessing the institution's environmental sustainability practices, identifying areas for improvement, and promoting eco-friendly initiatives. By evaluating resource usage, waste management systems, and energy conservation measures, the IQAC facilitated the adoption of sustainable practices to minimize the institution's carbon footprint. Through its commitment to green audits, the IQAC demonstrated a proactive approach towards environmental stewardship and contributed significantly to fostering a culture of sustainability within the institution.

Environmental audit In 2022-23, the Internal Quality Assurance Cell (IQAC) in collaboration with environmental science department made a substantial impact through its implementation of environmental audits. These audits played a crucial role in assessing the institution's environmental performance, identifying areas of concern, and recommending strategies for improvement. By evaluating factors such as pollution control measures, waste management practices, and compliance with environmental regulations, the IQAC facilitated the adoption of sustainable practices to minimize the institution's ecological footprint. Through its dedication to environmental audits, the IQAC demonstrated a proactive commitment to environmental responsibility and contributed significantly to promoting a culture of environmental sustainability within the institution.

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
Use of Virtual Platform for Academic and co-curricular seminars and various interactive sessions	A series of online webinars on academic topics were conducted by all departments of the College. Collaborative programmes were held online and offline. In addition Faculty Development Programmes were conducted in collaboration with foreign Universities.
Village Exposure	NSS Activities regarding social outreach were conducted regularly
Students' involvement in Various outreach activities	The Department of Social Work and NSS regularly encouraged the students to take part in the various outreach programmes conducted by the College. The students were awarded with social credit which is very much necessary for their academic progression.
Promotion of various Research Activities	The Staff members along with Students were encouraged to take part in various webinars, conferences etc. related to research activities.
Innovative method of teaching	Offline and online classes were conducted through Microsoft teams
Maintaining the overall quality of the teaching learning process	Outcomes were evidenced by the results of the semester exams
Infrastructure Additions	Library Purchases and purchase of Equipment
Green Campus	Green Clean Neighborhood
Innovative Method of Teaching	Use of MS TEAMS platform for online teaching and learning

13. Was the AQAR placed before the statutory body? **Yes**

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
ADMINISTRATIVE MANAGMENT	26/02/2024

14. Was the institutional data submitted to AISHE ? **Yes**

- Year

Part A**Data of the Institution**

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• Designation	Principal
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statutory body?	
<ul style="list-style-type: none"> Name of the statutory body 	
Name of the statutory body	Date of meeting(s)
ADMINISTRATIVE MANAGMENT	26/02/2024
14.Was the institutional data submitted to AISHE ?	Yes
<ul style="list-style-type: none"> Year 	
Year	Date of Submission
2022-23	26/02/2024
15.Multidisciplinary / interdisciplinary	
<p>In accordance with the recommendations of the UGC, St. Xavier's College (Autonomous), Kolkata, is dedicated to providing comprehensive multidisciplinary education to its students. The implementation of the CBCS curriculum, a longstanding practice at the college, underscores a genuine commitment to multidisciplinary and interdisciplinary approaches in higher education. Notably, the academic session of 2022-23 marked a significant progression as an increasing number of students demonstrated a willingness to opt for courses across both science and humanities streams for their generic electives, regardless of their major or honors courses. This trend reflects a positive shift towards embracing interdisciplinary choices, indicating the successful evolution of the multidisciplinary approach within higher education. With institutional support and encouragement, manifested through the expansion of optional choices, students are displaying confidence in selecting options that contribute to their holistic growth and development.</p> <p>A detailed examination of the subject-wise enrollment of individual students across various semesters (for the sessions of 2022-23, 2021-22, 2020-21, etc.) provides compelling evidence of the programs and curricula developed with multidisciplinary subject combinations across academic streams. Notably, all courses, including CC/DSE/SEC/GE, have been meticulously crafted with multidisciplinary subject combinations. Below are selected</p>	

examples showcasing this multidisciplinary approach, although it's important to note that all departments offer programs and curricula with similar multidisciplinary characteristics:

- **Political Science Department:** Development of programs such as Gender Studies, Global Environment & Health, Political Economy and Development, Sustainable Development, and Urban Women's Studies, among others, encapsulates an understanding of India's society, polity, and economy.
- **Sociology Department:** Postgraduate courses exhibit a strong interdisciplinary focus; for instance, the paper 'Imagining India' (MSOC4103) integrates short stories by renowned authors like Mahasweta Devi, Hansda S. Shekhar, and Dalit Autobiographies, offering a sociological perspective on literature.
- **Mathematics Department:** Courses including Differential Equations I, II & III, Linear Programming & Game Theory, Probability Theory & Statistics, and Advanced Algebra with applications to Cryptography and Advanced Mechanics exemplify the integration of diverse disciplines. Additionally, SEC Papers such as C & R programming further enhance interdisciplinary learning.
- **Microbiology Department:** Offering a Multidisciplinary Generic Elective course at the undergraduate level to all arts and science departments, focusing on disease awareness, pathogenic organisms, waste water management, and environmental microbe control. Additionally, multidisciplinary interdepartmental courses on environmental sustainability and drug resistance are provided.
- **Statistics Department:** Introduction of a two-year Masters program in Data Science incorporating Statistics, Computer Science, Mathematics, and Ethics-based courses such as Artificial Intelligence, Data Structures, Discrete Mathematics, Optimization, and Data Ethics. Hands-on training in industry-relevant software like R, Python, and Tableau is provided.
- **Physics Department:** Initiatives include studies in Environmental Science focusing on renewable energy sources, ground water and soil management, wildlife and bird health in cities, and outreach programs for public awareness.

Integration of circuit design software, astronomy education, digital signal processing, and biophysics further highlights interdisciplinary learning.

Moreover, beyond academic pursuits, the institution emphasizes the completion of non-academic and social credits as prerequisites for degree certification. Students are required to accumulate 45 hours of non-academic credits through participation in extracurricular activities and 45 hours of social credits through engagement in NSS, NCC, AICUF, or approved NGO activities. Notably, the NSS department plays a pivotal role in facilitating community engagement through activities such as rural health camps and educational programs for first-generation learners. Additionally, all students are mandated to undertake a compulsory environmental course, with the college organizing seminars and conferences on pressing environmental issues to promote awareness and sensitize students. Encouragingly, student participation in such events is substantial, reflecting a keen interest in addressing environmental concerns.

Overall, St. Xavier's College (Autonomous), Kolkata, stands as a beacon of multidisciplinary education, fostering a holistic learning environment that prepares students for diverse challenges and opportunities in the global landscape.

16.Academic bank of credits (ABC):

1.Since the time the document on National Education Policy (NEP) 2020 has been available in the public domain through the UGC portal and other websites, our institution is aware of the requirement of Academic Bank of Credit (ABC). Core committee meetings have been held on this issue where the benefits of the ABC have been discussed and deliberated upon. The matter is being looked into.

2.We are registered under ABC.

3. Our college practices internalization of education through the International Studies Program which builds up partnership programs with international Colleges and Universities across the globe, through partnership or seamless collaboration with parallel international institutes and universities. The objectives of this program are: to promote and provide opportunities, to facilitate collaborations, networking with international universities/institute/ organizations for

promotion, advancement and sharing of academic and research knowledge and activities for development of mankind. Students also opt for Study-Abroad and Exchange Programs through the office of the Dean of International Studies and Programs.

4. Being an Autonomous Institution and having already adopted the CBCS system, the faculties design their own curricular and pedagogical approaches within the approved framework of the UGC. Each department has regular meetings of their respective Board of Studies, upgrades its syllabus including textbooks, reading materials and all other academic resources. These ensure a contemporary and industry-ready curriculum and syllabus. A blend of traditional methods and modern technology based teaching methodologies is in place. Modes of assessment range from written examinations to assignments, seminar presentations, class participation projects and dissertations.

17.Skill development:

The college mandates two compulsory courses on Environmental Education for second-year students under the CBCS curriculum, spanning across all disciplines. Additionally, a recent introduction includes a "Foundation Course and Personality Development" for first-year students across all disciplines. The primary objective of this course is to instill fundamental moral principles and foster a more inclusive societal perspective among students. Emphasizing value-based education, the college further requires a compulsory foundation course aimed at promoting personality development and universal brotherhood. This foundational curriculum facilitates holistic education, encouraging mutual respect among students and fostering peace and harmony within the broader community.

All faculty members have undergone sensitization programs to underscore the importance of designing innovative credit-based courses with community engagement and environmental consciousness at their core. With a focus on enhancing holistic education, each department is refining its curricula to facilitate greater student participation and overall personality development. Examples of such initiatives include:

- **Political Science:** Introduction of courses such as Appreciation of Rural Society, Self-Help Groups and Women-Led Development, and Legal Literacy to provide a broader

understanding of societal dynamics.

- **Mathematics:** Integration of mathematical modeling into the existing CBCS syllabus to provide a more comprehensive and interdisciplinary educational experience.
- **Microbiology:** Incorporation of hands-on projects and dissertations in the new PG curriculum, correlating field studies with environmental degradation and awareness-related lab work to provide practical exposure.
- **Sociology:** Offering courses like Environmental Sociology in Semester V to sensitize students to the social implications of environmental issues. Additionally, PG courses like Labour, Migration, and Livelihoods in India, and Public Policy and Governance in India combine theory and practice with a multidisciplinary focus.
- **Physics:** Providing short-term projects in collaboration with research labs for hands-on experience in managing and operating high-end research instruments. Soft skills training for physics/science students, including effective presentation skills and science communication, alongside courses on science education aimed at preparing interactive coursework material.

In alignment with the institution's commitment to holistic education, these departmental initiatives aim to nurture well-rounded individuals equipped with not only academic prowess but also essential life skills and a broader societal perspective. Moreover, the potential collaboration with NSS for community outreach programs and the revival of village trips underscore the college's dedication to fostering a socially responsible and engaged student body. Additionally, student participation in prestigious programs like the Millennium Fellowship further reflects the college's commitment to nurturing global citizens actively engaged in addressing contemporary challenges

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

At Raghapur, the rural campus of our college, a diverse student body with varying language preferences necessitates bilingual teaching both online and offline. Semester examination papers are also designed to be bilingual. Meanwhile, at the Park-Street

campus, students can opt for Hindi, Bengali, or Communicative English as a compulsory Modern Indian Language paper. The curriculum incorporates the rich history and heritage of India and Bengal under the CBCS system.

To ensure effective bilingual teaching at Raghampur:

1. Teachers are instructed to communicate bilingually, explaining concepts in both Bengali and English.
2. Language preferences of students are ascertained at the beginning of each academic session.
3. Recorded class lectures are made available in both Bengali and English during the pandemic.
4. Online webinars and classroom seminars are conducted in both languages. Degree courses taught bilingually at Raghampur Campus include History, Accountancy, Political Science, and BA General. Efforts to preserve and integrate Indian culture include:
5. Encouraging student participation in cultural activities organized by the college's Cultural Wing XADAM.
6. Observing "Bhasa Divas" (International Mother-Language Day) with cultural programs organized by the Bengali Literary Society (BLS).
7. Facilitating cultural interactions through the Bengali literary club "Sahaj Path" at Raghampur.
8. Teaching Bengali through Modern Indian Language courses and as a core paper in the BA General department at Raghampur.

Good practices include:

1. Making all official announcements and instructions in both Bengali and English.
2. Providing bilingual study materials and ensuring the availability of books in both languages in the library.
3. Allowing students to write projects, assignments, and dissertations in Bengali or English according to their

preference.

These initiatives underscore the college's commitment to fostering bilingual education and preserving Indian culture across its campuses.

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

The Internal Quality Assurance Cell has convened meetings to delve into the concept of Outcome-Based Education (OBE) extensively. In a bid to transition the curriculum towards this paradigm, every department has been tasked with formulating Program Specific Outcomes and Course Outcomes that specifically target the objectives and deliverables for their students. Progress is underway across all departments, with several already delineating their Course Outcomes and Program-Specific Outcomes. These outcomes will subsequently be amalgamated to formulate the overarching Program outcomes for the entire institution.

Furthermore, through regular engagements with distinguished academics, industry experts, and pertinent stakeholders, each department and its Board of Studies have curated a Contemporary and Industry-Ready Curriculum and Syllabus. This meticulous approach to syllabus formation ensures that the objectives of individual courses remain distinctly discernible. Subsequently, Departmental Heads have initiated meetings with faculty members to identify teaching and learning practices conducive to realizing the objectives of Outcome-Based Education. These practices are centered on aligning the achieved outcomes of the teaching-learning process with the desired outcomes for the courses and programs offered by the institution.

A noteworthy best practice of our institution in this domain involves soliciting feedback from all stakeholders on the curriculum and syllabus. This feedback mechanism plays a pivotal role in shaping the desired outcomes of various courses and programs, thereby fostering continuous improvement and alignment with stakeholders' expectations.

20.Distance education/online education:

The institution offers Distance Education programs through a Twinning Programme with Pondicherry University and operates an Indira Gandhi National Open University (IGNOU) Study Center. Additionally, Education Multimedia Research Centre (EMRC) offers

various programs.

- Online Classes are conducted using platforms such as MS Teams, Google Meet, and Zoom.
- Teachers utilize a range of ICT tools and resources including Online and Virtual Learning, Presentations, Live Demonstrations, Live Problem Solving, Video Conferencing, Group Email, Web Resources and platforms, Real-time attendance through Digital Tablets, Online Databases, Digital Libraries, E-resources, Online Tutorials, Group Discussions, Doubt Clearing Sessions, and MOOC Courses on SWAYAM Platform facilitated by college teachers.

Extended Profile

1.Programme

1.1

31

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1

8197

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2

2621

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3

2621

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	1180	
Number of courses in all programmes during the year:		
File Description	Documents	
Institutional Data in Prescribed Format	View File	
3.2	238	
Number of full-time teachers during the year:		
File Description	Documents	
Institutional Data in Prescribed Format	View File	
3.3	240	
Number of sanctioned posts for the year:		
4.Institution		
4.1	1282	
Number of seats earmarked for reserved categories as per GOI/State Government during the year:		
4.2	134	
Total number of Classrooms and Seminar halls		
4.3	1588	
Total number of computers on campus for academic purposes		
4.4	1442.45	
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.

The courses are meticulously crafted to provide comprehensive knowledge, practical training, critical thinking skills, and social interaction, fostering the conversion of theoretical knowledge into practical industrial applications while emphasizing ethical and environmental considerations. These programs are designed to cater to a diverse student body, encompassing various social, cultural, religious, linguistic, and ethnic backgrounds, thereby ensuring inclusivity and representation of different communities and social groups. At the national level, these programs are seamlessly integrated to address overarching societal needs and challenges. They incorporate innovative practices to align with the institution's mission of holistic transformation and contribute meaningfully to nation-building by developing cutting-edge technologies applicable in diverse fields such as Science, Economics, Commerce, and Management. St. Xavier's College ensures that students evolve into socially responsible individuals, embodying the ethos of being "men and women for others," as envisioned by Rabindranath Tagore's concept of "Viswamanav." The course outcomes are designed to shift the focus from conventional employment-seeking approaches towards fostering entrepreneurship and research-oriented mindsets. Moreover, the program-specific outcomes aim to cultivate a liberal humanistic perspective among students, refining their creative and critical thinking abilities while enhancing their interdisciplinary skills.

File Description	Documents
Upload additional information, if any	No File Uploaded
Link for additional information	Nil

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

8

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

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

124

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	No File Uploaded
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

45

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

17

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

Human Values and Professional Ethics: All undergraduate students are required to enroll in a compulsory Foundation Course on Personality Development. **BA Sociology Honours Program:** Students pursuing the BA Sociology Honours Program under CBCS study various core papers, including: **Sociology of Religion:** HSOCR5121T **Sociology of Gender:** HSODS5011T **Environment and Sustainability:** The Course on Environmental Science is mandatory for all undergraduate programs offered by our college. Additionally, the postgraduate department of Economics offers two elective courses on Environmental Economics. **BA Sociology Honours Program (CBCS):** Students in Sem-V of the BA Sociology Honours Program have the option to take a department-specific elective course titled **Environmental Sociology:** HSODS5021T. **Postgraduate Level:** **Environment Economics I (Elective Paper 2):** A 6-credit course offered in Sem-III. **Environment Economics II (Elective Paper 4):** A 6-credit course offered in Sem-IV.

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	No File Uploaded
Any additional information	No File Uploaded

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

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

1254

File Description	Documents
List of students enrolled	View File
Any additional information	No File Uploaded

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

2584

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

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 A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://sxccal.edu/360-degree-feedback
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://sxccal.edu/360-degree-feedback
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

2805

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)

1138

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.

The Mentoring Scheme, with a strong emphasis on accountability, operates at the onset of each semester cycle, with each department assigning a specific professor as the mentor for that semester. The mentor assumes responsibility for overall student welfare, addressing academic concerns, and acting as a bridge to connect students facing challenges in specific subjects with the relevant professors. Effectively addressing student problems and grievances

is a key focus for mentors. To support students who may be struggling, remedial classes are organized for slow and weak learners. These classes, conducted in convenient time slots, follow a structured format, with each session lasting a '50-minute period.' Formal attendance records are meticulously maintained, and at the semester's conclusion, the mentor submits a comprehensive report to the relevant authorities. The effectiveness of remedial classes is gauged through subsequent improvements in student performance.

For advanced learners, the institution encourages engagement in research and publications in both national and international journals. Participation and presentations in various academic events such as seminars, workshops, conferences, Science Association Exhibitions, and involvement in national and international exchange programs through Institutional MOUs further enhance their academic experience. The Mentoring Scheme, with its accountability measures, has proven to be highly advantageous for students, contributing significantly to their holistic development.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
Nil	8197	238

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:

Experiential Learning: The curriculum integrates various experiential learning components such as case studies, dissertations, project work, industry visits, and internships,

providing students with opportunities to apply their knowledge in practical settings. Laboratory-based practical courses enable hands-on learning, equipping students with skills applicable in real-life scenarios. Participative Learning: Students engage in group learning, analysis, evaluation, and reflections, fostering collaborative interdisciplinary activities like class seminars, term papers, and group projects. These activities are integral to the evaluation process, allowing students to bridge theoretical knowledge with practical application. The interactive nature of participative learning benefits students with slower learning abilities, enhancing their academic strengths through collective learning processes. Problem-Based Learning: Occasionally, the learning process is inverted, presenting students with open-ended problems to stimulate critical thinking. Students' responses are collected and synthesized, leading to the identification of pedagogical principles. Analyzing theoretical issues related to gender, race, and class prompts critical reflections among small groups, linking these issues to real-life socio-political and cultural contexts. This multidimensional problem-based learning approach fosters exciting and refreshing learning experiences.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional Information	Nil

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

ICT tools and resources available

1. Computers
2. Laptops
3. Projectors
4. LFD
5. Smart Boards
6. Document Camera
7. Digital Writing Pads

8. Video Conferencing

9. Online Database

10. Digital Library

11. Digital Tabs

12. E-resources

13. MS Teams

14. ZOOM

15. Google Meet

16. SMS Gateway

17. Group E-mail

18. Remote Computing

E-resources and techniques used

1. Online and Virtual Learning

2. Presentations

3. Live Demonstration

4. Live Problem Solving

5. Video Conferencing

6. Group E-mail

7. Web Resources and platforms

8. Real-time attendance through Digital Tablets

9. Online Database

10. Digital Library

11. E-resources

12. Online Tutorials, Group Discussions and Doubt Clearing Sessions

13. MOOC Courses on SWAYAM Platform by College Teachers

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://www.sxccal.edu/e-resources/
Upload any additional information	No File Uploaded

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

2.3.3.1 - Number of mentors

238

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	No File Uploaded

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

ACADEMIC CALENDER FOR JULY 2022 TO JUNE 2023 The academic calender is prepared and uploaded on the College website wellahead of time. All departments strictly adhere to it. All programmes and academicmatters including exams are organised as per the academic calender. The Vice-Principals, Deans and Core Committee regularly monitor to ensure that theacademic calender is strictly adhered to.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	No File Uploaded

2.4 - Teacher Profile and Quality

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

238

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	View File

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

146

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)

3174.26

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

19.27

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

6

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	View File

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

The Continuous Internal Assessment (CIA) process is overseen by individual departments, with the marks being directly transmitted to the Controller of Examinations (COE) office. These marks are then integrated with the end-semester examination scores. The COE utilizes dedicated software for communicating with service providers and managing the moderation of question papers. Following examinations, faculty members examine and scrutinize coded answer scripts. To expedite this process, a procedure involving bulk SMS notifications is implemented. Additionally, the system oversees result publication and facilitates the remuneration process for service providers through the same software. Even in offline mode, results are typically published within approximately 20 days after the conclusion of examinations.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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

During syllabi preparation, subject experts and internal members of the Board of Studies thoroughly review learning objectives and expected outcomes for each course. Subsequently, teaching-learning strategies are finalized and approved by the Academic Council, then communicated to faculty members. The College calendar cum prospectus, issued at the academic year's outset, contains essential information regarding the institution's vision, mission, history, courses, rules, departments, faculty lists, holidays, key dates, and co-curricular and extracurricular activities.

This information is disseminated to students through various channels: College calendar distributed to all students at the academic year's commencement. Regularly updated website providing information. Notice boards utilized for daily updates. Distribution of printed syllabi detailing semester course content. Newspaper advertisements announcing offered courses. College magazine, newsletters, and departmental magazines distributed to students.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	No File Uploaded
Upload any additional information	No File Uploaded
Link for additional Information	Nil

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

The achievement of learning outcomes is evaluated through various methods including continuous internal assessment (CIA), remedial classes, student mentoring by faculty members, day-to-day interactions with students, and end semester examinations. Each department ensures the provision of quality contact hours outside of class where professors meet students to address their academic queries and other concerns. Following every examination, the controller of examinations analyzes the results using dedicated software. Monitoring of learning outcomes achievement is facilitated through CIA, submission of assignments related to

classroomseminars, projects, class tests, term papers, mid-semester examinations, and attendance records. The College conducts both formative and summative assessments to monitor student progress and ensure the achievement of learning outcomes. Regular meetings involving students, and when necessary, parents, with heads of departments, dean, and vice principals from different departments are conducted to further support the attainment of learning outcomes.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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

2446

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	Nil

2.7 - Student Satisfaction Survey

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

<https://sxccal.edu/student-satisfaction-survey-report-sssr-1>

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

Facilities Update: The Central Research Facility at St. Xavier's

College housescutting-edge research equipment in physical and biological sciences. Equipmentundergoes yearly calibration by authorized agencies like Electro Meter Corporation (Kolkata), Device Calibration & Instrumentation, and PerkinElmer(India) Pvt. Ltd., with certificates meticulously maintained. The SIRO/DSIRcertificate is periodically renewed, and facility enhancements are made through DST initiatives. The PFMS-EAT Module update process is underway, while AnnualMaintenance Contracts (AMCs) cover equipment such as the Cold Room, U-2900UV/VIS Spectrophotometer, and F-7000 Fluorimeter. Research Policy: St. Xavier's College (Autonomous), Kolkata aims to be recognized for impartingquality education and fostering genuine and meritorious research anddevelopment.The institution seeks to expand its consultancy services and encourage patentingof ideas arising from research endeavors.Emphasis is placed on fostering meaningful engagement with contemporarypolitical and social issues, encouraging interdisciplinary studies.Efforts are directed towards nurturing a research culture within the institution.Support and incentives are provided to professors engaged in research and publication in peer-reviewed journals.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	No File Uploaded
Provide URL of policy document on promotion of research uploaded on the website	Nil
Any additional information	No File Uploaded

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)

66,62,628

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
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	No File Uploaded
Any additional information	No File Uploaded

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

1

File Description	Documents
e-copies of the award letters of the teachers	View File
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)

1,11,80,345

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	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

13

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

47

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

5

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
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.

Facilities Update: The Central Research Facility at St. Xavier's College houses cutting-edge research equipment in physical and biological sciences. Equipment undergoes yearly calibration by authorized agencies like Electro Meter Corporation (Kolkata), Device Calibration & Instrumentation, and PerkinElmer (India) Pvt. Ltd., with certificates meticulously maintained. The SIRO/DSIR certificate is periodically renewed, and facility

enhancements are made through DST initiatives. The PFMS-EAT Module update process is underway, while Annual Maintenance Contracts (AMCs) cover equipment such as the Cold Room, U-2900UV/VIS Spectrophotometer, and F-7000 Fluorimeter. Research Policy: St. Xavier's College (Autonomous), Kolkata aims to be recognized for imparting quality education and fostering genuine and meritorious research and development. The institution seeks to expand its consultancy services and encourage patenting of ideas arising from research endeavors. Emphasis is placed on fostering meaningful engagement with contemporary political and social issues, encouraging interdisciplinary studies. Efforts are directed towards nurturing a research culture within the institution. Support and incentives are provided to professors engaged in research and publication in peer-reviewed journals.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

12

File Description	Documents
Report of the events	No File Uploaded
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

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

A. All 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	No File Uploaded

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

16

File Description	Documents
URL to the research page on HEI website	Nil
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

80

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

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

63

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stxc.s3-ap-south-1.amazonaws.com/12-2023-11-729-E-%20governance%20model%20in%20post%20pandemic%20India.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

419

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

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

5

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
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)

7,40,000

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	No File Uploaded
Any additional information	No File Uploaded

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

1.56

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

Various awareness sessions were organized online to instill social consciousness among students, inspiring them to become agents of positive change in society. These sessions focused on equipping students addressing topics like different day today challenges, human trafficking, child labor, and child marriage. Practical tips were shared throughout the sessions to empower students to initiate change starting from their own homes and communities. Feedback from students indicated a positive impact, as they gained awareness of social issues and expressed a desire for more such sessions. Some students also shared their experiences as catalysts during the year. Towards the end, students were encouraged to take a

pledge to contribute to one positive change whenever and wherever possible.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

1

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	View File

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)

37

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

1777

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

14

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)

33

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	No File Uploaded

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.

The institution is well equipped with ample infrastructure and physical facilities conducive to effective teaching and learning. Across both campuses at Mother Teresa Sarani and Raghapur, there are a total of 134 classrooms, out of which 77 are equipped with audiovisual capabilities. Additionally, there are 27 laboratories catering to various research activities in fields such as Science and Finance. Furthermore, the college features 5 computing laboratories catering to undergraduate courses, along with separate facilities for MSC Computer Science and MSC Physics. A dedicated computer laboratory is also available at the rural campus in Raghapur. Moreover, the main campus houses two multimedia laboratories equipped with Apple Desktops, along with a classical animation laboratory for practical sessions on creative animation. In order to facilitate hands-on training in Mass

Communication, Videography, Journalism, and Multimedia, the institution provides facilities such as studios, audio/video editing suites, rendering equipment, and related tools for student assignments and projects. Additionally, special equipment including smartboards, document cameras, digital writing pads, and LFDs are provided as per specific requirements to enhance the learning experience.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

The Xaverian Academy of Dance and Music (XADAM) offers students ample facilities for cultural activities throughout the year. Various events and activities were organized, including Independence Day celebrations, Teachers' Day events, Saraswati Puja festivities, Convocation, and Valedictory Functions, as well as prayers for peace and healing. Auditorium Facilities: The college features a large two-storied auditorium, the Fr. Depelchin Auditorium, located in the Park Street Campus, equipped with state-of-the-art facilities for film screenings and hosting various programs with large gatherings. Additionally, there are four additional halls available for hosting college events, along with a large hall in the Raghobpur Campus.

Sports and Games Facilities:

- One large field utilized for Football, Athletics, Cricket, Hockey, and Small area games.
- One smaller field designated for Volleyball, Throwball, Women's cricket, and Physical Fitness sessions.
- A fully floodlit Basketball court.
- Separate Common Rooms for boys and girls equipped with standard Table Tennis Tables, Carom Boards, and Chess Stations.
- A Gymnasium.
- A newly constructed yoga and fitness center.

File Description	Documents
Geotagged pictures	No File Uploaded
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

70

File Description	Documents
Upload any additional information	No File Uploaded
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)

12,07,40,650

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

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

The central library of St. Xavier's College (Autonomous) Kolkata is automated with the open-source integrated library management software Koha (version 20.11.08.000). The work flows are automated through various modules such as library members' registration, library items circulation, library materials cataloguing, serials cataloguing, management reports generation, tools, searching library materials, acquisition, and online support.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.2.2 - Institution has access to the following: A. Any 4 or more of the above e-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	No File Uploaded

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

21,69,333

File Description	Documents
Audited statements of accounts	View File
Any additional information	No File Uploaded
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

336

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	No File Uploaded

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

St. Xavier's College (Autonomous) Kolkata enhances the existing standards and policies by delineating specific rights and responsibilities regarding the utilization of the College's "E-Resources." The policy's scope is clearly defined, encompassing all individuals who access or utilize the College's electronic resources, including faculty, staff, students, alumni, and guests. The policy's purpose is explicitly stated, emphasizing the College's provision of E-Resources to support its academic and administrative objectives, with priority given to uses aligning with these goals. Authorized uses of E-Resources are clearly outlined, with the College retaining sole authority to determine acceptable usage and may restrict or discipline users engaging in activities inconsistent with this policy or other applicable standards of conduct. College email accounts are designated for official correspondence only, and access restrictions are enforced through the use of user IDs and passwords as the primary authentication method. Furthermore, users are required to uphold intellectual property rights, including copyrights, when utilizing College E-Resources, and a defined privacy policy ensures the protection of user information. The College maintains supervision over E-Resources through a designated team of authorized employees responsible for daily administration and oversight.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
8194	1588

File Description	Documents
Upload any additional information	No File Uploaded

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

A. 50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	No File Uploaded
Upload any additional information	View File

4.3.4 - Institution has facilities for e-content development:

A. All four of the above

Facilities available

Media Centre
Audio-Visual Centre
Lecture Capturing System (LCS)
Mixing equipments and software for editing

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
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)

28,23,06,330

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	No File Uploaded

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.

The ICT Resource Management Committee of the College oversees the comprehensive Annual Maintenance Contract (AMC) for various equipment and systems, including computers, printers, servers, campus network, campus Wi-Fi, and CCTV systems. In-house

technicians maintain the electrical system, with periodic inspections conducted by local electrical authorities. For physical and support infrastructure maintenance and upgrades, the College appoints a dedicated Campus Administrator and Campus Manager. They oversee the upkeep and enhancement of buildings, elevators, ramps, hygiene rooms, water supply, waste management, and laboratory facilities in departments such as Physics, Chemistry, Microbiology, Biotechnology, and Computer Science. Faculty members, along with trained technical support staff, regularly maintain and upgrade these facilities. The Central Library and Goethals Library are managed by a dedicated team of staff responsible for routine inspections and monitoring of library services, including digitization, self-help kiosks, and access to library resources. The College playground is meticulously maintained throughout the year by dedicated support staff, ensuring it remains lush green. Additionally, the basketball ground and playfield are kept in top condition to facilitate various sports and games year-round, with sports equipment maintained in prime condition through proper upkeep.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

686

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

3966

File Description	Documents
Upload any additional information	No File Uploaded
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	Nil
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

672

File Description	Documents
Any additional information	No File Uploaded
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

A. All of the above

through appropriate committees

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

5.2 - Student Progression**5.2.1 - Number of outgoing students who got placement during the year**

545

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

737

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**

61

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

19

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

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

The class representatives continued their role as class coordinators, while others were appointed by the Heads of Departments in consultation with the Vice-Principal and Deans.

Students actively participated in organizing and hosting various departmental events, as well as attending webinars and web-talks hosted by different departments and societies within St. Xavier's College, as well as other Colleges, Universities, and Institutes. Previous working committee members from the second year who were still students in their third year represented the larger student community in various committees such as placement, dress code, and disciplinary committees. Additionally, a few students represented the College in selected online events of non-academic nature, including debates, panel discussions, quizzes, and chess tournaments.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

1

File Description	Documents
Report of the event	No File Uploaded
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

SXCCAA is not just an association; it's a cohesive family, a united team working in perfect synchronization to fulfill the vision and goals set by our esteemed Reverend Father President, Dr. Dominic Savio. Under his guidance, we strive to embody the ethos of service as 'Men and Women for Others'. I extend my deepest gratitude to Father President for his unwavering mentorship and guidance. The Annual Report serves as an ideal platform to showcase and document the achievements and initiatives undertaken by our team, which includes every member of the association, particularly the dedicated members of the Governing Council. Despite the challenging circumstances we've faced over the past two years, especially during the pandemic, our association has demonstrated resilience and strength. With a team like ours, we understand that tough times are temporary, but a strong team endures! Let us take a moment of silence to honor and pay tribute to the Jesuit Priests, our esteemed members, students, teachers, and non-teaching staff who have departed from us during the year. It is my humble privilege to present a comprehensive overview of the initiatives, programs, events, and activities accomplished by SXCCAA, its wings, and Chapters during the year.

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

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

The institution's vision, mission, and goals are not just lofty ideals but tangible realities achieved through a strategic action plan, a schedule for future development, effective leadership, and participative decision-making processes. Grounded in the philosophy of Jesuit Education, the College embraces the Jesuit paradigm of AMDG (Ad Majorem Dei Gloriam) and "MAGIS" (for the greater good) across all facets of teaching, learning, evaluation, research, and extension services. Emphasis is placed on serving the marginalized sections of society, transcending barriers of caste, creed, religion, and gender.

To realize our Vision and Mission, our Governance and Leadership adhere to a robust Value Framework that includes:

- Fostering a fervent pursuit of academic and intellectual excellence.
- Promoting social concern that translates into action.
- Cultivating an unwavering commitment to enhancing the quality of life, both within the organization and in society at large.
- Instilling integrity, perseverance, and transparency in students.
- Facilitating creativity and innovation in all endeavors.
- Empowering leadership to drive social change and shape a better future.
- Encouraging discipline, teamwork, and collaboration.
- Providing education with a human touch, prioritizing empathy and compassion.

The effective governance aligned with our Vision and Mission has propelled the college to evolve into a nationally ranked, multifaceted, and co-educational institution committed to holistic development and societal transformation.

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

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

The institution upholds the quality of its administration through decentralized decision-making and active participation of all stakeholders in key policy decisions. It maintains transparency by clearly delegating duties and responsibilities. Fellowship gatherings involving staff, students, and administration foster a sense of unity, contributing to effective management across academic and administrative domains.

As the Head of the institution, the Principal delegates responsibilities to Vice Principals (VPs), Deans, Heads of Departments (HODs), Controller of Examinations (COE), and faculty members. While guiding and coordinating the implementation of decisions, the Principal ensures accountability and transparency in all activities. Faculty members are integral to the decision-making process, promoting lay leadership and participation encouraged by the Jesuit management.

Faculty involvement extends to all academic and policy decisions, with representation across all administrative bodies. This collaborative approach ensures well-coordinated academic and administrative planning within the institution.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

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

Our perspective plan encompasses both academic and infrastructural expansion while upholding the standard of education. Introduction of new courses reflects our commitment to extending academic opportunities to diverse sections of society, particularly the underprivileged and marginalized.

The Raghampur Campus, representing the rural facet of St. Xavier's, currently serves around 460 students, furthering our educational outreach. Plans are underway to expand Masters Programs across various departments and to introduce Ph.D. courses. Efforts are ongoing to establish national and international collaborations through MOUs.

Recent initiatives include a Capacity Building Workshop on "Demystifying Python for Data Analytics" organized by the Departments of Information Technology, Computer Science, and Statistics in collaboration with IQAC. Our NSS activities align with the objectives of the Unnat Bharat Abhiyan, reaching out to adopted villages.

At Raghampur Campus, dedicated personnel oversee the Unnat Bharat Abhiyan program, ensuring its effective implementation. The administration nurtures and governs the Raghampur Campus, fostering a conducive environment for students to imbibe institutional values and flourish accordingly.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
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.

Regular meetings of the Governing Body are convened, chaired by Father Principal, overseeing various statutory bodies and administrative committees. Clear, achievable goals are set, and performance is periodically reviewed with subsequent follow-up actions.

The administration diligently adheres to regulations governing higher education departments, including UGC, NAAC, NCTE, and

service rules of autonomous colleges. Hierarchically, Vice-Principals, Deans, HODs, and academic faculty members ensure the implementation of action plans derived from decision-making processes.

The Controller of Examinations conducts exam-related confidential activities in collaboration with relevant offices and departments. Support staff, committees, societies, and facilities cooperate with Vice-Principals to facilitate the smooth execution of policy decisions and core-process activities.

Facilities are instrumental in facilitating students' vertical and lateral progression. Alumni form a vital support system for the institution, contributing significantly to its development. Stakeholders provide valuable feedback, signaling the institution's quality perception and aiding in continuous improvement.

File Description	Documents
Paste link to Organogram on the institution webpage	https://www.sxccal.edu/wp-content/uploads/2022/03/ORGANOGRAM.pdf
Upload any additional information	View File
Paste link for additional Information	Nil

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
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 mental health of both teaching and support staff is a top priority for the College authorities, who provide excellent facilities for psychological counseling by trained professionals.

St. Xavier's College (Autonomous), Kolkata consistently supports the well-being of every staff member, offering assistance in both mental and physical health matters. Additionally, the institution has dedicated a Patient Transport Ambulance to serve the students, alumni, staff, Jesuit community, and similar communities within the Calcutta Province.

Various welfare measures, including Medical Insurance, Group Insurance, Provident Fund, Gratuity, Pension/Contributory Pension Fund, and other retirement benefits, are provided to ensure the staff's financial security.

The College also prioritizes the career development of faculty members through seminars/conferences/webinars and other offline/online academic activities.

File Description	Documents
Upload any additional information	No File Uploaded
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

13

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

10

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.)

56

File Description	Documents
Summary of the IQAC report	No File Uploaded
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

The institution conducts internal audits throughout the year, facilitated by appointed Chartered Accountants from M/S D.K Dwibedi Associates. These audits result in half-yearly audit reports and final reports, including the Balance Sheet, for each financial year.

External audits are conducted annually by the Department of Higher Education, Government of West Bengal. M/S R.L. Ghosh Co. is the appointed auditor for these external audits, presenting final reports alongside Balance Sheets for each financial year.

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)

8,16,102

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 institution employs several strategies for fund mobilization, including fees collection, income from investments, research and infrastructure development grants from government agencies, donations from alumni associations, and financial support from other sources such as educational loans and scholarships for research scholars.

Optimal resource utilization is ensured through various means:

1. Salaries for staff members
2. Maintenance and enhancement of physical facilities including classrooms with LCD, Wi-Fi facilities, laboratories with ICT equipment, and seminar halls.
3. Campus infrastructure maintenance and faculty empowerment expenses.
4. Student support and progression, including scholarships and concessions for economically weaker and meritorious students.
5. Expenditure on campus infrastructure development for both the main and rural campuses at Raghobpur.

File Description	Documents
Upload any additional information	No File Uploaded
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)

The IQAC regularly conducts quality control assessments through ISO 9001:2015 Academic and Administrative Surveillance Audits, as well as Internal and External Academic Audits. Recommendations provided by the ISO and Academic Audit teams are carefully reviewed, and suggestions are considered for implementation. The process is consistently monitored and evaluated.

The College achieved certification with the esteemed Quality Management System, ISO 9001:2015, in 2023. the Annual Surveillance Audit was conducted

The Academic and Administrative Audit took place. Additionally, the ISO 9001:2015 Re-certification Audit for 2022 was successfully conducted. The College has maintained its ISO accreditation since 2019.

The College upholds a commitment to a green, clean, and plastic-free campus. Continuous efforts are made to uphold environmental sustainability measures.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://sxccal.edu/iqac-committee-members

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

The IQAC consistently conducts quality control assessments through ISO 9001:2015 Academic and Administrative Surveillance Audits, as well as Internal and External Academic Audits. Recommendations provided by the ISO and Academic Audit teams are carefully noted, and suggestions are evaluated for implementation. This process is routinely monitored and critically assessed.

The Core Committee, a standing committee of the Academic Council, convenes regular meetings to formulate policies and oversee the academic procedures of the institution. In accordance with UGC guidelines, Academic Council meetings occur once per semester to review, evaluate, and engage in critical discussions regarding relevant academic matters. All decisions made by the Core

Committee and recommendations from the Board of Studies (BOS) regarding curriculum review and restructuring are ratified during these meetings following necessary adjustments.

Continuous feedback from students and other stakeholders is collected, analyzed, and utilized for the comprehensive enhancement of the institution.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://sxccal.edu/academic-audit

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://sxccal.edu/upload/Principal Report - 2022-23.pdf
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

St. Xavier's College, in its commitment to shaping students as "Men and Women for Others," has consistently fostered a gender-

sensitive approach through various workshops and programs. Gender sensitization is deeply ingrained in the Xaverian culture, with components of the curriculum empowering all students to understand the multiple dimensions of gender equity and related issues within their experiential reality. This approach transcends mere theoretical discussion to encompass practical applications in the immediate social environment.

Different departments and societies within the College organize conferences, seminars/webinars, and lecture series focusing on gender issues. The Xaverian Centre for Equality and Liberty (XCEL) hosts lectures and interactive sessions to motivate and empower students in handling any form of harassment they may encounter outside the college environment. The college maintains a committee dedicated to addressing sexual harassment cases, ensuring a safe and supportive environment for all students. Prior to the committee's formation, the women's cell of the College addressed such cases.

The disciplined and inclusive environment of the College fosters gender equality and harmony within the campus, reflected in the absence of any reported cases of sexual harassment to date.

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

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy plant Wheeling to the Grid power-efficient equipment

A. Any 4 or All of the above

File Description	Documents
Geotagged Photographs	No File Uploaded
Any other relevant information	No File Uploaded

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)

To begin with, degradable and non-degradable waste are

meticulously separated into specific trash bins and disposed of separately to the Kolkata Municipal Corporation. Biological waste disposal is conducted within the biotechnology and microbiology laboratories using specific methods that involve autoclaving microbial strains.

Disposable petri-plates are utilized to facilitate their destruction by heat before disposal, ensuring proper waste management. Additionally, regular monitoring, cleaning, and disinfection of incubators with formaldehyde vapor are carried out to prevent cross-contamination effectively.

Waste generated from the chemistry laboratory undergoes neutralization using acid or alkali before disposal, adhering to proper disposal protocols and environmental safety measures.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

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

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered

vehicles

3. Pedestrian-friendly pathways

4. Ban on use of plastic

5. Landscaping

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
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:

A. Any 4 or all 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	View File
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

A. Any 4 or all of the above

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.

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	No File Uploaded
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

St. Xavier's College is built upon a vision of society grounded in love, freedom, liberty, justice, equality, and fraternity, which is reflected in its compulsory foundation courses. The first course, "Inter-Religious Studies and Social Harmony," aims to cultivate sensitivity to religious diversity and promote interfaith dialogue. Through this course, students gain an understanding of the fundamental principles of major world religions, exploring their relevance in a globalized context. They learn to discern between faith and fanaticism, critically reflecting on fostering social harmony and enhancing their own spiritual awareness.

Another integral course, "Personality Development," fosters a positive outlook among students, empowering them to navigate everyday life with confidence and wellbeing. It emphasizes the development of personal, interpersonal, and social skills essential for navigating the complexities of a dynamic world. Through creative and critical thinking, decision-making, time and stress management, and conflict resolution, students are equipped to tackle challenges effectively. The course also promotes empathy and nurtures a commitment to personal integrity, social justice, and equality.

Additionally, the college organizes periodic seminars/conferences/webinars on various social issues such as Gender Sensitization and Capacity Building, Mental Health, Peer Pressure, and Climate Justice. These initiatives further enhance students' understanding of societal challenges and empower them to contribute positively to addressing these issues.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded

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

St. Xavier's College is built upon a vision of society grounded in love, freedom, liberty, justice, equality, and fraternity, which is reflected in its compulsory foundation courses. A foundation course on, "inter-religious studies and social harmony," aims to cultivate sensitivity to religious diversity and promote interfaith dialogue. Through this course, students gain an understanding of the fundamental principles of major world religions, exploring their relevance in a globalized context. They learn to discern between faith and fanaticism, critically reflecting on fostering social harmony and enhancing their own spiritual awareness.

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Additionally, the college organizes periodic seminars/conferences/workshops/webinars on various social issues such as Gender Sensitization and Capacity Building, Mental Health, Peer Pressure, and Climate Justice. These initiatives further enhance students' understanding of societal challenges and empower them to contribute positively to addressing these issues.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	No File Uploaded
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic 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	No File Uploaded
Any other relevant information	No File Uploaded

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

St. Xavier's College (Autonomous), Kolkata celebrates / organizes national and international commemorative days, events with full enthusiasm as the celebration begins with

1. International world day against Human Trafficking on 30th July
2. Independence Day Celebration on 15th August
3. Teachers Day Celebration on 05th September

4. Observing International Literacy Day on 11th September
5. Hindi Diwas on 21st September
6. Adivasi Diwas on 22nd October
7. National Youth Day on 12th January
8. International Mother Language Day on 21st February
9. National Science Day Celebration of 28th February
10. International Women's Day Celebration on 15th March
11. World Theatre Day on 27th March
12. Birth anniversary of Rabindranath Tagore on 9th May
13. World Environment Day on 5th June
14. World Day against Child Labour
15. International Day of Yoga on 21st June
16. International Day against Drug Abuse on 26th June
17. National Statistics Day on 30th June

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

St. Xavier's College (Autonomous) Kolkata is committed to nurturing academically excellent, compassionate, and conscientious young men and women who uphold the principles of social justice

and the values enshrined in the Constitution of India.

To achieve this, the college follows a set of practices:

1. **Continuous Curriculum Development:** The curriculum is regularly updated to meet the evolving needs of various stakeholders.
2. **Individualized Teaching:** Teachers make special efforts to cater to both advanced and slow learners in the class.
3. **Secular Awareness:** The college fosters secular awareness in our diverse society and encourages a holistic perspective on social issues.
4. **Academic Research:** Emphasis is placed on rigorous academic research, with findings shared through outreach programs benefiting society.
5. **Academic Infrastructure:** The college continuously maintains and develops its academic infrastructure, ensuring it is inclusive and accessible to differently-abled students.
6. **Jesuit Leadership and Governance:** The college employs effective management practices rooted in Jesuit leadership principles, adapting to evolving needs.

These practices have yielded notable successes:

1. **Stakeholder Satisfaction:** Structured feedback and quantitative analysis demonstrate steady improvement across various areas of institutional activity.
2. **NAAC Accreditation:** Achieved the highest CGPA of 3.77 on a 4-point scale, earning an A++ grade from NAAC in 2017.
3. **NIRF Ranking:** Ranked 8th in the "College" category in NIRF 2022, reflecting the college's excellence in various parameters.
4. **ISO 9001:2015 Certification:** Recognized as an ISO 9001:2015 certified college, underscoring its commitment to quality management.

File Description	Documents
Best practices in the Institutional website	https://www.sxccal.edu/
Any other relevant information	Nil

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)

Grounded in the philosophy of Jesuit education, St. Xavier's College endeavors to embody the Jesuit ideals of "AMDG" (for the greater glory of God) and "MAGIS" (for the better/greater) across all facets of teaching, learning, evaluation, research, and extension services. Bridging the urban-rural divide, the college is committed to democratizing access to education for all, with a special emphasis on marginalized communities regardless of caste, creed, religion, or gender.

Throughout the academic year, the college diligently adhered to its academic calendar, ensuring the completion of all classes, Continuous Internal Assessments, and examination-related tasks, including paper-setting, moderation, evaluation, and score-sheet preparation.

Amidst the challenges posed by the pandemic, students received academic mentoring and psychological counseling from faculty members, professional counselors, and Jesuit Priests, providing crucial support during these trying times.

The college's commitment to academic and social discourse was evident through the organization of National and International Seminars, Conferences, and webinars across various departments, facilitating meaningful engagement with pressing issues.

In collaboration with alumni, the college undertook extensive philanthropic initiatives aimed at addressing diverse societal challenges, further exemplifying its dedication to social responsibility and community outreach.

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.

The courses are meticulously crafted to provide comprehensive knowledge, practical training, critical thinking skills, and social interaction, fostering the conversion of theoretical knowledge into practical industrial applications while emphasizing ethical and environmental considerations. These programs are designed to cater to a diverse student body, encompassing various social, cultural, religious, linguistic, and ethnic backgrounds, thereby ensuring inclusivity and representation of different communities and social groups. At the national level, these programs are seamlessly integrated to address overarching societal needs and challenges. They incorporate innovative practices to align with the institution's mission of holistic transformation and contribute meaningfully to nation-building by developing cutting-edge technologies applicable in diverse fields such as Science, Economics, Commerce, and Management. St. Xavier's College ensures that students evolve into socially responsible individuals, embodying the ethos of being "men and women for others," as envisioned by Rabindranath Tagore's concept of "Viswamanav." The course outcomes are designed to shift the focus from conventional employment-seeking approaches towards fostering entrepreneurship and research-oriented mindsets. Moreover, the program-specific outcomes aim to cultivate a liberal humanistic perspective among students, refining their creative and critical thinking abilities while enhancing their interdisciplinary skills.

File Description	Documents
Upload additional information, if any	No File Uploaded
Link for additional information	Nil

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

8

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

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

124

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	No File Uploaded
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

45

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

17

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

Human Values and Professional Ethics: All undergraduate students are required to enroll in a compulsory Foundation Course on Personality Development. BA Sociology Honours Program: Students pursuing the BA Sociology Honours Program under CBCS study various core papers, including: Sociology of Religion: HSOCR5121T Sociology of Gender: HSODS5011T Environment and Sustainability: The Course on Environmental Science is mandatory for all undergraduate programs offered by our college. Additionally, the postgraduate department of Economics offers two elective courses on Environmental Economics. BA Sociology Honours Program (CBCS): Students in Sem-V of the BA Sociology Honours Program have the option to take a department-specific elective course titled Environmental Sociology: HSODS5021T. Postgraduate Level: Environment Economics I (Elective Paper 2): A 6-credit course offered in Sem-III. Environment Economics II (Elective Paper 4): A 6-credit course offered in Sem-IV.

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	No File Uploaded
Any additional information	No File Uploaded

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

33

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

1254

File Description	Documents
List of students enrolled	View File
Any additional information	No File Uploaded

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

2584

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

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

A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://sxccal.edu/360-degree-feedback
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following	A. Feedback collected, analysed and action taken made available on the website
---	---

File Description	Documents
Provide URL for stakeholders' feedback report	https://sxccal.edu/360-degree-feedback
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

2805

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)

1138

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.

The Mentoring Scheme, with a strong emphasis on accountability, operates at the onset of each semester cycle, with each department assigning a specific professor as the mentor for that semester. The mentor assumes responsibility for overall student welfare, addressing academic concerns, and acting as a bridge to connect students facing challenges in specific

subjects with their relevant professors. Effectively addressing student problems and grievances is a key focus for mentors. To support students who may be struggling, remedial classes are organized for slow and weak learners. These classes, conducted in convenient time slots, follow a structured format, with each session lasting a '50-minute period.' Formal attendance records are meticulously maintained, and at the semester's conclusion, the mentor submits a comprehensive report to the relevant authorities. The effectiveness of remedial classes is gauged through subsequent improvements in student performance.

For advanced learners, the institution encourages engagement in research and publications in both national and international journals. Participation and presentations in various academic events such as seminars, workshops, conferences, Science Association Exhibitions, and involvement in national and international exchange programs through Institutional MOUs further enhance their academic experience. The Mentoring Scheme, with its accountability measures, has proven to be highly advantageous for students, contributing significantly to their holistic development.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
Nil	8197	238

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:

Experiential Learning: The curriculum integrates various experiential learning components such as case studies,

dissertations, project work, industry visits, and internships, providing students with opportunities to apply their knowledge in practical settings. Laboratory-based practical courses enable hands-on learning, equipping students with skills applicable in real-life scenarios. Participative Learning: Students engage in group learning, analysis, evaluation, and reflections, fostering collaborative interdisciplinary activities like class seminars, term papers, and group projects. These activities are integral to the evaluation process, allowing students to bridge theoretical knowledge with practical application. The interactive nature of participative learning benefits students with slower learning abilities, enhancing their academic strengths through collective learning processes. Problem-Based Learning: Occasionally, the learning process is inverted, presenting students with open-ended problems to stimulate critical thinking. Students' responses are collected and synthesized, leading to the identification of pedagogical principles. Analyzing theoretical issues related to gender, race, and class prompts critical reflections among small groups, linking these issues to real-life socio-political and cultural contexts. This multidimensional problem-based learning approach fosters exciting and refreshing learning experiences.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional Information	Nil

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

ICT tools and resources available

1. Computers
2. Laptops
3. Projectors
4. LFD
5. Smart Boards
6. Document Camera

7. Digital Writing Pads

8. Video Conferencing

9. Online Database

10. Digital Library

11. Digital Tabs

12. E-resources

13. MS Teams

14. ZOOM

15. Google Meet

16. SMS Gateway

17. Group E-mail

18. Remote Computing

E-resources and techniques used

1. Online and Virtual Learning

2. Presentations

3. Live Demonstration

4. Live Problem Solving

5. Video Conferencing

6. Group E-mail

7. Web Resources and platforms

8. Real-time attendance through Digital Tablets

9. Online Database

10. Digital Library

11. E-resources**12. Online Tutorials, Group Discussions and Doubt Clearing Sessions****13. MOOC Courses on SWAYAM Platform by College Teachers**

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://www.sxccal.edu/e-resources/
Upload any additional information	No File Uploaded

2.3.3 - Ratio of students to mentor for academic and other related issues**2.3.3.1 - Number of mentors**

238

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	No File Uploaded

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

ACADEMIC CALENDER FOR JULY 2022 TO JUNE 2023 The academic calender is prepared and uploaded on the College website wellahead of time. All departments strictly adhere to it. All programmes and academicmatters including exams are organised as per the academic calender. The Vice-Principals, Deans and Core Committee regularly monitor to ensure that theacademic calender is strictly adhered to.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	No File Uploaded

2.4 - Teacher Profile and Quality

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

238

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	View File

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

146

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)

3174.26

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**

19.27

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

6

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	View File

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

The Continuous Internal Assessment (CIA) process is overseen by individual departments, with the marks being directly transmitted to the Controller of Examinations (COE) office. These marks are then integrated with the end-semester examination scores. The COE utilizes dedicated software for communicating with service providers and managing the moderation of question papers. Following examinations, faculty members examine and scrutinize coded answer scripts. To expedite this process, a procedure involving bulk SMS notifications is implemented. Additionally, the system oversees result publication and facilitates the remuneration process for service providers through the same software. Even in offline mode, results are typically published within approximately 20 days after the conclusion of examinations.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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

During syllabi preparation, subject experts and internal members of the Board of Studies thoroughly review learning objectives and expected outcomes for each course. Subsequently, teaching-learning strategies are finalized and approved by the Academic Council, then communicated to faculty members. The College calendar cum prospectus, issued at the academic year's outset, contains essential information regarding the institution's vision, mission, history, courses, rules, departments, faculty lists, holidays, key dates, and co-curricular and extracurricular activities.

This information is disseminated to students through various channels: College calendar distributed to all students at the academic year's commencement. Regularly updated website providing information. Notice boards utilized for daily updates. Distribution of printed syllabi detailing semester course content. Newspaper advertisements announcing offered courses. College magazine, newsletters, and departmental magazines distributed to students.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	No File Uploaded
Upload any additional information	No File Uploaded
Link for additional Information	Nil

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

The achievement of learning outcomes is evaluated through various methods including continuous internal assessment (CIA), remedial classes, student mentoring by faculty members, day-to-day interactions with students, and end semester examinations. Each department ensures the provision of quality contact hours outside of class where professors meet students to address their academic queries and other concerns. Following every examination, the controller of examinations analyzes the results using dedicated software. Monitoring of learning

outcomes achievement is facilitated through CIA, submission of assignments related to classroom seminars, projects, class tests, term papers, mid-semester examinations, and attendance records. The College conducts both formative and summative assessments to monitor student progress and ensure the achievement of learning outcomes. Regular meetings involving students, and when necessary, parents, with heads of departments, dean, and vice principals from different departments are conducted to further support the attainment of learning outcomes.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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

2446

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	Nil

2.7 - Student Satisfaction Survey

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

<https://sxccal.edu/student-satisfaction-survey-report-sssr-1>

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

Facilities Update: The Central Research Facility at St. Xavier's College houses cutting-edge research equipment in physical and biological sciences. Equipment undergoes yearly calibration by authorized agencies like Electro Meter Corporation (Kolkata), Device Calibration & Instrumentation, and PerkinElmer (India) Pvt. Ltd., with certificates meticulously maintained. The SIRO/DSIR certificate is periodically renewed, and facility enhancements are made through DST initiatives. The PFMS-EAT Module update process is underway, while Annual Maintenance Contracts (AMCs) cover equipment such as the Cold Room, U-2900UV/VIS Spectrophotometer, and F-7000 Fluorimeter. **Research Policy:** St. Xavier's College (Autonomous), Kolkata aims to be recognized for imparting quality education and fostering genuine and meritorious research and development. The institution seeks to expand its consultancy services and encourage patenting of ideas arising from research endeavors. Emphasis is placed on fostering meaningful engagement with contemporary political and social issues, encouraging interdisciplinary studies. Efforts are directed towards nurturing a research culture within the institution. Support and incentives are provided to professors engaged in research and publication in peer-reviewed journals.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	No File Uploaded
Provide URL of policy document on promotion of research uploaded on the website	Nil
Any additional information	No File Uploaded

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)

66,62,628

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
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	No File Uploaded
Any additional information	No File Uploaded

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

1

File Description	Documents
e-copies of the award letters of the teachers	View File
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)

1,11,80,345

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	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

13

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

47

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

5

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
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.

Facilities Update: The Central Research Facility at St. Xavier's College houses cutting-edge research equipment in physical and biological sciences. Equipment undergoes yearly

calibration by authorized agencies like Electro Meter Corporation (Kolkata), Device Calibration & Instrumentation, and PerkinElmer(India) Pvt. Ltd., with certificates meticulously maintained. The SIRO/DSIR certificate is periodically renewed, and facility enhancements are made through DST initiatives. The PFMS-EAT Module update process is underway, while Annual Maintenance Contracts (AMCs) cover equipment such as the Cold Room, U-2900UV/VIS Spectrophotometer, and F-7000 Fluorimeter. Research Policy: St. Xavier's College (Autonomous), Kolkata aims to be recognized for imparting quality education and fostering genuine and meritorious research and development. The institution seeks to expand its consultancy services and encourage patenting of ideas arising from research endeavors. Emphasis is placed on fostering meaningful engagement with contemporary political and social issues, encouraging interdisciplinary studies. Efforts are directed towards nurturing a research culture within the institution. Support and incentives are provided to professors engaged in research and publication in peer-reviewed journals.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

12

File Description	Documents
Report of the events	No File Uploaded
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

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

A. All of the above

Research Ethics in the research methodology course work Plagiarism check through authenticated software

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	No File Uploaded

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

16

File Description	Documents
URL to the research page on HEI website	Nil
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

80

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

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

63

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stxc.s3-ap-south-1.amazonaws.com/12-2023-11-729-E-%20governance%20model%20in%20post%20pandemic%20India.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

419

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

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

5

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
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)

7,40,000

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	No File Uploaded
Any additional information	No File Uploaded

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

1.56

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

Various awareness sessions were organized online to instill social consciousness among students, inspiring them to become agents of positive change in society. These sessions focused on equipping students addressing topics like different day today challenges, human trafficking, child labor, and child marriage. Practical tips were shared throughout the sessions to empower students to initiate change starting from their own homes and communities. Feedback from students indicated a positive impact, as they gained awareness of social issues and expressed a desire for more such sessions. Some students also

shared their experiences as catalysts during the year. Towards the end, students were encouraged to take a pledge to contribute to one positive change whenever and wherever possible.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

1

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	View File

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)

37

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

1777

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

14

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)

33

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	No File Uploaded

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.

The institution is well equipped with ample infrastructure and physical facilities conducive to effective teaching and learning. Across both campuses at Mother Teresa Sarani and Raghobpur, there are a total of 134 classrooms, out of which 77 are equipped with audiovisual capabilities. Additionally, there are 27 laboratories catering to various research activities in

fields such as Science and Finance. Furthermore, the college features 5 computing laboratories catering undergraduate courses, along with separate facilities for MSC Computer Science and MSC Physics. A dedicated computer laboratory is also available at the rural campus in Raghampur. Moreover, the main campus houses two multimedia laboratories equipped with Apple Desktops, along with a classical animation laboratory for practical sessions on creative animation. In order to facilitate hands-on training in Mass Communication, Videography, Journalism, and Multimedia, the institution provides facilities such as studios, audio/video editing suites, rendering equipment, and related tools for student assignments and projects. Additionally, special equipment including smartboards, document cameras, digital writing pads, and LFDs are provided as per specific requirements to enhance the learning experience.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

The Xaverian Academy of Dance and Music (XADAM) offers students ample facilities for cultural activities throughout the year. Various events and activities were organized, including Independence Day celebrations, Teachers' Day events, Saraswati Puja festivities, Convocation, and Valedictory Functions, as well as prayers for peace and healing. Auditorium Facilities: The college features a large two-storied auditorium, the Fr. Depelchin Auditorium, located in the Park Street Campus, equipped with state-of-the-art facilities for film screenings and hosting various programs with large gatherings. Additionally, there are four additional halls available for hosting college events, along with a large hall in the Raghampur Campus.

Sports and Games Facilities:

- One large field utilized for Football, Athletics, Cricket, Hockey, and Small area games.
- One smaller field designated for Volleyball, Throwball,

Women's cricket, and Physical Fitness sessions.

- A fully floodlit Basketball court.
- Separate Common Rooms for boys and girls equipped with standard Table Tennis Tables, Carom Boards, and Chess Stations.
- A Gymnasium.
- A newly constructed yoga and fitness center.

File Description	Documents
Geotagged pictures	No File Uploaded
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

70

File Description	Documents
Upload any additional information	No File Uploaded
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)

12,07,40,650

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

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

The central library of St. Xavier's College (Autonomous) Kolkata is automated with the open-source integrated library management software Koha (version 20.11.08.000). The work flows are automated through various modules such as library members' registration, library items circulation, library materials cataloguing, serials cataloguing, management reports generation, tools, searching library materials, acquisition, and online support.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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	No File Uploaded

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

21,69,333

File Description	Documents
Audited statements of accounts	View File
Any additional information	No File Uploaded
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

336

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	No File Uploaded

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

St. Xavier's College (Autonomous) Kolkata enhances the existing standards and policies by delineating specific rights and responsibilities regarding the utilization of the College's "E-Resources." The policy's scope is clearly defined, encompassing all individuals who access or utilize the College's electronic resources, including faculty, staff, students, alumni, and guests. The policy's purpose is explicitly stated, emphasizing the College's provision of E-Resources to support its academic and administrative objectives, with priority given to uses aligning with these goals. Authorized uses of E-Resources are clearly outlined, with the College retaining sole authority to determine acceptable usage and may restrict or discipline users engaging in activities inconsistent with this policy or other applicable standards of conduct. College email accounts are designated for official correspondence only, and access restrictions are enforced through the use of user IDs and passwords as the primary authentication method. Furthermore, users are required to uphold intellectual property rights, including copyrights, when utilizing College E-Resources, and a defined privacy policy ensures the protection of user information. The College maintains supervision over E-Resources through a designated team of authorized employees responsible for daily administration and oversight.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
8194	1588
File Description	Documents
Upload any additional information	No File Uploaded
4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	A. 750 Mbps
File Description	Documents
Details of bandwidth available in the Institution	No File Uploaded
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	No File Uploaded
Paste link for additional information	Nil
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)	
28,23,06,330	

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	No File Uploaded

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.

The ICT Resource Management Committee of the College oversees the comprehensive Annual Maintenance Contract (AMC) for various equipment and systems, including computers, printers, servers, campus network, campus Wi-Fi, and CCTV systems. In-house technicians maintain the electrical system, with periodic inspections conducted by local electrical authorities. For physical and support infrastructure maintenance and upgrades, the College appoints a dedicated Campus Administrator and Campus Manager. They oversee the upkeep and enhancement of buildings, elevators, ramps, hygiene rooms, water supply, waste management, and laboratory facilities in departments such as Physics, Chemistry, Microbiology, Biotechnology, and Computer Science. Faculty members, along with trained technical support staff, regularly maintain and upgrade these facilities. The Central Library and Goethals Library are managed by a dedicated team of staff responsible for routine inspections and monitoring of library services, including digitization, self-help kiosks, and access to library resources. The College playground is meticulously maintained throughout the year by dedicated support staff, ensuring it remains lush green. Additionally, the basketball ground and playfield are kept in top condition to facilitate various sports and games year-round, with sports equipment maintained in prime condition through proper upkeep.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

686	
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	
3966	
File Description	Documents
Upload any additional information	No File Uploaded
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	Nil
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	
672	

File Description	Documents
Any additional information	No File Uploaded
Number of students benefited 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	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	No File Uploaded
Upload any additional information	No File Uploaded

5.2 - Student Progression

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

545

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

737

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

61

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

19

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

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

The class representatives continued their role as class coordinators, while others were appointed by the Heads of Departments in consultation with the Vice-Principal and Deans.

Students actively participated in organizing and hosting

various departmentalevents, as well as attending webinars and web-talks hosted by differentdepartments and societies within St. Xavier's College, as well as other Colleges, Universities, and Institutes.Previous working committee members from the second year who were stillstudents in their third year represented the larger student community in variouscommittees such as placement, dress code, and disciplinary committees.Additionally, a few students represented the College in selected online events ofnon-academic nature, including debates, panel discussions, quizzes, and chesstournaments.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

1

File Description	Documents
Report of the event	No File Uploaded
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

SXCAA is not just an association; it's a cohesive family, a united team working in perfect synchronization to fulfill the vision and goals set by our esteemed Reverend Father President, Dr. Dominic Savio. Under his guidance, we strive to embody the ethos of service as 'Men and Women for Others'. I extend my deepest gratitude to Father President for his unwavering mentorship and guidance. The Annual Report serves as an ideal platform to showcase and document the achievements and initiatives undertaken by our team, which includes every member of the association, particularly the dedicated members of the Governing Council. Despite the challenging circumstances we've

faced over the past two years, especially during the pandemic, our association has demonstrated resilience and strength. With a team like ours, we understand that tough times are temporary, but a strong team endures! Let us take a moment of silence to honor and pay tribute to the Jesuit Priests, our esteemed members, students, teachers, and non-teaching staff who have departed from us during the year. It is my humble privilege to present a comprehensive overview of the initiatives, programs, events, and activities accomplished by SXCAA, its wings, and Chapters during the year.

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

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

The institution's vision, mission, and goals are not just lofty ideals but tangible realities achieved through a strategic action plan, a schedule for future development, effective leadership, and participative decision-making processes. Grounded in the philosophy of Jesuit Education, the College embraces the Jesuit paradigm of AMDG (Ad Majorem Dei Gloriam) and "MAGIS" (for the greater good) across all facets of teaching, learning, evaluation, research, and extension services. Emphasis is placed on serving the marginalized sections of society, transcending barriers of caste, creed, religion, and gender.

To realize our Vision and Mission, our Governance and Leadership adhere to a robust Value Framework that includes:

- Fostering a fervent pursuit of academic and intellectual excellence.
- Promoting social concern that translates into action.
- Cultivating an unwavering commitment to enhancing the quality of life, both within the organization and in society at large.
- Instilling integrity, perseverance, and transparency in students.
- Facilitating creativity and innovation in all endeavors.
- Empowering leadership to drive social change and shape a better future.
- Encouraging discipline, teamwork, and collaboration.
- Providing education with a human touch, prioritizing empathy and compassion.

The effective governance aligned with our Vision and Mission has propelled the college to evolve into a nationally ranked, multifaceted, and co-educational institution committed to holistic development and societal transformation.

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

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

The institution upholds the quality of its administration through decentralized decision-making and active participation of all stakeholders in key policy decisions. It maintains transparency by clearly delegating duties and responsibilities. Fellowship gatherings involving staff, students, and administration foster a sense of unity, contributing to effective management across academic and administrative domains.

As the Head of the institution, the Principal delegates responsibilities to Vice Principals (VPs), Deans, Heads of Departments (HODs), Controller of Examinations (COE), and faculty members. While guiding and coordinating the implementation of decisions, the Principal ensures accountability and transparency in all activities. Faculty members are integral to the decision-making process, promoting

lay leadership and participation encouraged by the Jesuit management.

Faculty involvement extends to all academic and policy decisions, with representation across all administrative bodies. This collaborative approach ensures well-coordinated academic and administrative planning within the institution.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

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

Our perspective plan encompasses both academic and infrastructural expansion while upholding the standard of education. Introduction of new courses reflects our commitment to extending academic opportunities to diverse sections of society, particularly the underprivileged and marginalized.

The Raghampur Campus, representing the rural facet of St. Xavier's, currently serves around 460 students, furthering our educational outreach. Plans are underway to expand Masters Programs across various departments and to introduce Ph.D. courses. Efforts are ongoing to establish national and international collaborations through MOUs.

Recent initiatives include a Capacity Building Workshop on "Demystifying Python for Data Analytics" organized by the Departments of Information Technology, Computer Science, and Statistics in collaboration with IQAC. Our NSS activities align with the objectives of the Unnat Bharat Abhiyan, reaching out to adopted villages.

At Raghampur Campus, dedicated personnel oversee the Unnat Bharat Abhiyan program, ensuring its effective implementation. The administration nurtures and governs the Raghampur Campus,

fostering a conducive environment for students to imbibe institutional values and flourish accordingly.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
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.

Regular meetings of the Governing Body are convened, chaired by Father Principal, overseeing various statutory bodies and administrative committees. Clear, achievable goals are set, and performance is periodically reviewed with subsequent follow-up actions.

The administration diligently adheres to regulations governing higher education departments, including UGC, NAAC, NCTE, and service rules of autonomous colleges. Hierarchically, Vice-Principals, Deans, HODs, and academic faculty members ensure the implementation of action plans derived from decision-making processes.

The Controller of Examinations conducts exam-related confidential activities in collaboration with relevant offices and departments. Support staff, committees, societies, and facilities cooperate with Vice-Principals to facilitate the smooth execution of policy decisions and core-process activities.

Facilities are instrumental in facilitating students' vertical and lateral progression. Alumni form a vital support system for the institution, contributing significantly to its development. Stakeholders provide valuable feedback, signaling the institution's quality perception and aiding in continuous improvement.

File Description	Documents
Paste link to Organogram on the institution webpage	https://www.sxccal.edu/wp-content/uploads/2022/03/ORGANOGRAM.pdf
Upload any additional information	View File
Paste link for additional Information	Nil

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
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 mental health of both teaching and support staff is a top priority for the College authorities, who provide excellent facilities for psychological counseling by trained professionals.

St. Xavier's College (Autonomous), Kolkata consistently supports the well-being of every staff member, offering assistance in both mental and physical health matters. Additionally, the institution has dedicated a Patient Transport Ambulance to serve the students, alumni, staff, Jesuit community, and similar communities within the Calcutta Province.

Various welfare measures, including Medical Insurance, Group Insurance, Provident Fund, Gratuity, Pension/Contributory

Pension Fund, and other retirement benefits, are provided to ensure the staff's financial security.

The College also prioritizes the career development of faculty members through seminars/conferences/webinars and other offline/online academic activities.

File Description	Documents
Upload any additional information	No File Uploaded
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

13

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

10

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.)

56

File Description	Documents
Summary of the IQAC report	No File Uploaded
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

The institution conducts internal audits throughout the year, facilitated by appointed Chartered Accountants from M/S D.K Dwibedi Associates. These audits result in half-yearly audit reports and final reports, including the Balance Sheet, for each financial year.

External audits are conducted annually by the Department of Higher Education, Government of West Bengal. M/S R.L. Ghosh Co. is the appointed auditor for these external audits, presenting final reports alongside Balance Sheets for each financial year.

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)

8,16,102

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 institution employs several strategies for fund mobilization, including fees collection, income from investments, research and infrastructure development grants from government agencies, donations from alumni associations, and financial support from other sources such as educational loans and scholarships for research scholars.

Optimal resource utilization is ensured through various means:

1. Salaries for staff members
2. Maintenance and enhancement of physical facilities including classrooms with LCD, Wi-Fi facilities, laboratories with ICT equipment, and seminar halls.
3. Campus infrastructure maintenance and faculty empowerment expenses.
4. Student support and progression, including scholarships and concessions for economically weaker and meritorious students.
5. Expenditure on campus infrastructure development for both the main and rural campuses at Raghapur.

File Description	Documents
Upload any additional information	No File Uploaded
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)

The IQAC regularly conducts quality control assessments through ISO 9001:2015 Academic and Administrative Surveillance Audits, as well as Internal and External Academic Audits.

Recommendations provided by the ISO and Academic Audit teams are carefully reviewed, and suggestions are considered for implementation. The process is consistently monitored and evaluated.

The College achieved certification with the esteemed Quality Management System, ISO 9001:2015, in 2023. The Annual Surveillance Audit was conducted

The Academic and Administrative Audit took place. Additionally, the ISO 9001:2015 Re-certification Audit for 2022 was successfully conducted. The College has maintained its ISO accreditation since 2019.

The College upholds a commitment to a green, clean, and plastic-free campus. Continuous efforts are made to uphold environmental sustainability measures.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://sxccal.edu/igac-committee-members

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

The IQAC consistently conducts quality control assessments through ISO 9001:2015 Academic and Administrative Surveillance Audits, as well as Internal and External Academic Audits. Recommendations provided by the ISO and Academic Audit teams are carefully noted, and suggestions are evaluated for implementation. This process is routinely monitored and critically assessed.

The Core Committee, a standing committee of the Academic Council, convenes regular meetings to formulate policies and oversee the academic procedures of the institution. In accordance with UGC guidelines, Academic Council meetings occur once per semester to review, evaluate, and engage in critical discussions regarding relevant academic matters. All decisions made by the Core Committee and recommendations from the Board

of Studies (BOS) regarding curriculum review and restructuring are ratified during these meetings following necessary adjustments.

Continuous feedback from students and other stakeholders is collected, analyzed, and utilized for the comprehensive enhancement of the institution.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://sxccal.edu/academic-audit

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://sxccal.edu/upload/Principal Report - 2022-23.pdf
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

St. Xavier's College, in its commitment to shaping students as "Men and Women for Others," has consistently fostered a gender-

sensitive approach through various workshops and programs. Gender sensitization is deeply ingrained in the Xaverian culture, with components of the curriculum empowering all students to understand the multiple dimensions of gender equity and related issues within their experiential reality. This approach transcends mere theoretical discussion to encompass practical applications in the immediate social environment.

Different departments and societies within the College organize conferences, seminars/webinars, and lecture series focusing on gender issues. The Xaverian Centre for Equality and Liberty (XCEL) hosts lectures and interactive sessions to motivate and empower students in handling any form of harassment they may encounter outside the college environment. The college maintains a committee dedicated to addressing sexual harassment cases, ensuring a safe and supportive environment for all students. Prior to the committee's formation, the women's cell of the College addressed such cases.

The disciplined and inclusive environment of the College fosters gender equality and harmony within the campus, reflected in the absence of any reported cases of sexual harassment to date.

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

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

A. Any 4 or All of the above

File Description	Documents
Geotagged Photographs	No File Uploaded
Any other relevant information	No File Uploaded

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)

To begin with, degradable and non-degradable waste are meticulously separated into specific trash bins and disposed of separately to the Kolkata Municipal Corporation. Biological waste disposal is conducted within the biotechnology and microbiology laboratories using specific methods that involve autoclaving microbial strains.

Disposable petri-plates are utilized to facilitate their destruction by heat before disposal, ensuring proper waste management. Additionally, regular monitoring, cleaning, and disinfection of incubators with formaldehyde vapor are carried out to prevent cross-contamination effectively.

Waste generated from the chemistry laboratory undergoes neutralization using acid or alkali before disposal, adhering to proper disposal protocols and environmental safety measures.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

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

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

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

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
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:

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

A. Any 4 or all of the above

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

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms

A. Any 4 or all of the above

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.

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	No File Uploaded
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

St. Xavier's College is built upon a vision of society grounded in love, freedom, liberty, justice, equality, and fraternity, which is reflected in its compulsory foundation courses. The first course, "Inter-Religious Studies and Social Harmony," aims to cultivate sensitivity to religious diversity and promote interfaith dialogue. Through this course, students gain an understanding of the fundamental principles of major world religions, exploring their relevance in a globalized context. They learn to discern between faith and fanaticism, critically reflecting on fostering social harmony and enhancing their own spiritual awareness.

Another integral course, "Personality Development," fosters a positive outlook among students, empowering them to navigate everyday life with confidence and wellbeing. It emphasizes the development of personal, interpersonal, and social skills essential for navigating the complexities of a dynamic world. Through creative and critical thinking, decision-making, time and stress management, and conflict resolution, students are

equipped to tackle challenges effectively. The course also promotes empathy and nurtures a commitment to personal integrity, social justice, and equality.

Additionally, the college organizes periodic seminars/conferences/webinars on various social issues such as Gender Sensitization and Capacity Building, Mental Health, Peer Pressure, and Climate Justice. These initiatives further enhance students' understanding of societal challenges and empower them to contribute positively to addressing these issues.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded

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

St. Xavier's College is built upon a vision of society grounded in love, freedom, liberty, justice, equality, and fraternity, which is reflected in its compulsory foundation courses. A foundation course on, "inter-religious studies and social harmony," aims to cultivate sensitivity to religious diversity and promote interfaith dialogue. Through this course, students gain an understanding of the fundamental principles of major world religions, exploring their relevance in a globalized context. They learn to discern between faith and fanaticism, critically reflecting on fostering social harmony and enhancing their own spiritual awareness.

Another integral course, "personality development," fosters a positive outlook among students, empowering them to navigate everyday life with confidence and wellbeing. It emphasizes the development of personal, interpersonal, and social skills essential for navigating the complexities of a dynamic world. Through creative and critical thinking, decision-making, time and stress management, and conflict resolution, students are equipped to tackle challenges effectively. The course also promotes empathy and nurtures a commitment to personal integrity, social justice, and equality.

Additionally, the college organizes periodic

seminars/conferences/workshops/webinars on various social issues such as Gender Sensitization and Capacity Building, Mental Health, Peer Pressure, and Climate Justice. These initiatives further enhance students' understanding of societal challenges and empower them to contribute positively to addressing these issues.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	No File Uploaded
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic 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	No File Uploaded
Any other relevant information	No File Uploaded

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

St. Xavier's College (Autonomous), Kolkata celebrates / organizes national and international commemorative days, events with full enthusiasm as the celebration begins with

1. International world day against Human Trafficking on 30th July
2. Independence Day Celebration on 15th August
3. Teachers Day Celebration on 05th September
4. Observing International Literacy Day on 11th September
5. Hindi Diwas on 21st September
6. Adivasi Diwas on 22nd October
7. National Youth Day on 12th January
8. International Mother Language Day on 21st February
9. National Science Day Celebration of 28th February
10. International Women's Day Celebration on 15th March
11. World Theatre Day on 27th March
12. Birth anniversary of Rabindranath Tagore on 9th May
13. World Environment Day on 5th June
14. World Day against Child Labour
15. International Day of Yoga on 21st June
16. International Day against Drug Abuse on 26th June
17. National Statistics Day on 30th June

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

St. Xavier's College (Autonomous) Kolkata is committed to nurturing academically excellent, compassionate, and conscientious young men and women who uphold the principles of social justice and the values enshrined in the Constitution of India.

To achieve this, the college follows a set of practices:

1. **Continuous Curriculum Development:** The curriculum is regularly updated to meet the evolving needs of various stakeholders.
2. **Individualized Teaching:** Teachers make special efforts to cater to both advanced and slow learners in the class.
3. **Secular Awareness:** The college fosters secular awareness in our diverse society and encourages a holistic perspective on social issues.
4. **Academic Research:** Emphasis is placed on rigorous academic research, with findings shared through outreach programs benefiting society.
5. **Academic Infrastructure:** The college continuously maintains and develops its academic infrastructure, ensuring it is inclusive and accessible to differently-abled students.
6. **Jesuit Leadership and Governance:** The college employs effective management practices rooted in Jesuit leadership principles, adapting to evolving needs.

These practices have yielded notable successes:

1. **Stakeholder Satisfaction:** Structured feedback and quantitative analysis demonstrate steady improvement across various areas of institutional activity.
2. **NAAC Accreditation:** Achieved the highest CGPA of 3.77 on a 4-point scale, earning an A++ grade from NAAC in 2017.
3. **NIRF Ranking:** Ranked 8th in the "College" category in NIRF 2022, reflecting the college's excellence in various parameters.
4. **ISO 9001:2015 Certification:** Recognized as an ISO 9001:2015 certified college, underscoring its commitment to quality management.

File Description	Documents
Best practices in the Institutional website	https://www.sxccal.edu/
Any other relevant information	Nil

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)

Grounded in the philosophy of Jesuit education, St. Xavier's College endeavors to embody the Jesuit ideals of "AMDG" (for the greater glory of God) and "MAGIS" (for the better/greater) across all facets of teaching, learning, evaluation, research, and extension services. Bridging the urban-rural divide, the college is committed to democratizing access to education for all, with a special emphasis on marginalized communities regardless of caste, creed, religion, or gender.

Throughout the academic year, the college diligently adhered to its academic calendar, ensuring the completion of all classes, Continuous Internal Assessments, and examination-related tasks, including paper-setting, moderation, evaluation, and score-sheet preparation.

Amidst the challenges posed by the pandemic, students received academic mentoring and psychological counseling from faculty members, professional counselors, and Jesuit Priests, providing crucial support during these trying times.

The college's commitment to academic and social discourse was evident through the organization of National and International Seminars, Conferences, and webinars across various departments, facilitating meaningful engagement with pressing issues.

In collaboration with alumni, the college undertook extensive philanthropic initiatives aimed at addressing diverse societal challenges, further exemplifying its dedication to social responsibility and community outreach.

File Description	Documents
Appropriate link in the institutional website	https://sxccal.edu/institutional-distinctiveness
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

Key initiatives include:

1. Expansion of the Raghampur Campus to facilitate enhanced educational opportunities and infrastructure development in rural areas.
2. Introduction of a new postgraduate program in M.A. History to cater to the growing demand for expertise in data analytics and computational techniques.
3. Application for Ph.D. courses in Economics to further strengthen our academic offerings and promote research in diverse disciplines.
4. Exploration of new international and national Memorandums of Understanding (MOUs) to foster collaborations with reputed institutions, facilitating knowledge exchange and academic cooperation.
5. Organization of seminars covering a wide range of disciplines to uphold and promote academic excellence, providing platforms for scholarly discourse and intellectual growth.
6. Development of programs for student and faculty exchange to encourage cross-cultural learning experiences and academic enrichment.
7. Facilitation of student internships in various corporate and publishing houses to enhance their practical skills and ensure favorable placement opportunities, aligning with our commitment to holistic student development and employability.