



JSS Academy of Higher Education & Research
(Deemed to be University)
Accredited "A+" grade by NAAC
Sri Shivarathreeswara Nagar, Mysuru - 570015

Minutes of the Internal Quality Assurance Cell (IQAC) meeting held on 21st June 2019 at 11.00 am Board Room, JSS Dental College, Mysuru.

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Members present:

1. Dr. B Suresh, Pro Chancellor, JSS Academy of Higher Education & Research, Mysuru.
2. Dr. H Basavanagowdappa, Vice Chancellor I/C, JSS Academy of Higher Education & Research, Mysuru. – **Chairman.**
3. Prof. S N Hegde, Former Vice Chancellor, University of Mysore, Mysuru.- Special Invitee.
4. Dr. B Manjunatha, Registrar, JSS Academy of Higher Education & Research, Mysuru.
5. Sri. C C Hiremath, Finance Officer, JSS Academy of Higher Education & Research, Mysuru.- invitee.
6. Dr. Sudheendra Bhat, Controller of Examinations, JSS Academy of Higher Education & Research, Mysuru.
7. Dr. P A Kushalappa, Director (Academics), JSS Academy of Higher Education & Research, Mysuru.
8. Dr. S Balasubramanian, Director (Research), JSS Academy of Higher Education & Research, Mysuru.
9. Dr. Vishalkumar Gupta, Dy. Director (Academics), JSS Academy of Higher Education & Research, Mysuru.
10. Dr. Prashant MV, Coordinator (IQAC), JSS Academy of Higher Education & Research, Mysuru.
11. Dr. S Prashanth Asst. Director (Academics), JSS Academy of Higher Education & Research, Mysuru.
12. Dr. M N Suma, Vice Principal, JSS Medical College, Mysuru.
13. Dr. Raveendra S, Principal, JSS Dental College & Hospital, Mysuru.
14. Dr. T M Pramod Kumar, Principal, JSS College of Pharmacy, Mysuru.
15. Dr. K A Raveesha, Head, Dept. of Water & Health (FLS), JSS Academy of Higher Education & Research, Mysuru.
16. The Coordinator, Dept. of Health System Management Studies, JSS Academy of Higher Education & Research, Mysuru.
17. Dr. M N Suma, Vice Principal, JSS Medical College, Mysuru.
18. Dr. Deepa Bhat, Associate Professor, Dept. of Anatomy, JSS Medical college, Mysuru.
19. Dr. Sunil Kumar. D, Associate Professor, Dept. of Community Medicine, JSS Medical college, Mysuru.

20. Dr. Vijaya Vagheesh Y, Assistant Professor, Dept. of Physiology, JSS Medical College, Mysuru.
21. Dr. Kuldeep. G. B, Assistant Professor, Dept. of Hospital Administration, JSS Medical College, Mysuru.
22. Dr. B. R. Chandrashekhar, Professor & Head, Dept. of Public Health Dentistry, JSS Dental College & Hospital, Mysuru.
23. Dr. Bhagyalakshmi A, Reader, Dept. of Orthodontics, JSS Dental College & Hospital, Mysuru.
24. Dr. Premalatha B R, Reader, Dept. of Oral Pathology, JSS Dental College & Hospital, Mysuru.
25. Dr. P. K. Kulkarni, Vice Principal, JSS College of Pharmacy, Mysuru.
26. Mrs. Shilpa Palaksha, Assistant Professor, Dept. of Pharmacy Practice, JSS College of Pharmacy, Mysuru.
27. Mrs. A. M. Mahalakshmi, Lecturer, Dept. of Pharmacology, JSS College of Pharmacy, Mysuru.
28. Dr. K. P. Arun, Assistant Professor, Dept. of Pharmacy Practice, JSS College of Pharmacy, Ooty.
29. Dr. Ashish Wadhvani, Assistant Professor & Head, Dept. of Pharmaceutical Biotechnology, JSS College of Pharmacy, Ooty.
30. Dr. Jayaprakash M.R, Lecturer, Dept. of Pharmaceutical Analysis, JSS College of Pharmacy, Ooty.
31. Dr. Latha K.C, Assistant Professor, Division of Biotechnology, Dept. of Water & Health (FLS), JSS AHER, Mysuru.
32. Mr. Roshan K. Tiwari, Assistant Professor, Dept. of Health System Management Studies, JSS AHER, Mysuru.
33. Dr. Yogisha. S, Msc, Ph. D, Director & Founder, Skanda Life Sciences Private Limited, Sri Shaila Bramara Complex, Sy.NO. 47, #10-12, Srigandada Kaval, Nagarabavi, Banaglore - 560091.
34. Dr. Pratosh Bansal, Professor, Department of Information Technology, Institute of Engineering & Technology, Devi Ahilya Vishwavidyalaya, Khandwa Road, Indore, MP, India.
35. Mr. Aarya Peethbaran, V Term MBBS, JSS Medical College, Mysuru.
36. Ms. Sauparna Dey, III Term MBBS, JSS Medical College, Mysuru.
37. Ms. Chandana H, PG Student Dept. of Community Medicine, JSS Medical College, Mysuru
38. Dr. Ravindra R, CIO, JSS AHER, Mysuru- Invitee.
39. Dr. Dakshaini M R, Dy. Director (Authorities), JSS AHER, Mysuru- Invitee.
40. Dr. Nilani P, Dy. Director (BQS), JSS AHER, Mysuru- Invitee.
41. Dr. P V Salimath, Associate Director, Research, JSS AHER, Mysuru.
42. Dr. Renuka, M, Dy. COE, JSS AHER, Mysuru- Invitee.
43. Dr. Madhusudhan N Purohit, Dy. COE, JSS AHER, Mysuru- Invitee.

44. Dr. Mahima V G, Dy. COE, JSS AHEER, Mysuru.- Invitee.
45. Dr. Madhu B, Assistant Director, Research, JSS AHER, Mysuru.- Invitee.
46. Dr. H V Gangadharappa, H V, Assistant Professor, JSS College of Pharmacy, Mysuru.- Invitee.
47. Dr. Anand Kumar Tengli, Assistant Professor, JSS College of Pharmacy, Mysuru.- Invitee.

Members who have sought leave of absence:

1. Dr. (Col.) M Dayananda, Director, JSS Hospital, Mysuru.
2. Dr. S P Dhanabal, Principal, JSS College of Pharmacy, Ooty.
3. Dr. Chandan. S, Assistant Professor, Division of Biotechnology, Dept. of Water & Health (FLS), JSS AHER, Mysuru.
4. Dr. Shimpa Sharma, Pro-Vice-Chancellor, D.Y.Patil Medical College, kasaba Bawada, Line Bazar, Kolhapur, Maharashtra – 416006.
5. Dr. S. M. Mudda, Director- Global Strategy (Technical), MICRO LABS LTD, 27, Racecourse Road, Bangalore-560 001.

Dr. Prashant M V, IQAC Coordinator welcomed the members for the 18th IQAC meeting of JSS Academy of Higher Education & Research (JSS AHER). He welcomed the external members Dr. S.N. Hegde, former Vice Chancellor of Mysore University, Dr. Pratosh Bansal, Director IQAC at Devi Ahilya Vishwa Vidyanilaya, Indore and Dr. N Yogeeshha, Director, Skanda Life Sciences Pvt. Ltd, Bengaluru. He requested the Vice Chancellor Dr. H Basavanagowdappa to give the opening remarks. The Vice Chancellor also welcomed the members and requested to give their inputs to improve the quality in academic and research activities of JSS AHER and he requested the external members to give their opening remarks before the IQAC Coordinator proceeds with the agenda.

Prof. S N Hegde, mentioned that agencies like NAAC are important for third party assessment and accreditation and institutions like JSS AHER have gone for multiple accreditations and rankings. He stressed on the importance of the documentation and appreciated the efforts of JSS AHER towards quality and mentioned that the IQAC of JSS AHER is active, responsive and sensitive to the quality issue at the Deemed to be University.

Dr. Pratosh Bansal mentioned that he was unaware of the JSS AHER but after going through the recognitions and achievements of JSS AHER he was surprised and proud to be invited as a member to the IQAC. Dr. Yogeeshha mentioned that it is very essential for the academic institutions to maintain documentation as is maintained by the industries while performing research. He also mentioned that the academia and industry should collaborate for meaningful research outcomes which is also the expectations of the funding agencies. The Vice Chancellor mentioned that it is very important for the IQAC to pursue and persist with the quality initiatives as recognitions and rankings are dependent on the quality of academics and research at JSS AHER. He requested for the committed and coordinated efforts by all the stake holders for the progress of the Deemed to be University and maintain the standards of quality.

AGENDA 18.1

To consider the Criteria wise Evaluative report on the Quantitative Metrics by NAAC.

The IQAC Coordinator briefed the members about the journey of the JSS AHER with NAAC accreditation and the efforts taken by JSS AHER for the second cycle of accreditation by NAAC and the outcomes of the assessment and the accreditation process. He informed the members that the NAAC has reaccredited JSS AHER with "A+" grade with the CGPA of 3.47 in the revised accreditation framework. He also mentioned that JSS AHER had appealed to the NAAC for the grade and CGPA awarded to JSS AHER, but NAAC in its communication vide letter No. NAAC/DO-AKR.2019 dated 27th May 2019 has declared no change in the grade and CGPA for the appeal made by JSS AHER. The IQAC Coordinator presented the report submitted by the NAAC and he informed the members about the scores obtained by JSS AHER in each criteria, key indicators and the low performing metrics. He presented the following metric where the JSS AHER has scored less:

1.2.2: Percentage of programs in which Choice Based Credit System (CBCS)/Elective course system has been implemented (total marks scored 40/80):

The IQAC Coordinator mentioned that some of the health sciences-based universities have provided information that 100% of the programs offered have CBCS/Elective course system. The matter was unofficially discussed with officers in the NAAC and it was suggested to look at programs offered in the CBCS pattern and consider programs offered in annual pattern with electives incorporated. During the submission of SSR, all the programs with electives were not included and hence the scoring was not maximum in this metrics.

Prof. S N Hegde enquired whether the NAAC has a system to differentiate the younger and older higher education institutions as a number of metrics are relevant for institutions existing for a longer duration and JSS AHER would have a disadvantage of scoring high on those metrics. It was informed that in the current assessment and accreditation process there is no such provision. He informed that JSS AHER has plenty of opportunities to improve and this should be considered in a positive manner.

The Pro Chancellor enquired if there was a provision for electives in medical programs offered by the JSS AHER to which the Dean, Faculty of Medicine responded that though there is a minimal provision for choosing electives in two postings during the period of internship, the MBBS and BDS programs by and large do not have options of electives designed in the present curriculum which is prescribed by the MCI and DCI. However, the new Competency Based curriculum prescribed by MCI which is to be implemented from the academic year 2019-20 has provision for electives. The National Education Policy 2019 also proposes a pre-professional program for entry into health sciences programs which is also designed in the CBCS pattern.

Dr. Pratosh brought to the notice of the Cell that NAAC adopts a threshold value for scoring of metrics and it might not be necessary to have 100% programs with electives/CBCS to reach the benchmark value for scoring maximum marks.

The Pro Chancellor opined that by the time JSS AHER goes for reassessment the percentage of number of programs offered in CBCS pattern would have increased and he also urged the Dean, Faculty of Medicine to communicate with MCI if additional electives could be offered by JSS AHER over and above the prescribed curriculum for medical programs. He also urged the IQAC Co-ordinator to look at the definition of a program and explore the possibility of defining all the MD programs as one program which will reduce the number of programs being offered in the annual mode.

1.3.2 Number of value-added courses imparting transferable and life skills offered during the last five years (Total marks scored 00/40)

Prof. S. N. Hegde sought clarity on what is a value-added course to which Dr. Pratosh informed that it is any certificate program offered by the Higher Education Institution with more than 30 hours. Dr. H Basavanagowdappa mentioned that there are number of programs being conducted regularly but fall short of being labelled as value added programs due to the specified duration of 30 hours. The Pro Chancellor and the Vice Chancellor resolved that henceforth all student centric value-added programs should be structured for minimum 30 hours including pre and post activity related to the scheduled program. The Pro Chancellor has also mentioned that henceforth if any such activity is proposed for financial support from the JSS AIER it must be sanctioned only if the program is structured for 30 hours or more. He also suggested that each department should conduct at least two value added programs for its undergraduate and postgraduate students in a year. It was also suggested to frame the guidelines for conduct of value-added programs and circulate to all constituent colleges and departments for implementation.

2.1.3 Average percentage of seats filled against seats reserved for various categories as per applicable reservation policy during the last five years (03/12)

It was observed that the reservation category of students getting admitted to various programs of JSS AHER was not being recorded earlier. The CIO mentioned that now there is a provision to record and retrieve the information instantly. The Pro Chancellor suggested to frame a reservation policy taking into consideration the statistics from the previous years based on the data available with the CIO. He also mentioned that the metric specifies filling of reserved seats as per applicable reservation policy and does not define any Govt. prescribed policy and the JSS AHER can frame its own reservation policy referring to the Central Govt. and State Govt. policies.

2.2.3 Percentage of differently abled students (Divyangjan) on rolls (00/20)

Dr. Pratosh Bansal suggested to start courses for differently abled students which will automatically enhance the number of differently abled students enrolled across programs offered by the JSS AHER. The Pro Chancellor suggested that the Academic Section should design a program to suit the needs of differently abled students considering our strength as a health science-based institution and which will be acceptable as a program by NAAC. He mentioned that this would also help in the institutions mission of serving the society and the needful.

2.4.2 Average percentage of full-time teachers with Ph.D. during the last five years (00/40)

The IQAC Coordinator briefed the members regarding the NAAC not considering MD/MS/MDS qualification of faculty as equivalent to PhD qualification. The Vice Chancellor informed that it is very difficult to motivate medical faculty to pursue an additional qualification of PhD and some of the faculty have been registered and some have been awarded with PhD qualification. The Pro Chancellor suggested that there should be regular workshops from the research section motivating the faculty for pursuing PhD and the associated benefits of such additional qualifications. The medical faculty who have completed their PhD can mentor and motivate the other faculty to register and pursue PhD. Dr. B Madhu mentioned that in Manipal Academy of Higher Education medical faculty who pursue PhD are given additional monetary benefits, Prof. S N Hegde mentioned that more than the monetary benefits a research culture should be developed at JSS AHER. It was resolved that the medical faculty who pursue PhD will be considered for carrier advancement and preference will be given vis-à-vis other faculty for positions like Unit Head/ Head of a Department and faculty with additional MBA qualification will be preferred for administrative positions. It was suggested that while recruiting the faculty members to the Faculty of Life Sciences the eligibility should be PhD and in case of medical and dental, the Pre and Para faculty members may be made compulsory.

2.5.5 Status of automation of Examination division along with approved Examination Manual (15/20)

Dr. Sudheendra Bhat, Controller of Examinations opined that the NAAC expectation is a complete automation process from the admission of the student till issue of the certificates and currently the examination process is automated from the issue of hall tickets till the printing of the certificates. The Chief Information Officer informed that the process of admission and collection of fees has been automated and the same can be extended further to involve the examination process. The Vice Chancellor requested the Controller of Examinations and the Chief Information Officer to work together for the complete automation of the examination system.

3.1.2 The institution provides seed money to its teachers for research (average per year) (8/16)

Prof. S N Hegde suggested to strengthen the existing provision for providing seed money to young faculty who join JSS AHER.

3.1.4 Number of JRFs, SRFs, Post-Doctoral Fellows, Research Associates, other research fellows in the university enrolled during the last five years (12/16)

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3.1.6 Percentage of departments with UGC SAP, CAS, DST-FIST, DBT, ICSSR and other similar recognition by government agency. (00/20)

Prof. S N Hegde enquired whether JSS AHER is providing adequate publicity to the research work being carried out for attracting JRFs, SRFs, Post-Doctoral Fellows, Research Associates, other research fellows for which the Pro Chancellor responded in affirmation.

With regards to 3.1.6, the Pro Chancellor suggested to identify departments which are eligible for applying for DST-FIST and other similar grants should be encouraged to apply for such recognitions.

Prof. S N Hegde suggested that a communication should be sent out to all faculty with regard to the average and low performing metrics and everybody in the JSS AHER should be aware of the areas where improvement is required.

Dr. Pratosh Bansal suggested to consider each of the existing constituent college as a single department rather than counting the total number of available teaching department as is being followed in the Govt Universities. The Pro Chancellor requested the IQAC to explore the possibility of the same.

Dr. Bansal also mentioned that the IQAC need not include so many members and there could be a separate department quality assurance cell which can work on the same objective of the IQAC at the dept./constituent college level and only selected representatives may be invited to the IQAC. The Pro Chancellor responded that since the beginning of the Deemed to be University, the management has adopted a participative approach to include maximum participation from the constituent colleges/University Departments and this approach has been successful in disseminating the expectations and the requirements of the JSS AHER to each and every faculty and has also motivated the faculty in achieving the same.

3.2.3 Average number of research projects per teacher funded by government and non-government agencies during the last five years (15/20)

The Vice Chancellor mentioned that the research section should conduct repeated workshops for faculty to motivate them to write research grants. Prof. S N Hegde mentioned that the transformation of an academic institution to a research institution takes time and JSS AHER should bring in reforms for nurturing research culture. Dr. Yogeeshha stressed that the funding agencies are expecting academia and industry to collaborate for better outcomes of the research projects.

Dr. Nilani also advised to apply for international funding agencies and the Vice Chancellor agreed that we have not optimally utilised the large grants available with international funding agencies.

3.3.4 Number of start-ups incubated on campus during the last five years (30/40)

The IQAC Coordinator mentioned that with the establishment of incubation centre "CINE SPARKLE" a greater number of start-ups will be incubated at JSS AHER. Also, the institution Innovation Council (IIC) also will hold hands with CINE SPARKLE to motivate novel ideas to start-ups in the campus.

3.4.4 Number of Ph.D's awarded per teacher during the last five years (00/76)

The Pro Chancellor mentioned that we should reach out to NAAC and request them to consider the total number of PhD passed per Research guide and not by all the teachers.

3.4.5 Number of research papers per teacher in the Journals notified on UGC website during the last five years (40/80)

The IQAC Coordinator briefed about the number of publications published in the UGC notified Journals. The Vice Chancellor mentioned that since targets have been provided to all the institutional heads and the faculty this number would increase and satisfy the requirement by NAAC. It was brought to the notice of the members that each faculty has been given a target of minimum 2 publications per year.

Dr. Pratosh mentioned that the UGC has set up a Consortium for Academic & Research Ethics (CARE) which has been assigned the task of including and maintaining the list of journals recognized by UGC and it would be advisable to refer to the UGC-CARE website for latest updates on the same. The IQAC Coordinator informed that the website link would be circulated to all faculty.

3.4.6 Number of books and chapters in edited volumes / books published, and papers in national/international conference proceedings per teacher during the last five years (00/60)

The IQAC Coordinator briefed the members about the data which was submitted to NAAC through the SSR and mentioned that with an average number of 50 books and chapter contributions per year, the benchmark for this metric has been set very high. Also, he mentioned that data pertaining to proceedings in the conference abstract was very less. The Pro Chancellor suggested that henceforth the faculty who are supported by the JSS AHER should submit the conference proceeding book or copies of the same so that records can be maintained centrally and documented.

3.4.7 Bibliometrics of the publications during the last five years based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index (39/52)

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3.4.8 Bibliometrics of the publications during the last five years based on Scopus/ Web of Science – h index of the Institution (24/48)

The IQAC Coordinator mentioned that there has been an increase in the citations of publications made by JSS AHER and this was one of the reasons to be ranked among the top 500 institutions globally by the Times Higher Education. Hence, there has been a considerable progress made in the number of citations for publications made by JSS AHER. Prof. S. N. Hegde enquired about the QS rankings for JSS AHER for which it was informed that JSS AHER was not eligible for QS rankings due to the required number of students in minimum two faculty as defined by QS.

Dr. Pratosh suggested to create research profile of all teachers in the Vidwan platform which is maintained by infibnet. Since, infibnet provides the publications and citations to NAAC, likelihood of publications and citations missed would be very minimal.

The Pro chancellor requested the information to be circulated to all the faculty members and to register all the faculty on the Vidwan platform.

3.7.1 Number of Collaborative activities for research, faculty exchange, student exchange per year (15/20)

The IQAC Coordinator informed that a good number of MoU's have been initiated in the past one year for focus on collaborative activities and it is expected to perform better in this metric

4.2.7 E-content is developed by teachers (03/12)

The IQAC Coordinator informed that JSS AHER is developing e-content for the programs being offered through online education program (OEP) and for the regular offline programs being offered at JSS AHER. As a pilot initiative the B Pharm program digital content is being developed and validated and will be made available for the next academic year. Simultaneously, the e-content for basic medical sciences will be developed and made available to the MBBS, BDS and BSc (AHS) students.

The Vice Chancellor mentioned that in the recent promotional interview for the faculty from the clinical departments, it was instructed to all the faculty to prepare virtual lectures with digital content and submit to the academic division.

The Pro Chancellor suggested to have a pre-set calendar for recording of digital content and the faculty must strictly abide by the calendar to facilitate preparation of digital content by JSS AHER. He also suggested to appoint full time video technician who will record the videos (e-modules) as per the calendar provided.

4.3.2 Student - Computer ratio (33/44)

The Pro Chancellor suggested that the students who enrol for the program should purchase the computer (laptop/tab) from the JSS AHER with the uploaded e-content of the respective program. The Vice Chancellor suggested that the tabs may be provided to faculty members also with loaded e-contents.

4.4.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years. (30/40)

The IQAC Coordinator mentioned that the JSS AHER has increased its expenditure on creation and maintenance of physical facilities and academic support facilities and hence, the score will improve in the next cycle.

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years. (00/20)

And

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution besides government schemes during the last five years (00/20)

Dr. S N Hegde enquired whether JSS AHER is eligible for getting such Govt. schemes. The Vice Chancellor informed that the students who get admitted through Karnataka Examinations Authority are eligible for such schemes and the students from BSc and MSc may also avail such schemes under minority on application from Govt. agencies. Dr. Hegde and the Vice Chancellor enquired whether these criteria were optional or mandatory, the IQAC Coordinator said that 5.1.1 is mandatory and 5.1.2 is optout metric.

The Pro Chancellor mentioned that the other institutions are increasing the fee of the programs offered and providing concession as scholarship and hence claiming that they have 100% scholarship but, there is no actual benefit to the students. The JSS AHER shall work out a strategy for providing scholarships to the needy students.

5.1.4 Average percentage of students benefited by guidance for competitive examinations and career counselling offered by the institution during the last five years. (08/32)

Dr. S N Hegde enquired whether JSS AHER is providing any training for competitive examinations, the IQAC Coordinator informed that JSS AHER is providing training for pharmacy students but not for medical and dental students. The Pro Chancellor mentioned that the NAAC is asking about the outcome of the training i.e. how many students have been benefitted by the training.

5.3.3 Average number of sports and cultural activities / competitions organised at the institution level per year (05/20)

The IQAC Coordinator mentioned that any institution can conduct 5-6 events in a year on an average whereas the benchmark is set high which has to be reviewed by the NAAC.

5.4.2 Alumni contribution during the last five years (Amount in rupees) (08/16)

The IQAC Coordinator mentioned about the monetary slabs for contribution by the alumni of JSS AHER and scoring for the same. He also mentioned that JSS AHER has got the contributions by the alumni between 25 and 50 lakhs.

6.3.2 Average percentage of teachers provided with financial support to attend conferences /workshops and towards membership fee of professional bodies during the last five years. (06/24)

And

6.3.4 Average percentage of teachers attending professional development programmes viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programme during the last five years. (16/32)

The IQAC Coordinator mentioned that the JSS AHER will provide financial assistance for attending the conference and workshops but in the academic year 2013-14 there was a dip in the attendance of the faculty to various conference due to various reasons. The Pro Chancellor informed that some of the faculty will attend the conferences and they will not seek any financial assistance from JSS AHER and such information is not brought to the notice of the JSS AHER for documentation of the same.

6.4.2 Funds / Grants received from nongovernment bodies, individuals, Philanthropists during the last five years (not covered in Criterion III) (00/40)

Dr. Pratosh Bansal suggested that the alumni contribution mentioned in 5.4.2 can be shown here also since the metric excludes the data provided in criteria 3 only. This money will add value and enhance the scores obtained.

6.5.3 Average number of quality initiatives by IQAC for promoting quality culture per year. (03/12)

JSS AHER was conducting various quality initiatives like implementation of PBAS and only major initiatives were documented. Subsequent to NAAC 2nd cycle, all initiatives by IQAC in various committees are being documented.

7.1.3 Percentage of annual power requirement of the Institution met by the renewable energy sources. (01/04)

The IQAC Coordinator mentioned that there are many initiations that have taken place in usage of solar power after submission of the SSR to NAAC. JSS Medical and Dental Colleges have installed solar panel and are meeting 60% of their annual power requirement by renewable energy sources and also a policy to this effect has been approved.

7.1.4 Percentage of annual lighting power requirements met through LED bulbs. (03/04)

The IQAC Coordinator mentioned that the JSS AHER has adopted a policy to replace all the existing light fittings with LED panels and in a span of one year the entire campus would be powered by LED bulbs.

7.1.8 Average percentage expenditure on green initiatives and waste management excluding salary component during the last five years. (04/08)

The IQAC Coordinator mentioned to enhance the green initiative and waste management and green audit of the campus.

Prof. S N Hegde opined that the institution needs to focus on the areas where it has not performed well and the faculty should be oriented towards the average and low performing areas.

The Pro Chancellor drew the attention to the average and low performing indicators which rely mainly on the individual faculty and the department/institution and the university administration has a lesser role to play than monitoring and motivating faculty.

Dr. Nilani suggested that the data collection and compilation should be done on a quarterly or biannually basis. The student representative opined that the M + club which was initiated in the community medicine department of JSS Medical College was very useful for community outreach activities and should be continued.

Dr. M N Suma mentioned that many student support initiatives have been started at JSSMC and documentation for such initiative and activities are being maintained at the institution level.

Dr. K P Arun suggested that students support mechanism should extend to obtaining certificate from the office and templates may be created for bona fide certificate and other college related certificate requests should be made available online in the student portal. The Chief Information Officer assured that this process would be integrated with the JSSU online platform.

The Pro Chancellor highlighted the low performance indicators and suggested to focus on these areas and work collectively towards achieving better score in these metrics.

AGENDA 18.2

To consider the Peer Team Evaluation report submitted by NAAC.

The Cell considered the Peer Team Evaluation report submitted by NAAC.

AGENDA 18.3

To consider the further plan of action for reassessment of JSS AHER from NAAC by the revised health sciences manual of NAAC.

The IQAC Coordinator briefed the cell members that the NAAC has released the revised health sciences manual for universities offering programs predominantly in the health sciences. The JSS AHER has an option to apply for reassessment through the health sciences manual but then the option of opt out metrics would not be available.

The Pro Chancellor enquired if JSS AHER has a better chance of improving the CGPA if reassessment is sought through the health sciences manual. The IQAC Coordinator mentioned that the IQAC team would prepare an analysis of the probable scores which might be obtained using the health sciences manual.

The Pro Chancellor suggested that the IQAC should be ready for a reassessment any time and should not wait for a period of four years. The members also opined that whenever a possibility to move to higher grade is perceived, the IQAC should be ready for a reassessment by NAAC. The Vice Chancellor suggested to orient all the faculty towards the health science manual and also to conduct an academic and administrative audit based on health science manual.

Agenda 18.4

To consider the modification to be made for Travel Grant Regulations of JSS AHER.

The IQAC Coordinator proposed incentivization for teaching faculty based on the scores obtained through the performance-based appraisal system (PBAS). It is proposed to categorize the faculty into three categories viz.

- | | | |
|----------------------|----------|--|
| 1. ELITE GOLD | – | PBAS Scores \geq 400 |
| 2. ELITE | – | PBAS Scores \geq 300 |
| 3. REGULAR | – | PBAS Scores $<$ 300 |

The proposed incentives were briefed to the members. Prof S.N.Hegde raised his apprehension that faculty incentive should be given to the most distinguished faculty and the incentive should be either monetary or recognition award. The IQAC Coordinator clarified that the JSS AHER is already giving awards like best teacher award and best researcher award. The idea of providing such incentives is to allow faculty contributing significantly to research and academic excellence should be provided with additional opportunities for presenting papers in conferences.

The Pro Chancellor explained that the proposal is mainly to differentiate faculty who are performing exceedingly well either in the area of research or in academics. The existing travel grants is provided to all faculty irrespective of their PBAS score, academic & research performance and this proposal will enable the faculty contributing significantly with additional benefits and bringing in an amendment to the regulations will allow the

distinguished faculty to avail the additional benefits without prior permission. The Pro Chancellor also suggested to rename the nomenclature as the most distinguished faculty and distinguished faculty.

The cell considered the proposal with the above modification and passed a resolution to the academic council for approval.

AGENDA 18.5

To initiate Endowment Chair in Medical Education.

The IQAC Coordinator proposed a Chair in the Medical Education. The Pro Chancellor suggested that the chair may be created and monetary contribution from each conference organised by the medical college may be used in initiation of Endowment Chair. He also suggested that we may seek contribution from medical education technology companies for the Chair and all the contributions will be acknowledged.

It was brought to the notice of the Cell that the Endowment Chair in research has not been appointed and the funds and regulations for creation of the Chair is in place. It was suggested by the Pro Chancellor to identify and approach a suitable candidate for appointment as Chair in research.

AGENDA 18.6

Establish Human Resource Development Cell (HRDC) under Center for Continuous Learning for Professional Excellence (CCLPE) at JSS AHER.

The Pro Chancellor suggested to rename the HRDC as Faculty Development Cell if the Cell is focusing its activities on teaching faculty only. It was clarified that the nomenclature of HRDC is adopted as per the UGC Regulations and the faculty induction programs, faculty refresher programs and programs for nonteaching faculty will be organised as per the Ministry of Human Resource and Development (MHRD) guidelines.

The Vice Chancellor suggested to retain the nomenclature of the HRDC and emphasized that HRDC should comprehensively conduct programs for teaching and nonteaching faculty. He also suggested that initially the HRDC will function under CCLPE and he requested the IQAC Coordinator to submit a detailed proposal for establishment of a separate HRDC-CCLPE unit along with detailed functioning of the HRDC. He also mentioned that each educational units of the constituent colleges should report to the CCLPE.

AGENDA 18.7

To consider the initiation of increasing the number of Value-Added Programs and Students Enrolled for Such Programs.

The matter was discussed earlier during the discussion on agenda 18.1 and it was resolved to sensitize all Boards of Studies and the institutions/departments to organise at least two value added programs per department.

AGENDA 18.8

To consider the Collection and submission of Annual Quality Assurance Report (AQAR) for the academic year 2018-19.

The IQAC Coordinator submitted that the NAAC has revised the submission format and henceforth only online AQAR shall be accepted. It was requested to all the IQAC Coordinators of the institution/departments to submit the AQAR report in the prescribed format by the 30th of July 2019.

It was also brought to the notice of the members that NAAC is proposing to do away with the SSR submission and consider only the AQAR reports of five years. Hence, in this context it is important to provide complete and comprehensive data through the AQAR.

AGENDA 18.9

To consider the IQAC action plan for the year 2019-20.

The IQAC Coordinator briefed the member about the IQAC initiatives after the NAAC assessment period which are as below:

- Introduce Modular Teaching at JSS CPO for 5th Year Pharm D Students
- Initiation of Best Teacher Award
- Employee of the Month for Non-teaching faculty
- PBAS Evaluation and feedback for Faculty of Life Sciences and HSMS
- Evaluation of Journals Subscribed by the Libraries of the Constituent Colleges and to centralize the Library by using KOHA Software
- Supporting ARIA Rankings
- Reconstitution of the IQAC
- Supporting Digital Content Development by Enhanced Digital Learning
- Introducing Biometric attendance for students and integrating with JSSU Online

The IQAC Coordinator presented the action plan and areas to be focused in 2019-20 which are in the areas of:

- Enhance the Feedback Mechanism
- PBAS Evaluation & Action
- IT Integration
- Academic Innovations
- Collaborative Research
- Faculty Development

AGENDA 18.10

Any other matter with the permission of the Chair.

The Pro Chancellor had requested for roles and responsibilities for each IQAC member based on the seven criteria of the NAAC.

The following IQAC members are delegated with each criteria of NAAC.

Criteria	Names of Responsible IQAC Coordinators
I - Curricular Aspects	Dr. H. K. Mamatha Dr. Deepa Bhat
II - Teaching- Learning and Evaluation	Dr. B. R. Chandrashekar Dr. Vijaya Vagheesh
III - Research, Innovation and Extension	Dr. B. Madhu Dr. Premalatha B R Dr. Latha K C
IV - Infrastructure and Learning Resources	Mrs. Mahalakshmi A M Dr. A. Bhagyalakshmi
V - Student Support and Progression	Dr. Sunil Kumar D Mr. Roshan Tiwari
VI - Governance, Leadership and Management	Dr. K. P. Arun Dr. Chandan S
VII - Institution Values and Best Practices	Dr. Ashish Wadhvani Mrs. Shilpa Palaksha

The Cell considered the duties and responsibilities of IQAC members.

The IQAC Coordinator presented the timelines for IQAC activities for the year 2019-20 which is as below:

- Submission and Evaluation of Performance Based Appraisal System (1st July – 31st August) and feedback to Faculty by 30th September
- Submission of Annual Quality Assurance Report (July 2019) and final submission to NAAC by 10th August 2019
- Annual Internal Academic and Administrative Audit from 1st September – 31st October 2019
- AAA Report Submission by 30th November
- Two days National Seminar on “Role and Functioning of IQAC” on 6th – 7th December 2019

It was also mentioned that the institutions should analyse the PBAS and only the analysed PBAS should be forwarded to the University for verification. The University department’s PBAS will be analysed by the IQAC Coordinator and academic section.

The IQAC Coordinator also requested support from the respective sections of JSS AHER for the completion of the below mentioned process which will enhance the quality at JSS AHER:

- Green Auditing of the campus
- ISO Certification for the Deemed to be University
- NABL Accreditation for the Hospital Laboratories
- Strategies to increase Branding and Perception of JSS AHER
- Contribution to MOOCS and SWAYAM Portal
- Examination Reforms and complete automation of the Examination Section

Prof. S N Hegde enquired about the strategies to increase the branding and perception of JSS AHER. The IQAC Coordinator informed about the effective use of facebook by JSS AHER and tools to enhance the perception using other social media platforms. Dr. Pratosh Bansal suggested to have an effective public relations department which will handle the social media, advertisement and branding for the higher education institution.

Dr. Nilani also highlighted the outcomes of meeting with the team from Times Higher Education (THE) and mentioned that the THE has shared the strategies for enhancing the branding and perception of the JSS AHER and has also cited examples from higher education institutions from India and abroad and emphasised that each faculty should work on the suggestions provided by THE.

The Vice Chancellor resolved to create a public relations division for managing the branding, perception, social media, press and media, advertisements and other marketing related activities.

Dr. Nilani briefed the members that many committees were initiated by the Bureau of Quality and Statistics for submission of data to various agencies but few of the committees are not functioning and she requested the IQAC to review the functioning of such committees. The Vice Chancellor suggested to call for meetings of such identified committees.

Dr. Sunil Kumar D proposed the vote of thanks.



VICE CHANCELLOR

VICE CHANCELLOR

**JSS Academy of Higher Education & Research
Mysuru**

