



St. Francis
College for Women
Begumpet, Hyderabad-500016
(Autonomous & Affiliated to Osmania University)

EXTERNAL PEER TEAM EVALUATIVE REPORT ON THE PERFORMANCE OF

**ST. FRANCIS COLLEGE FOR WOMEN,
BEGUMPET, HYDERABAD, TELANGANA, INDIA
AUTONOMOUS COLLEGE**

YEAR: 2021-24

External Peer Team

S.no	Name	Designation
1.	Prof. Geetha Vemuganti	Pathologist and Scientist, LVPEI Former Sr Prof & Founder Dean, School of Medical Sciences, University of Hyderabad.
2.	Prof. MN Rajesh	Department of History, University of Hyderabad.

Internal Audit Team

S.no	Name	Designation
1.	Prof. Uma Joseph	Principal
2.	Dr. Sr.Sherly E D	Vice-Principal
3.	Dr. P Roselin	IQAC Coordinator
4.	Dr. Kanchana	Asst. IQAC Coordinator
5.	Ms. Deepa James	Member
6.	Ms. Padmasree	Member
7.	Dr. Vidya Jayaram	Member
8.	Dr. Usha Praveen	Member
9.	Dr. Reena Dewan	Member
10.	Dr. Alice Esther David	Member

INTRODUCTION & PROFILE OF COLLEGE

St. Francis College for Women is a Catholic Minority Institution founded by the Sisters of Charity -St. Bartholomea Capitanio and St. Vincenza Gerosa in 1959, for holistic education of women. St. Francis derives its inspiration from the person and teachings of Jesus Christ, who is its “norm, protector and guide”. As a minority institution it reserves for itself its inherent and constitutional right (Art 30[1]) with regard to management and administration. It is primarily for Catholics but also admits students of other sections of society. Autonomy was conferred on the college by the University Grants Commission (UGC) in 1988. Since then the college has proved to be a trendsetter in academic development, with a commitment to a value system and qualitative self-improvement. The college was accredited with 5 stars by NAAC (National Assessment and Accreditation Council) in the year 1999, and re-accredited with ‘A’ grade in the year 2006. The rigorous NAAC accreditation process continued for the third cycle and fourth cycle with ‘A’ grade in 2012 & 2021. The College is affiliated to Osmania University. It is one of the first autonomous colleges in the twin cities of Hyderabad and Secunderabad to have completed 36 years of Autonomy in 2026. In 2004, UGC declared the college as a ‘College with Potential for Excellence(CPE)’ and this has been granted extension up to 2019. The college is in its 67th year of meaningful existence in the society offering an array of academic programmes along with varied co-curricular activities, civic and social responsibility initiatives, physical fitness and value education. In the National Institutional Ranking Framework (NIRF), MHRD, Government of India, our college has been ranked among under colleges in Higher Education Institutions.

St. Francis College for Women stands as a distinguished institution with over 3,300 students, more than 154 faculty members and 107 Non-teaching staff. The campus boasts modern infrastructure-smart classrooms, well-equipped labs, a digital library and dedicated spaces for sports and the arts. The college is recognized for its innovative teaching methodologies, strong value-based education and a dynamic placement cell that prepares students for both professional and academic success. Community engagement, environmental awareness and social outreach remain integral to its identity. Anchored in the founding principles of service, charity and excellence, the college continues to impact lives - preparing generations of young women to lead with vision, compassion and confidence.

Vision

The vision of the college is Holistic Education for the Empowerment of Women, inspired by the great Visionary and Founder of the Sisters of Charity, St. Bartholomea Capitanio. The vision of the college is the fulcrum around which every activity of the college is structured. The vision of holistic education for the empowerment of women is constantly interpreted in terms of the changing needs of society in the introduction of curricular, co- curricular and extracurricular programmes. Every Department and auxiliary service in the college is turned to the needs of our students in empowering them as competent and confident woman. The alumnae carry this vision as they fulfil their duties to society and thus the vision of the college is extrapolated manifold in society.

Mission

Motivating students to become

- Intellectually Competent
- Morally Upright
- Socially Committed
- Emotionally Stable
- Spiritually Inspired
- Patriotic Women citizens of India

The mission statement of the college plays a supporting role in the fulfilment of the vision that the management has for the college. Six distinct areas are identified as the thrust areas in the institution for focussed strategic planning. Every single day the activities offered to the students are carefully thought of, planned and executed in order that the students are thoroughly equipped with every advantage that is necessary for their empowerment. The faculty and administrative staff contribute to the efficient planning and smooth execution of all activities. Every year feedback forms the basis for control and improvement of the programmes offered thus ensuring that the intellectual competence, moral uprightness, emotional stability, social commitment, spiritual inspiration and patriotism is assured.

Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Management commitment to Holistic Education and Empowerment of Women; Committed to ISR (Institutional Social Responsibility)
- Vibrant Student Community. Promoting Leadership Skills through Student Clubs
- National & International Collaborations
- Innovative Curriculum
- Well Qualified and Competent Faculty
- ICT Enabled Teaching, Learning & Evaluation
- Well Equipped & Automated Library
- ERP Supported Administration
- Inclusive Quality Policy
- Strategic Location
- Goodwill in the Community and Recognized Brand Value
- Impressive student Progression
- Excellent Infrastructure with Optimum utilization of available resources
- Skilled Technical staff and Dedicated Support Staff
- Commitment to Green Initiatives and self-sustainability
- Secure Campus Environment for Conducive Learning
- Active Alumni Association partnering in Curricular, Co-curricular and Social Outreach

Institutional Weakness

- Space constraint hindering expansion of academic programs.
- Insufficient Financial Support.
- Inability to monetize Consultancy & Patenting

Institutional Opportunity

- Introduction of more Skill Oriented, Post Graduate and Online programmes
- Scope for more Research centres to facilitate PhD Guidance
- Establishment of a Centre for Women's Studies
- Be a Nodal centre for Capacity Building
- Promote Industry Academia Interface
- Setup an Incubation Centre
- Design and implement Innovative Pedagogies

academic excellence, institutional effectiveness, and responsiveness to the evolving needs of higher education and society.

Objectives of the Audit

- **Ensure compliance with UGC Regulations:** Assess the institution's adherence to the University Grants Commission (UGC) Regulations for Autonomous Colleges, with emphasis on academic quality, governance, institutional autonomy, and regulatory compliance.
- **Evaluate academic and administrative excellence:** Review the effectiveness of academic programmes, curriculum implementation, teaching-learning processes, faculty development, student outcomes, research, and administrative efficiency.
- **Strengthen quality assurance systems:** Examine the effectiveness of the College's internal quality assurance mechanisms in fostering continuous improvement, maintaining academic standards, and promoting institutional excellence.
- **Promote accountability and continuous improvement:** Provide constructive recommendations to enhance institutional quality, transparency, governance, and stakeholder engagement, while ensuring alignment with national benchmarks and best practices in higher education.

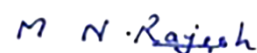
Peer Team:

The following Peer Team of the Academic experts has been constituted by IQAC for evaluating the progress of the activities of the college

S.no	Name	Designation
1.	Prof. Geetha Vemuganti	Pathologist and Scientist, LVPEI Former Sr Prof & Founder Dean, School of Medical Sciences, University of Hyderabad.
2.	Prof. MN Rajesh	Department of History, University of Hyderabad.

I. Data of the Institution

1.	Name of the institution and address	St. Francis College for Women, Street No.6, Uma Nagar, Begumpet, Hyderabad, Telangana, 500016, India
2.	Name of the Head of the institution	Prof. Uma. T
3.	Contact details	04023418308, 04023403200, Mobile No. (Principal): 9849802918, Registered e-mail ID: info@sfc.ac.in
4.	Year of Establishment	1959
5.	College was declared under section 2(f) and 12(B) of UGC Act 1956	YES
6.	Year of Obtaining Autonomy	09/05/1988
7.	Year in which IQAC was Established	Year 2000
8.	Name of the IQAC Coordinator	Dr. P Roselin
9.	Contact Details of IQAC	9985452043, iqac@sfc.ac.in
10.	Category under which the College falls as per UGC Guidelines	Partially Aided and Self-financing Institute
11.	Type of College	Women's College – Undergraduate and Post-graduate
12.	Number of Teachers in the College	154
13.	Number of Supporting Staff in the College	107
14.	Number of Technical Staff in the College	2
15.	Number of Students in UG Programmes	2891
16.	Number of Students in PG Programmes	353



II. Infrastructure:

1.	Total Land Available (in acres)	8 Acres
2.	Built-up Space (Sq.FT)	194,595.889
3.	Number of Classrooms/Halls	50/6
4.	Number of Laboratories	29
5.	Central Library (i) Total Area (ii) Availability of Reading Room (iii) Details of Library Resources: Books, Titles, Journals (National/International), CDs, E-resources, E-journals, Theses,	20,000 sft. YES 90520, 33962 33962 76 750 14 lakhs through Delnet E-Resources 1500
6.	Departmental Libraries	1338 Sqft, All Departments have their own Library
7.	General Infrastructure (i) Administrative Block (ii) Principal's Office (iii) Staff Room (iv) Common Room (v) Canteen (vi) Auditorium (vii) Internet Facilities (viii) Medical Facilities	YES YES YES YES YES YES YES YES
8.	Sports Facilities in the College (Indoor/Outdoor Campus), including Playgrounds, Fitness Equipment, Sports Coaches, etc.	12,000 sq. ft. multipurpose indoor stadium, playgrounds, gymnasium, and yoga center, all maintained by the Physical Education Department.
9.	Whether the College Website is Available and Updated Regularly?	YES www.sfc.ac.in



M N. Rajesh

Curricular Aspects

The Academic Audit Committee reviewed the curricular practices of the institution with respect to curriculum design, development, implementation, academic flexibility, stakeholder participation, and the integration of employability and skill development. The audit assessed the extent to which the curriculum aligns with the Vision and Mission of the institution and responds to the evolving needs of higher education, industry, and society.

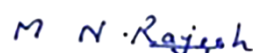
The institution has demonstrated a strong commitment to providing quality education through a curriculum that is learner-centric, outcome-based, and responsive to contemporary academic and industry requirements. The curriculum is reviewed and redesigned periodically to ensure relevance, academic rigor, and alignment with national educational priorities. The institution has adopted an Outcome-Based Education (OBE) framework, where Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) guide curriculum planning, delivery, and assessment.

Curriculum revision is undertaken once every three years based on changing industrial requirements, emerging trends in higher education, and structured feedback obtained from students, faculty, alumni, employers, and other stakeholders. This participatory approach ensures that the curriculum remains dynamic, relevant, and capable of meeting the expectations of the academic community and industry.

The courses offered by the institution are designed to promote employability, entrepreneurship, research orientation, and skill development while retaining strong disciplinary foundations. Several contemporary and interdisciplinary courses have been introduced to bridge the gap between academic learning and industry expectations. The curriculum includes subjects such as Nutrition and Health, Food Safety and Quality Control, Economic Growth, Money, Banking and Public Finance, Entrepreneurship, International Financial Management, International Economics, Global Marketing Management, and Environmental Studies, thereby equipping students with the knowledge and competencies required in the modern workplace.

To enhance experiential learning, departments organize workshops, seminars, guest lectures, group discussions, industrial visits, internships, field projects, research projects, certificate courses, and hands-on training programmes. Students are also encouraged to pursue value-added learning opportunities through MOOCs, NPTEL courses, internships, NSE certification programmes, and other certificate courses, enabling them to earn additional non-CGPA credits while strengthening their employability and professional competencies.

The audit also observed that departments actively participate in curriculum development through Board of Studies meetings and periodically review curriculum implementation.



Departments maintain curriculum planning documents and follow Outcome-Based Education practices to monitor the achievement of Course Outcomes and Programme Outcomes. However, greater emphasis is required on documenting Board of Studies deliberations, maintaining Action Taken Reports (ATRs), and ensuring systematic follow-up of curricular recommendations.

Strengths

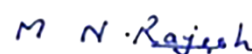
- Curriculum is reviewed and redesigned periodically based on stakeholder feedback and industry requirements.
- Outcome-Based Education (OBE) is effectively implemented across programmes.
- Strong emphasis on employability, entrepreneurship, skill development, and research orientation.
- Introduction of interdisciplinary and emerging courses addressing current societal and industrial needs.
- Active participation of departments in curriculum planning through Board of Studies.
- Integration of experiential learning through internships, projects, workshops, seminars, and field-based activities.
- Promotion of lifelong learning through MOOCs, NPTEL, value-added courses, internships, and professional certification programmes.

Areas for improvement

- Documentation of Board of Studies meetings and Action Taken Reports should be strengthened.
- The list of references in revised syllabi should include more recent publications and digital learning resources.
- Greater integration of industry experts in curriculum development and review processes.
- Expansion of interdisciplinary electives and globally relevant courses aligned with emerging technologies and research trends.

Recommendations

- Conduct departmental meetings immediately after every Board of Studies meeting and maintain detailed minutes and Action Taken Reports.
- Introduce additional interdisciplinary, multidisciplinary, and industry-oriented programmes and certificate courses.
- Regularly revise the curriculum by incorporating recent developments, technological advancements, and contemporary literature.



- Strengthen collaborations with industry and professional bodies for curriculum enrichment.
- Expand opportunities for experiential learning through internships, projects, fieldwork, and skill-based certification programmes.
- Continue promoting MOOCs, NPTEL, professional certifications, and value-added courses to enhance student competencies and lifelong learning.
- Strengthen documentation of curriculum planning, implementation, and periodic review as evidence of quality assurance.

Teaching, Learning and Evaluation

The Audit Committee reviewed the institution's teaching-learning practices, student support mechanisms, assessment processes, Outcome-Based Education (OBE), use of Information and Communication Technology (ICT), and examination reforms. The audit focused on evaluating the effectiveness of learner-centric pedagogies, continuous assessment practices, outcome attainment, and the overall quality of academic delivery.

The institution has established a robust student-centric teaching-learning ecosystem that promotes experiential learning, participative learning, problem-solving abilities, and continuous academic improvement. Admission processes, orientation programmes, continuous assessments, mentoring systems, and academic counselling collectively contribute to identifying the learning needs of students and providing appropriate academic support.

A comprehensive assessment system is employed to identify advanced learners and slow learners through continuous internal assessments, classroom performance, and faculty observations. The Student Induction Programme serves as the foundation for understanding students' academic preparedness by introducing them to institutional practices, teaching-learning methodologies, academic regulations, and student support services. The induction programme also enables faculty to identify students requiring additional academic support and those demonstrating exceptional academic potential.

Slow learners receive individualized academic support through remedial coaching, bridge courses, one-to-one mentoring, peer-assisted learning, and continuous faculty guidance. Peer mentoring encourages collaborative learning by allowing advanced learners to assist their classmates in improving academic performance. Students also receive psychological and emotional support through the institution's counselling centre, "Aasra," which helps them manage stress, improve confidence, and focus on their academic goals.

Advanced learners are encouraged to enhance their academic and research competencies through paper presentations, case studies, seminars, group discussions, project-based learning, and participation in national and international academic competitions. Students are motivated

to participate in National Graduate Physics Examination (NGPE), National Anveshika Experimental Skill Test (NAEST), SWAYAM-NPTEL courses, MOOCs, certification programmes, and other enrichment activities that develop higher-order thinking skills, research aptitude, and professional competence.

The institution adopts a learner-centric pedagogy by integrating experiential learning, participative learning, and problem-solving methodologies across all academic programmes.

Experiential Learning

Experiential learning is promoted through internships, industrial visits, field visits, laboratory experiments, research projects, community engagement activities, and library reference sessions using INFLIBNET resources. Students are encouraged to undertake internships during summer vacations and participate in field-based learning activities organized by various departments. Certification courses offered through platforms such as Coursera and NPTEL further enhance students' practical knowledge and professional competencies.

Participative Learning

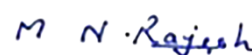
Participative learning is strengthened through seminars, debates, group discussions, role plays, case studies, assignments, presentations, collaborative projects, and value-added courses. Students actively participate in academic clubs, departmental activities, workshops, conferences, and interdisciplinary programmes that promote communication skills, leadership qualities, teamwork, and critical thinking. Human values, ethics, and social responsibility are integrated into the curriculum across all streams.

Problem-Solving Learning

The curriculum encourages analytical thinking and problem-solving through project work, research assignments, case analysis, workshops, guest lectures, webinars, paper presentations, and participation in state, national, and international academic events. Individual and group projects provide opportunities for students to develop leadership, decision-making, self-management, and research skills while addressing real-world problems.

The audit observed extensive integration of Information and Communication Technology (ICT) into the teaching-learning process. The institution effectively utilizes digital platforms and advanced software applications to enhance classroom instruction, assessment, communication, and academic administration.

The Learning Management System (LMS) supports curriculum delivery, academic scheduling, student feedback, announcements, examination management, and academic record maintenance. Google Classroom is widely used for content sharing, assignments, online assessments, collaborative learning, and continuous communication between faculty and students. Faculty members also employ PowerPoint presentations, Google Slides, Google



Scholar, Microsoft Office applications, NPTEL videos, YouTube resources, and language learning software to facilitate blended learning.

Institutional digital platforms such as the SFC Winnou Portal and OnEdu App support now moved to Linways does attendance management, continuous internal assessment, fee communication, examination schedules, and dissemination of institutional information. Departments utilize discipline-specific software including MULTISIM, KEIL Simulation, ChemDraw, ChemSketch, SPSS, R Software, AutoDock, ArgusLab, Protein Modelling Tools, Bioinformatics Applications, ANOVA, Mercury, MestReC, SEO Tools, and INFLIBNET to strengthen practical learning, research, and analytical skills.

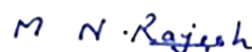
The audit also recognized several significant Examination Reforms implemented to improve transparency, efficiency, and quality in the evaluation process. These include digitization of answer scripts, QR code-based coding of answer booklets, onscreen evaluation for undergraduate examinations, digital backups of examination records, flexible attendance eligibility management, revised evaluation guidelines for differently-abled students, online convocation registration, National Academic Depository (NAD) integration, generation of consolidated mark statements, and systematic collection of student progression data related to higher education, placements, competitive examinations, and student achievements.

The institution has successfully implemented Outcome-Based Education (OBE) across all programmes. Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) are developed through the Board of Studies and Academic Council following Bloom's Taxonomy to ensure measurable learning objectives. These outcomes are clearly communicated through the institutional website, syllabus documents, prospectus, academic planners, laboratory manuals, and orientation programmes.

Faculty members receive regular orientation programmes, workshops, seminars, and departmental meetings to strengthen curriculum delivery and ensure effective attainment of Programme Outcomes and Course Outcomes. Continuous assessment through internal examinations, assignments, seminars, laboratory work, and end-semester examinations enables departments to periodically evaluate the attainment of COs, PSOs, and POs. IQAC regularly reviews outcome attainment and provides recommendations for further academic improvement.

Strengths

- Student-centric teaching-learning environment promoting inclusive education.
- Systematic identification and academic support for slow and advanced learners.
- Effective mentoring, peer learning, bridge courses, and remedial coaching.



- Comprehensive Student Induction Programme.
- Strong implementation of experiential, participative, and problem-solving pedagogies.
- Extensive integration of ICT tools and digital learning platforms.
- Well-established Learning Management System and blended learning practices.
- Innovative examination reforms ensuring transparency and efficiency.
- Institution-wide implementation of Outcome-Based Education (OBE).
- Clearly defined and communicated Programme Outcomes, Programme Specific Outcomes, and Course Outcomes.
- Regular monitoring of outcome attainment through IQAC.

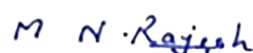
Areas for Improvement

- Increase the use of advanced digital learning platforms and virtual laboratories.
- Strengthen interdisciplinary project-based learning across departments.
- Expand industry participation in teaching-learning activities through co-teaching, internships, and expert sessions.
- Enhance international academic collaborations for student learning experiences.
- Increase the number of faculty members completing doctoral research and advanced pedagogical certifications.

Recommendations

- Continue strengthening learner-centric pedagogical practices through innovative teaching methodologies.
- Expand experiential learning opportunities by increasing internships, industry visits, field projects, and community-based learning.
- Enhance faculty training in digital pedagogy, AI-enabled teaching tools, and emerging educational technologies.
- Encourage greater participation of students in MOOCs, SWAYAM-NPTEL, Coursera, national competitions, and research-oriented activities.
- Strengthen documentation of outcome attainment and continuous assessment practices.
- Further improve examination automation through advanced digital evaluation systems and analytics.
- Enhance interdisciplinary learning, research-based teaching, and collaborative learning practices.
- Continue periodic review of Programme Outcomes, Programme Specific Outcomes, and Course Outcomes in consultation with stakeholders and industry experts.





Examination and Evaluation Process

The Examination Branch follows a systematic, transparent, and well-defined process for the conduct of examinations and declaration of results. The examination schedule and timelines for result declaration are clearly specified in the Francisian Handbook and are adhered to by the institution. Examination schedules, question paper setting, valuation, moderation, tabulation, and result processing are carried out with due confidentiality and accuracy. The process ensures fairness, transparency, and timely declaration of results. The functioning of the Examination Branch is periodically reviewed and audited by the Principal and the Controller of Examinations (CoE). The institution also involves Principals, external CoEs and senior academicians from other colleges for examination-related audits and evaluation, strengthening accountability and credibility.

Recommendations

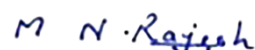
1. Maintain a balanced approach in teaching and learning practices to address the needs of all categories of learners.
2. Conduct more remedial classes and provide additional academic support for slow learners.
3. Provide more enrichment and advanced learning opportunities for high-performing students while ensuring adequate support for learners requiring additional assistance.

Research, Innovations and Extension

The Audit Committee reviewed the institution's performance in promoting research, innovation, entrepreneurship, consultancy, intellectual property creation, extension activities, and community engagement. The assessment focused on the effectiveness of the institutional research ecosystem, faculty and student research initiatives, innovation and incubation support, collaborations, and the integration of extension activities with academic programmes.

The institution has established a vibrant research culture aligned with its vision of providing holistic education that empowers women with knowledge, values, commitment, leadership, and social responsibility. Research activities are guided by a well-defined Research Policy that encourages faculty and students to undertake quality research while adhering to ethical standards prescribed by the Indian Council of Medical Research (ICMR) and the Indian Council of Social Science Research (ICSSR). The Research Cell plays a central role in planning, coordinating, monitoring, and promoting research activities across departments.

The institution has demonstrated significant research achievements through externally funded projects and institutional support for faculty research. Faculty members have successfully



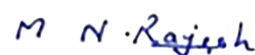
completed three Major Research Projects and twenty-four Minor Research Projects funded by the University Grants Commission (UGC), in addition to one DST WISE-KIRAN CURIE Project. The institution is currently implementing twelve internally funded minor research projects, each supported with grants ranging from ₹1.5 lakh to ₹2 lakh, thereby promoting interdisciplinary and applied research.

The management has instituted several incentives to motivate faculty members towards research excellence. The faculty have published more than 300 Publications, 20 Patents and 1 copyright till date. Financial incentives are provided for securing patents and publishing research papers in reputed National and International journals. The institution is registered under the kapila scheme. Faculty members submitting their Ph.D. thesis receive seed money of ₹30,000, followed by pay-scale revision upon successful award of the doctoral degree. Faculty who continues their research after obtaining their Ph.D. are also recognized through career advancement and promotional opportunities, reflecting the institution's commitment to sustained research productivity.

The audit observed that the institution has developed excellent research infrastructure to support quality research. Facilities such as the Central Instrumentation Facility (AXIS), DST CURIE Laboratory, and the Louis Pasteur Research Laboratory provide advanced instrumentation and laboratory support for research scholars, particularly in Microbiology and Life Sciences. Five faculty members have been recognized as Research Supervisors, enabling doctoral research within the institution. The college has also been awarded the prestigious DBT STAR College Status by the Department of Biotechnology, Government of India, in recognition of its efforts to strengthen undergraduate science education and research infrastructure.

The institution actively promotes innovation and entrepreneurship among students through dedicated centres and experiential learning initiatives. The Centre for Entrepreneurship Development – Eureka: The Innovation Hub serves as a platform for nurturing entrepreneurial thinking by organizing workshops, mentoring sessions, industrial interactions, and innovation programmes. Experts from T-Hub, TEDx, start-up founders, and successful entrepreneurs regularly interact with students, exposing them to contemporary entrepreneurial practices and start-up ecosystems.

The Department of Commerce has established COFEE (Commerce Organization for Emerging Entrepreneurs) to develop managerial, organizational, and leadership competencies among students. Similarly, the Department of B.Voc. Retail Management and Information Technology has established the Bethel Retail Store, providing students with practical exposure to retail



operations, inventory management, customer service, and entrepreneurship through experiential learning.

Innovation is further strengthened through institutional programmes such as SFC Shark Tank, industrial visits, start-up mentoring sessions, business plan competitions, and entrepreneurship development workshops. Students receive guidance in transforming innovative ideas into feasible business ventures through incubation support and mentoring by industry experts.

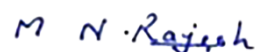
The institution has effectively integrated environmental sustainability with innovation through activities conducted by the Department of Environmental Studies. Weekly Student Volunteering Days provide students with practical exposure to solid waste management, composting, bio-enzyme preparation, microgreens cultivation, and sustainable environmental practices. Products developed during these programmes are showcased and marketed upon completion of certificate courses, thereby combining environmental awareness with entrepreneurial skills.

Extension and outreach activities constitute an integral component of institutional functioning and reflect the college's commitment to community engagement and nation-building. The institution actively promotes social responsibility through its National Service Scheme (NSS) National Cadet Corps (NCC), Rotaract Club, Rangers, Krida (Sports), St. Francis Green Corps, and the Indian Red Cross Society (IRCS) under SFC wings.

Community engagement has been embedded within the curriculum through Social Management courses at the undergraduate level and Community Outreach foundation course for postgraduate students. These curricular initiatives encourage students to apply academic knowledge for societal development while fostering empathy, leadership, and civic responsibility.

The institution regularly organizes extension activities including health awareness programmes, medical camps, literacy campaigns, youth empowerment initiatives, personality development programmes, career guidance, environmental conservation drives, tree plantation programmes, Haritha Haram, Swachh Bharat Abhiyan, blood donation drives, and disaster relief activities during floods and cyclones. These programmes provide students with opportunities to contribute meaningfully to society while developing leadership and teamwork skills.

One of the institution's distinctive extension initiatives is "Daan Utsav", organized annually during December. Under the guidance of faculty mentors, students visit orphanages, old-age homes, and institutions serving children with special needs. Through these interactions, students gain first-hand understanding of the challenges faced by marginalized communities, thereby strengthening compassion, empathy, inclusiveness, and social commitment.



Overall, the audit observed that the institution has successfully integrated research, innovation, entrepreneurship, and extension activities into its academic ecosystem. These initiatives contribute significantly to knowledge creation, community engagement, sustainable development, and holistic student development.

Strengths

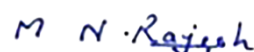
- Well-defined institutional Research Policy promoting ethical and quality research.
- Active Research Cell supporting faculty and student research initiatives.
- Significant number of externally funded UGC and DST research projects.
- Strong institutional incentives for research publications, patents, and doctoral completion.
- Excellent research infrastructure including AXIS, DST CURIE Laboratory, and Louis Pasteur Research Laboratory.
- DBT STAR College recognition enhancing undergraduate science education and research.
- Dedicated entrepreneurship ecosystem through Eureka – The Innovation Hub, COFEE, and Bethel Retail Store.
- Strong culture of innovation supported through start-up mentoring, industrial interactions, and SFC Shark Tank.
- Extensive extension activities through NSS, NCC, Rotaract, Rangers, Green Corps, IRCS, and community outreach programmes.
- Integration of environmental sustainability with entrepreneurship and community engagement.

Areas for Improvement

- Increase the number of externally funded major research projects.
- Strengthen consultancy services and industry-sponsored research.
- Enhance patent filing, technology transfer, and commercialization of innovations.
- Expand national and international research collaborations and MoUs.
- Increase student participation in interdisciplinary research and innovation competitions.
- Strengthen documentation of extension outcomes and societal impact.

Recommendations

- Encourage faculty to secure larger national and international research grants.
- Increase publications in Scopus and Web of Science indexed journals.
- Strengthen consultancy services and industry-sponsored research initiatives.
- Promote patent filing, intellectual property generation, and technology transfer.
- Expand incubation support for student start-ups and entrepreneurship.



- Establish additional collaborations with research institutions, industries, and universities.
- Enhance interdisciplinary research involving faculty and students.
- Strengthen documentation and impact assessment of extension and outreach programmes.
- Continue integrating research, innovation, entrepreneurship, and community engagement into the curriculum.
- Promote sustainable development initiatives aligned with national and global priorities.

Infrastructure and Learning Resources

The Audit Committee evaluated the adequacy, utilization, maintenance, and continual enhancement of the institution's physical infrastructure, ICT facilities, library resources, research laboratories, sports facilities, and support services. The assessment focused on determining whether the available infrastructure effectively supports teaching-learning, research, innovation, student development, and institutional growth.

The institution has established a comprehensive and learner-friendly infrastructure that facilitates quality education and holistic development. The campus provides a conducive academic environment through well-planned classrooms, advanced laboratories, ICT-enabled teaching facilities, modern library services, research infrastructure, sports amenities, and student support facilities. Continuous investments in infrastructure development and systematic maintenance ensure that the facilities remain relevant to contemporary educational requirements.

The college houses 75 spacious classrooms, all equipped with LCD projectors and audio-visual teaching facilities that support technology-enabled learning. These smart classrooms facilitate blended learning, interactive teaching methodologies, digital presentations, online learning resources, and multimedia-based instruction. Specialized laboratories across various disciplines are equipped with modern instruments to provide practical exposure and hands-on learning experiences.

To strengthen research and academic excellence, the institution has established a Research Resource Centre (AXIS Laboratory) with sophisticated research instruments that support advanced research projects, postgraduate dissertations, and faculty research. Additional academic resources include a Computer Centre, Central Library, Internet Resource Centre, and the American Corner, supported by the U.S. Consulate General, Hyderabad, which provides students and faculty with access to global educational resources, research support, and information regarding Fulbright fellowships and higher education opportunities.

The institution has ensured seamless digital connectivity across the campus through 1000 Mbps broadband Internet and campus-wide Wi-Fi access. Internet connectivity is available in classrooms, laboratories, faculty rooms, administrative offices, and student learning spaces, enabling uninterrupted access to digital learning resources, online databases, e-content, and virtual learning platforms.

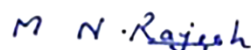
The audit observed that the institution provides excellent facilities for sports, physical fitness, and cultural development. A 12,000 sq. ft. multi-purpose indoor stadium supports badminton, table tennis, and indoor games, while outdoor courts facilitate volleyball, throw ball, and other sports activities. A well-equipped gymnasium, yoga centre, and playgrounds encourage physical fitness and overall well-being. The college also possesses a 20,000 sq. ft. auditorium with modern acoustics, advanced lighting systems, and a spacious stage that hosts academic events, conferences, cultural programmes, and institutional celebrations.

Academic interaction is further strengthened through two large conference halls with seating capacities exceeding 200 participants, a modern boardroom, and a fully equipped Senate Hall used for seminars, workshops, faculty meetings, industry interactions, and research conferences.

The institution places considerable emphasis on creating an inclusive and student-friendly campus. Accessibility features such as ramps, elevators, and barrier-free facilities enable easy access for differently-abled students. Student welfare facilities include the Aasra Student Counselling Centre, Health Centre, Fitness Centre, purified drinking water facilities, Canteen, and the Aaram Viraam Student Relaxation Area, which contribute significantly to students' physical, emotional, and psychological well-being.

Environmental sustainability has been integrated into campus development through initiatives such as "Shubhram", an institutional waste management programme promoting segregation, recycling, and responsible waste disposal. The campus also houses a Medicinal Garden (Sanjeevani), Digital Herbarium, Zoological Museum, and Hydroponic Units, providing valuable learning resources while promoting environmental awareness and biodiversity conservation.

The audit observed that the Central Library serves as an important knowledge resource centre supporting teaching, learning, and research. The library has been fully automated through the SLIM 21 Integrated Library Management System (ILMS), which automates acquisition, cataloguing, circulation, barcode-based issue and return, online public access catalogue (OPAC), report generation, and resource management. The library houses more than 88,000 books, journals, CDs, DVDs, reports, e-books, and digital resources that support independent learning and research.



The Learning Resource Centre encourages self-directed learning by providing access to digital databases, online journals, e-books, INFLIBNET resources, and Internet facilities. The integrated library system complies with international cataloguing standards and supports both print and digital collections, thereby strengthening information access and knowledge management.

The institution has implemented an effective mechanism for the maintenance and optimal utilization of physical and ICT infrastructure. Qualified technical personnel and laboratory staff regularly monitor computers, laboratory equipment, networking systems, projectors, and other ICT resources. Preventive maintenance schedules are followed to ensure uninterrupted functioning of academic facilities.

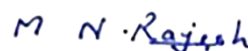
The campus is secured through 160 CCTV cameras, ensuring the safety of students, faculty, visitors, and institutional assets. Audio-visual equipment, UPS systems, LCD projectors, EPABX communication systems, and campus-wide Wi-Fi infrastructure are periodically inspected and maintained to ensure operational efficiency. Scheduled maintenance and annual stock verification of laboratories are conducted, while departments submit infrastructure requirements annually for approval and procurement through the Principal's office.

The audit also observed systematic maintenance of laboratory equipment through log books, stock registers, preventive servicing, and timely replacement of obsolete equipment. Departments regularly update laboratory manuals, practical information, and equipment inventories to ensure efficient utilization of available resources.

Overall, the institution has established a well-maintained and technologically advanced infrastructure that effectively supports teaching-learning, research, innovation, student welfare, and institutional development.

Strengths

- Excellent academic infrastructure with ICT-enabled classrooms and modern laboratories.
- Well-equipped Research Resource Centre (AXIS Laboratory) supporting advanced research.
- Fully automated Central Library with SLIM 21 Integrated Library Management System.
- Rich learning resources including more than 88,000 books, digital resources, INFLIBNET, and online databases.
- High-speed 1000 Mbps broadband and campus-wide Wi-Fi connectivity.
- Modern sports infrastructure including indoor stadium, gymnasium, yoga centre, and playgrounds.



- Well-equipped auditorium, conference halls, boardroom, and Senate Hall supporting academic and co-curricular activities.
- Inclusive infrastructure with ramps, elevators, and facilities for differently-abled students.
- Excellent student support facilities including Aasra Counselling Centre, Health Centre, Fitness Centre, Aaharam Canteen, and Aaram Viraam relaxation area.
- Strong environmental initiatives including Shubhram waste management, Medicinal Garden, Hydroponic Units, Zoological Museum, and Digital Herbarium.
- Effective maintenance of ICT infrastructure, laboratories, library resources, and campus facilities.
- Comprehensive campus security through 160 CCTV cameras and uninterrupted power backup systems.

Areas for Improvement

- Further strengthen smart classroom infrastructure with advanced interactive technologies.
- Expand subscriptions to international e-journals, research databases, and digital learning resources.
- Upgrade research laboratories with additional sophisticated equipment.
- Increase renewable energy initiatives and green campus technologies.
- Expand collaborative learning spaces and innovation laboratories to support interdisciplinary research.

Recommendations

- Continue upgrading ICT-enabled classrooms with emerging educational technologies.
- Expand digital library resources and subscriptions to international research databases.
- Strengthen research infrastructure through the acquisition of advanced scientific instruments.
- Enhance green campus initiatives by adopting renewable energy, water conservation, and sustainable infrastructure practices.
- Continue systematic maintenance of laboratories, library resources, ICT facilities, and sports infrastructure.
- Increase collaborative learning spaces to support innovation, entrepreneurship, and interdisciplinary projects.
- Strengthen campus accessibility through continuous enhancement of facilities for differently-abled students.




M N. Rajesh

- Regularly review infrastructure utilization to ensure optimum academic and research outcomes.

Student Support and Progression

The Audit Committee reviewed the institutional mechanisms established to promote student welfare, leadership development, progression to higher education, career guidance, alumni engagement, and overall student empowerment. The assessment focused on evaluating the effectiveness of student support services, mentoring systems, leadership opportunities, alumni participation, career development initiatives, and the institution's commitment to holistic student growth.

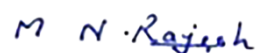
The institution has developed a comprehensive student support system that nurtures academic excellence, leadership qualities, social responsibility, employability, and lifelong learning. Through structured student governance, career guidance programmes, counselling services, alumni engagement, and co-curricular activities, the college creates an environment that enables students to realize their full potential while preparing them for higher education, employment, entrepreneurship, and responsible citizenship.

A significant feature of student participation is the Student Council, a democratically elected student body that serves as the official representative of the student community. Working closely with the college administration, the Student Council promotes leadership, communication, decision-making, teamwork, and organizational skills among students. The council comprises the President, Vice-President, General Secretaries (Undergraduate and Postgraduate), Treasurer, Cultural Secretary, and Sports Secretary, ensuring representation across academic programmes and student activities.

The Student Council plays an active role in planning and organizing major institutional events, including Fresher's Day, Teachers' Day, College Fest, Independence Day celebrations, cultural programmes, sports activities, and student orientation programmes. Through these responsibilities, students acquire valuable experience in event management, leadership, communication, and collaborative decision-making.

The council also contributes significantly to the Student Induction Programme (SIP) by introducing newly admitted students to the institution's academic environment, student governance system, campus culture, and extracurricular opportunities. This involvement helps new students integrate smoothly into campus life while encouraging active participation in institutional activities.

The audit observed that the institution places considerable emphasis on student welfare and safety. To strengthen emergency preparedness, members of the Student Council underwent



Cardio-Pulmonary Resuscitation (CPR) training, enabling them to respond effectively to medical emergencies and contribute towards creating a safer campus environment. Beyond organizing events, the council actively addresses student concerns and acts as a bridge between students, faculty, parents, and the management, thereby promoting participative governance and a supportive campus culture.

The institution also maintains a strong and active alumni network through the Francis Alumnae Association (FAA), established in 1994. The association serves as an important platform for strengthening alumni relations, mentoring current students, facilitating career guidance, supporting institutional development, and promoting community engagement.

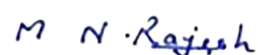
During the assessment period, the FAA organized a variety of academic, professional, and social initiatives that significantly enriched student learning and institutional development. The FAA Champions Induction Programme introduced newly admitted students to the activities of the alumni association, encouraging early engagement and lifelong association with the institution.

To promote innovation and entrepreneurship, the FAA organized an educational visit to T-Hub, providing students with first-hand exposure to innovation ecosystems, startup culture, and entrepreneurial opportunities. Career development initiatives such as the Fly High – Study Abroad Programme guided students regarding international education opportunities, while career counselling sessions conducted in collaboration with ICFAI Business School provided valuable insights into higher education and professional career planning.

The association further strengthened alumni engagement through activities including the Graduation After Party, Annual General Meeting (AGM), Distinguished Alumnae Lecture, FAA Reunion, and Valedictory Programme. Alumni actively contribute towards institutional development by supporting infrastructure enhancement, mentoring students, delivering guest lectures, and participating in various academic and cultural activities.

The FAA also demonstrates strong social commitment through community outreach programmes, including participation in Yuvaflare, Christmas Service Programmes, and other charitable initiatives that encourage students to develop empathy, social responsibility, and community engagement.

The institution further supports student progression through continuous career guidance, placement assistance, higher education counselling, internships, competitive examination guidance, skill development programmes, and personality development initiatives. These activities collectively prepare students for successful careers, higher education, entrepreneurship, and lifelong learning.



The audit observed that the institution effectively integrates academic support, leadership development, student governance, alumni participation, and community engagement into its student support framework, thereby contributing significantly to holistic student development.

Strengths

- Comprehensive student support system promoting holistic development.
- Democratic Student Council encouraging leadership, communication, teamwork, and participative governance.
- Active student participation in institutional planning, cultural events, sports, and national celebrations.
- Well-structured Student Induction Programme facilitating smooth student transition.
- Student welfare initiatives including CPR training and emergency preparedness.
- Strong mentoring relationship between students, faculty, parents, and management.
- Highly active Francis Alumnae Association (FAA) supporting academic, professional, and institutional development.
- Regular career guidance programmes, study abroad counselling, entrepreneurship exposure, and industry interactions.
- Strong alumni engagement through mentoring, lectures, reunions, infrastructure support, and community outreach.
- Effective promotion of leadership, employability, social responsibility, and lifelong learning.

Areas for Improvement

- Increase alumni participation in internships, placements, and industry mentoring.
- Strengthen tracking of student progression to higher education and employment.
- Expand career guidance for competitive examinations and civil services.
- Enhance documentation of student achievements at national and international levels.
- Increase international alumni networking and collaborative programmes.

Recommendations

- Strengthen alumni-industry collaborations to enhance internships, placements, and entrepreneurship opportunities.
- Develop a comprehensive digital alumni database to facilitate continuous engagement.
- Expand career counselling and guidance for higher education, competitive examinations, and overseas studies.
- Encourage greater student participation in national and international leadership programmes.



M N. Rajesh

- Strengthen student progression tracking through systematic documentation of placements, higher education admissions, awards, and entrepreneurial ventures.
- Continue leadership development initiatives through the Student Council and institutional clubs.
- Organize more alumni mentoring sessions, distinguished lectures, and professional networking programmes.
- Enhance student participation in community service, social outreach, and nation-building activities.

Governance, Leadership and Management

The Audit Committee reviewed the governance framework, leadership practices, strategic planning, decentralization, participative management, faculty welfare measures, financial management, internal quality assurance mechanisms, and institutional quality initiatives. The assessment focused on evaluating the effectiveness of administrative processes in achieving the institution's vision of "Holistic Education for the Empowerment of Women."

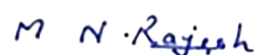
The institution has established a well-defined governance structure that aligns closely with its vision, mission, and core values. Governance is characterized by transparency, accountability, stakeholder participation, and decentralized decision-making. The institutional leadership includes the Management, Principal, Vice-Principals (Admissions, Academics, and Research), IQAC, Deans of Student Affairs, Heads of Departments, teaching and non-teaching staff, student representatives, alumni, and parents. This inclusive framework ensures that all major academic and administrative decisions are taken through consultation and collective deliberation, thereby strengthening institutional effectiveness and stakeholder ownership.

Governance Structure

The institution functions through a structured hierarchy comprising:

- Sisters of Charity – The highest administrative authority, with the Provincial Superior of the Hyderabad Province serving as Chairperson.
- Governing Body – Responsible for approving institutional plans, academic programmes, committees, and ratifying the recommendations of the Academic Council.
- Internal Quality Assurance Cell (IQAC) – Monitors institutional quality, establishes benchmarks, and ensures continuous improvement.
- Academic Council – Recommends new programmes, approves curricular decisions, and regulates academic and co-curricular activities.
- Board of Studies (BoS) – Ensures curriculum relevance in alignment with stakeholder needs and national and international developments.





- Finance Committee – Oversees budgeting, financial planning, verification of income and expenditure, and presentation of audited accounts.

The Principal, Vice-Principals, Deans, Heads of Departments, and Coordinators collectively oversee academic and administrative functions, while the Student Council and various student clubs contribute to comprehensive student development.

Decentralization and Participative Management

The audit observed a strong culture of decentralization and participative management. Responsibilities are distributed among the Principal, Vice-Principals, Deans, Heads of Departments, Programme Coordinators, and Committee Coordinators. Senior faculty members actively participate in the Governing Body, IQAC, Academic Council, Board of Studies, Research Committee, and various statutory and non-statutory committees.

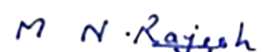
Major policy decisions are taken through transparent discussions and consensus-building. Departments function autonomously within the institutional framework and regularly review academic activities, student performance, curriculum implementation, and departmental initiatives. Monthly mentor meetings are conducted to monitor attendance, academic progress, student concerns, and overall student development.

The institution operates through several specialized committees, including:

- Academic Audit Cell
- Admission Committee
- NIRF Institutional Ranking Committee
- Placement Cell
- Examination Committee
- Faculty Research Cell
- Documentation Committee
- Intellectual Property Rights (IPR) Cell
- Faculty Development Programme (FDP) Committee
- Student Grievance Redressal Cell
- Anti-Ragging Cell
- NSS and NCC Committees
- Library Committee
- Sports Committee
- Cultural and Literary Committee

These committees' function throughout the academic year and ensure effective implementation of institutional activities.





Strategic Planning

The Institutional Strategic Plan is prepared through extensive consultation involving the Principal, Vice-Principals, Heads of Departments, faculty members, and other stakeholders. The current strategic plan has been successfully implemented, and the institution is in the process of developing its 2024–2029 Strategic Plan.

The strategic priorities include:

- Increased Collaboration with Indian and international universities.
- Promotion of Research among faculty and students.
- Enhancement of Online Learning Opportunities.
- Expansion of Community Outreach Activities.
- Strengthening of Experiential and Participative Learning.
- Improvement of Global Exposure Opportunities.

These priorities are aligned with national educational goals and the evolving needs of higher education.

Faculty Welfare and Professional Development

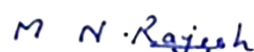
The institution has implemented several welfare measures for teaching and non-teaching staff, reflecting its commitment to employee well-being and professional growth.

Welfare Measures

- Gratuity
- Employees' Provident Fund (EPF)
- Health Insurance
- Regular Medical Check-ups
- Health Awareness Programmes
- Maternity Leave with Service Protection
- Fee Concessions for Children of Employees
 - 50% for teaching staff
 - 75% for non-teaching staff
- Admission support for eligible children of employees

Research and Academic Incentives

- Seed money of ₹30,000 for faculty submitting Ph.D. thesis.
- Cash incentives for publications in National and International journals.
- Financial support for patents.
- Sponsorship and On-Duty leave for attending National and International conferences.
- Pay-scale revision upon award of Ph.D.



- Recognition through Young Innovative Teacher Award and Research Award for outstanding research contributions.

Faculty Development

Faculty members are encouraged to pursue higher studies, participate in Faculty Development Programmes (FDPs), Faculty Induction Programmes (FIPs), refresher courses, orientation programmes, short-term courses, workshops, conferences, and training programmes. Non-teaching staff are also provided with capacity-building programmes to enhance their professional competencies.

Financial Management and Resource Mobilization

The institution follows a systematic and transparent financial management process. The primary source of income is tuition fees, with more than 60% of the revenue allocated to staff salaries. Additional resources are mobilized through:

- DBT-STAR Scheme
- DST-CURIE Projects
- Research Grants
- Travel Grants
- Consultancy Services
- Alumni Contributions

Departments submit their annual requirements, based on which budgets are prepared and approved. The institution also generates revenue through outsourcing and rental facilities, including the canteen, stationery outlet, and indoor sports stadium.

Recent infrastructure investments, such as the installation of two new lifts, demonstrate the institution's commitment to accessibility and resource optimization.

Internal and External Financial Audits

The institution conducts regular financial audits to ensure transparency and accountability.

Types of Audits

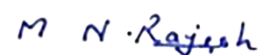
- Internal Audit
- Audit by the Office of the Commissioner of College Education, Hyderabad
- Audit by the Office of the Accountant General, Government of Telangana

Internal audits are conducted twice a year by Chartered Accountants:

- First Audit: April 1 – December 31 (conducted in January)
- Second Audit: January 1 – March 31 (conducted in April)

Any audit objections raised by external agencies are addressed within 15 days, reflecting prompt corrective action and financial discipline.





Quality Assurance and IQAC Initiatives

The Internal Quality Assurance Cell (IQAC) plays a pivotal role in institutional quality enhancement. IQAC oversees the collection, analysis, implementation, and review of feedback from students, faculty, parents, and alumni. Student feedback is collected every semester and used to improve teaching-learning processes and infrastructure.

The Student Quality Circle provides additional feedback on academic quality and facilities, which is reviewed by the Principal and College Council. Action Taken Reports are documented in IQAC minutes and presented to the Governing Body.

IQAC also conducts:

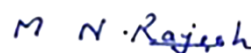
- Internal Academic Audits
- External Academic Audits
- Administrative Audits
- Best Practice Sharing Sessions
- Departmental Performance Reviews

Faculty members maintain course plans, departmental planners, teaching diaries, self-appraisal reports, and performance review records, which are periodically reviewed by Heads of Departments and the Principal.

Quality Initiatives (2023–24)

The audit noted several noteworthy quality initiatives:

- Introduction of Zero Hour for academic and non-academic activities.
- Comprehensive Syllabus Revision for implementation in 2024–25.
- Conduct of Internal and External Academic Audits.
- Strengthening of research through DBT-STAR and DST WISE KIRAN CURIE Laboratory.
- Implementation of SFC MRP and Unnat Bharat Abhiyan.
- Leadership and social responsibility initiatives through Rotaract, Rangers, Green Corps, and Red Cross.
- Student Induction Programme for first-year students.
- Monthly value-based education themes.
- Franciscian Launch Forward Programme for outgoing students.
- Civil Services coaching in collaboration with Genesis Academy.
- International exposure through collaborations with Case Western Reserve University (Ohio, USA) and California Baptist University.



Strengths

- Well-defined and transparent governance structure.
- Strong culture of decentralization and participative management.
- Active involvement of all stakeholders in decision-making.
- Effective functioning of statutory and non-statutory committees.
- Comprehensive faculty welfare and professional development measures.
- Robust financial management and audit mechanisms.
- Dynamic and proactive IQAC driving continuous quality improvement.
- Strong strategic planning with national and international orientation.
- Effective feedback and review mechanisms.
- Multiple quality enhancement initiatives promoting academic excellence, research, leadership, and global exposure.

Areas for Improvement

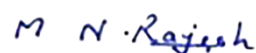
- Increase international academic collaborations and joint programmes.
- Strengthen consultancy and industry partnerships.
- Enhance digital governance and data analytics for decision-making.
- Expand leadership training for middle-level administrators.
- Increase participation in national ranking and accreditation improvement initiatives.

Recommendations

- Continue strengthening participative governance and stakeholder engagement.
- Accelerate implementation of the 2024–2029 Strategic Plan.
- Expand international collaborations, faculty exchange, and student mobility programmes.
- Strengthen data-driven governance through advanced MIS and analytics.
- Enhance industry partnerships for research, internships, and consultancy.
- Continue faculty development and leadership training initiatives.
- Sustain robust financial transparency and timely audit compliance.
- Further strengthen IQAC-led quality monitoring and benchmarking practices.

Institutional Values and Best Practices

The Audit Committee evaluated the institution's initiatives relating to institutional values, gender equity, environmental sustainability, inclusiveness, constitutional responsibilities, best practices, and distinctive institutional initiatives. The assessment focused on how effectively these values are integrated into academic, administrative, and extension activities to promote holistic development, social responsibility, and sustainable practices.



The institution has demonstrated a strong commitment to fostering an inclusive, equitable, environmentally conscious, and socially responsible campus culture. Institutional values are reflected through systematic programmes that promote gender sensitivity, environmental stewardship, constitutional awareness, cultural harmony, community engagement, and ethical leadership. These initiatives are aligned with the institution's vision of empowering women through value-based education while contributing to sustainable development and nation-building.

Gender Equity and Women Empowerment

Gender equity remains a defining characteristic of the institution's educational philosophy. As a premier women's institution, the college continuously organizes programmes that empower students with knowledge, confidence, leadership, and social awareness.

During the assessment period, several programmes were organized to create awareness on women's rights, health, safety, and leadership. These included:

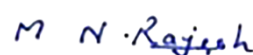
- Personality Development and Menstrual Hygiene Programme
- Financial Awareness Programme for Women
- SHE POWER – H³ (Health, Happiness and Harmony)
- Women Safety Awareness Programme
- Panel Discussion on Women in STEM
- Guest Lecture on Introduction to Feminism
- Educational Diplomacy – Women in Space
- Women and U.S. Education Programme
- Women's Gynaecological Health Awareness Sessions
- Observance of International Women's Day
- Awareness Programme on Women's Safety

The institution also celebrated International Men's Day, promoting mutual respect, gender sensitivity, and equality. These initiatives collectively promote a culture of inclusiveness, challenge gender stereotypes, and empower students to become confident leaders and responsible citizens.

Environmental Sustainability

The audit observed exemplary environmental management practices across the campus. The institution has developed a comprehensive solid waste management system through its flagship initiative "Shubhram."

The campus follows a two-bin waste segregation system, separating biodegradable and non-biodegradable waste at the source.



Biodegradable waste generated from the canteen and gardens is processed through composting units, producing approximately 1,200 kilograms of organic compost annually. The institution has also established:

- Vermicomposting Unit
- Bio-enzyme Production Unit
- Liquid Waste Treatment Plant
- Sanitary Waste Incinerator

Bio-enzymes prepared from vegetable, fruit, and flower waste are utilized as eco-friendly floor cleaners and bio-fertilizers within the campus.

Non-biodegradable waste is systematically segregated into plastic, glass, metal, paper, and electronic waste before being sent to authorized recycling agencies such as Crapbin. Regular awareness programmes and training sessions are conducted for students and support staff to promote effective waste management and environmental responsibility.

These initiatives significantly contribute to sustainable campus development and align with national environmental goals.

Inclusiveness and Social Harmony

The institution actively promotes cultural diversity, inclusiveness, tolerance, and communal harmony through a variety of academic and co-curricular programmes.

National festivals and commemorative events such as Telangana Formation Day, Independence Day, Republic Day, Sadhbhavana Diwas, International Men's Day, and Daan Utsav are celebrated to foster national integration and social cohesion.

Community outreach programmes such as Caring Hands provide healthcare support to elderly citizens and persons with disabilities. Students regularly visit:

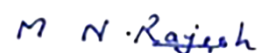
- Old age homes
- Leprosy rehabilitation centres
- Schools for visually challenged children
- Rural communities

These activities cultivate empathy, compassion, and social responsibility among students.

Campus events including Yuvaflare, Glee, Ethnic Day, and Parampara celebrate India's rich cultural diversity while promoting unity and mutual respect among students from varied backgrounds.

Constitutional Values and Civic Responsibility

The institution consistently sensitizes students and staff towards constitutional values, democratic principles, rights, duties, and responsibilities.



Throughout the academic year, programmes were organized to strengthen civic awareness, including:

- Independence Day Celebrations
- Republic Day Celebrations
- Swachhata Hi Seva Campaign
- National Voters' Day
- Election Awareness Programme
- Guest Lecture on Good Governance Initiatives in India
- Traffic Awareness Programme
- Civic Responsibility Campaigns

As a unique initiative, the institution has displayed a large framed photograph of the Members of the Constituent Assembly at a prominent location on campus. This encourages students to learn about the architects of the Indian Constitution and appreciate their contribution towards nation-building.

These programmes effectively inculcate constitutional morality, democratic values, responsible citizenship, and national pride among students.

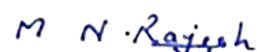
Celebration of National and International Days

The institution observes numerous national and international commemorative days to create awareness about important social, environmental, educational, and health-related issues.

Some of the significant observances include:

- Telangana State Formation Day
- Independence Day
- World Environment Day
- International Women's Day
- World AIDS Day
- International Day Against Drug Abuse and Illicit Trafficking
- National Statistics Day
- International Education Week
- National Mathematics Day
- Telugu Bhasha Dinotsavam
- Cancer Awareness Programmes

These observances are integrated with awareness campaigns, expert lectures, competitions, exhibitions, and community outreach activities, thereby reinforcing institutional values and social responsibility.



Best Practice – I

Comprehensive Support System (CSS): Fostering Well-being and Success

The institution has established a Comprehensive Support System (CSS) to promote the emotional, financial, academic, and professional well-being of students, teaching staff, and non-teaching employees.

The CSS provides:

- Individual counselling
- Mentoring support
- Financial assistance
- Fee concessions
- Emotional support
- Professional development opportunities
- Welfare assistance for economically vulnerable members

The programme has significantly enhanced institutional culture by improving student retention, faculty morale, staff satisfaction, and overall well-being.

Best Practice – II

Elevate: Upskilling School Teachers – An SFC Initiative

The institution introduced "Elevate", an innovative outreach programme aimed at strengthening science education at the school level.

The programme provided hands-on training to 29 school teachers in areas such as:

- Biomolecules
- Nutrition
- Biological Experiments
- Laboratory Skills
- Scientific Literacy

The initiative successfully bridged the gap between theoretical concepts and practical applications, thereby improving classroom teaching and fostering scientific temperament among school students through trained teachers.

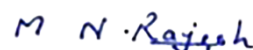
Institutional Distinctiveness

Village Vanguard Programme

The Audit Committee identified the Village Vanguard Programme as the institution's distinctive initiative, demonstrating its strong commitment to rural development and community empowerment.

The programme includes several flagship initiatives:

- Swarnojwala Rural Student Adoption Scheme



- Vajrojwala Village Adoption Programme
- Social Intern Projects
- Collaboration with Street Cause
- Participation in Unnat Bharat Abhiyan (UBA)

Under the Swarnojwala Scheme, deserving rural students receive educational and financial support to pursue higher education.

The Vajrojwala Programme focuses on holistic village development through interventions in:

- Health and hygiene
- Education
- Employability skills
- Women's empowerment
- Community awareness

As part of Unnat Bharat Abhiyan, the institution has adopted five villages in Sangareddy District, conducting household surveys to identify developmental needs and implementing community development initiatives accordingly.

Students actively participate in Social Intern Projects, visiting orphanages, old-age homes, and rural communities to provide educational, emotional, and social support.

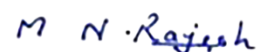
Collaboration with Street Cause, a student-led NGO, enables students to raise funds for rural infrastructure development and social welfare initiatives.

The Village Vanguard Programme effectively integrates education, social responsibility, rural development, and experiential learning while promoting sustainable community transformation.

Strengths

- Strong institutional commitment to gender equity and women empowerment.
- Excellent environmental sustainability initiatives through Shubhram.
- Effective waste segregation, composting, vermiculture, bio-enzyme production, and recycling practices.
- Strong emphasis on constitutional values, civic responsibility, and democratic participation.
- Vibrant celebration of national and international commemorative days.
- Comprehensive student and staff welfare through the Comprehensive Support System (CSS).
- Innovative outreach through Elevate for school teacher capacity building.





- Distinctive Village Vanguard Programme promoting rural development and social transformation.
- Active implementation of Unnat Bharat Abhiyan and community engagement initiatives.
- Strong culture of inclusiveness, social harmony, and environmental responsibility.

Areas for Improvement

- Expand documentation of the measurable impact of institutional best practices.
- Increase national and international recognition for community engagement initiatives.
- Strengthen collaborations with government agencies and NGOs for sustainable development projects.
- Introduce additional green technologies and renewable energy initiatives.
- Enhance dissemination of best practices through publications and conferences.

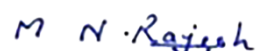
Recommendations

- Continue strengthening gender equity initiatives and women leadership programmes.
- Expand environmental sustainability initiatives through renewable energy and green technologies.
- Strengthen documentation and impact assessment of best practices and community outreach programmes.
- Enhance collaborations with NGOs, industries, and government agencies for rural development.
- Promote wider dissemination of institutional innovations and best practices through national and international forums.
- Continue integrating constitutional values, ethics, inclusiveness, and sustainability into academic and co-curricular programmes.
- Strengthen Village Vanguard initiatives to achieve greater long-term community impact.

Conclusion

- The Audit Committee commends St. Francis College for Women for its sustained commitment to academic excellence, quality assurance, research, innovation, student development, and institutional values. The institution has established robust systems of governance, participative management, curriculum design, teaching-learning, research promotion, infrastructure development, student support, and community engagement that are well aligned with its vision of “Holistic Education for the Empowerment of Women.”



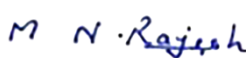


- The audit observed that the college has successfully integrated Outcome-Based Education, ICT-enabled teaching, research and innovation, entrepreneurship, extension activities, environmental sustainability, gender equity, and value-based education into its academic ecosystem. The institution demonstrates a strong culture of continuous quality improvement through effective leadership, transparent governance, systematic planning, active stakeholder participation, and the proactive functioning of the **Internal Quality Assurance Cell (IQAC)**.
- The college's emphasis on faculty development, student empowerment, research infrastructure, modern learning resources, community outreach, and institutional best practices has created a vibrant academic environment that promotes intellectual growth, professional competence, ethical values, and social responsibility. Its distinctive initiatives in women empowerment, rural development, sustainability, entrepreneurship, and holistic student support further reinforce its contribution to society and nation-building.
- The Audit Committee appreciates the institution's consistent efforts to maintain high standards across all seven NAAC criteria. It recommends continued focus on strengthening interdisciplinary research, industry and international collaborations, digital transformation, innovation, consultancy, global exposure, and outcome-based quality enhancement. With its strong institutional culture and commitment to excellence, the college is well positioned to achieve higher levels of academic distinction and emerge as a nationally and internationally recognized centre of quality higher education.

Signatures of Peer Team Experts:


Prof. Uma Joseph


Prof. Geetha Vemuganti


Prof. MN Rajesh