



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1.Name of the Institution

National Institute of Speech & Hearing (NISH)

- Name of the Head of the institution **Dr. Suja K Kunnath**
- Designation **Executive Director**
- Does the institution function from its own campus? **Yes**

- Phone no./Alternate phone no. **04712944666**
- Mobile no **9495832580**
- Registered e-mail **nishinfo@nish.ac.in**
- Alternate e-mail **nishiqac@nish.ac.in**
- Address **NISH Road, Sreekariyam P O**
- City/Town **Thiruvananthapuram**
- State/UT **Kerala**
- Pin Code **695017**

2.Institutional status

- Affiliated /Constituent **Affiliated**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status **Self-financing**
- Name of the Affiliating University **Kerala University
Thiruvananthapuram & Kerala
University of Health Sciences**
- Name of the IQAC Coordinator **Shirly G**
- Phone No. **04712944678**
- Alternate phone No. **04712944666**
- Mobile **9447257374**
- IQAC e-mail address **nishiqac@nish.ac.in**
- Alternate Email address **nishinfo@nish.ac.in**

3. Website address (Web link of the AQAR (Previous Academic Year)) https://nish.ac.in/docs/naac/AQAR_2021_22.pdf

4. Whether Academic Calendar prepared during the year? **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: <https://nish.ac.in/academic-documents>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	3.15	2016	11/07/2016	10/07/2021
Cycle 2	B++	2.97	2023	02/09/2023	01/09/2028

6. Date of Establishment of IQAC **28/05/2015**

7. Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	Nil	0

8. Whether composition of IQAC as per latest NAAC guidelines **Yes**

- Upload latest notification of formation of IQAC [View File](#)

9.No. of IQAC meetings held during the year **2**

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

- If No, please upload the minutes of the meeting(s) and Action Taken Report No File Uploaded

10.Whether IQAC received funding from any of the funding agency to support its activities during the year? **No**

- If yes, mention the amount

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

Accessibility at NISH Committee Performance Matrix Faculty Development Program Integrated ISL Classes Academic Books

12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

Plan of Action	Achievements/Outcomes
1. To conduct student empowerment and pre-placement training for students with hearing Impairment	1. Preplacement upskilling training and placements provided by WinVinaya (MoU signed) for final year BSc CS and BCom students
2. To publish literature on various disabilities for the general public	2. Published 2 books related to disability awareness and rights; made available on Amazon Kindle platform
3. To conduct Outreach programmes in the field of Disability.	3. Regularly organised NISH Interactive Disability Awareness Seminars- NIDAS and more than 10 outreach camps
4. To conduct International Level Conference for Speech Language Pathologists and students	4. Hosted the International Conference on Communication Disorders and Audiological Practices - Sept 15th-17th, 2022
5. To nurture nature	5. Quality Audits on Environment and Energy as Green Campus Initiatives

13. Whether the AQAR was placed before statutory body? **No**

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14. Whether institutional data submitted to AISHE

Part A**Data of the Institution**

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• Upload latest notification of formation of IQAC			View File		
9.No. of IQAC meetings held during the year			2		

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<ul style="list-style-type: none"> • If No, please upload the minutes of the meeting(s) and Action Taken Report 	<p>No File Uploaded</p>	
<p>10. Whether IQAC received funding from any of the funding agency to support its activities during the year?</p>	<p>No</p>	
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<p>11. Significant contributions made by IQAC during the current year (maximum five bullets)</p>		
<p>Accessibility at NISH Committee Performance Matrix Faculty Development Program Integrated ISL Classes Academic Books</p>		
<p>12. Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year</p>		
Empty space for plan of action and outcome		

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No

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Name	Date of meeting(s)
Nil	Nil

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2022	08/05/2024

15. Multidisciplinary / interdisciplinary

There is no limit to learning and the multidisciplinary educational approach mentioned in NEP 2020 is a big thought by

not limiting education to a particular discipline. NISH had pioneered discussions towards this approach way back in 2017. But, we need a generalized system across the state to implement it. The last scheme revisions for Degree-HI programs were done in 2019 before the NEP was announced. The 2019 scheme made a shift to a credit-based semester system. However, there is no scope for the choice of courses in this scheme. In the next scheme revision, we hope to implement NEP policies and include a Multidisciplinary/interdisciplinary approach to widen our students' perspectives. Our distinct group of DHH students requires such support measures to have an enthusiastic learning environment. Rehabilitation programs run at NISH include Indian Sign Language (ISL) as an interdisciplinary course. The scheme of these programs is regulated by Rehabilitation Council of India norms. The functions of the ASLP department mostly follow a multidisciplinary approach. In academics, apart from core subjects, students get the opportunity to learn various allied subjects which are taught by faculties from other allied and medical disciplines such as psychology, ENT, neurology, statistics, and research. In clinics, an interdisciplinary team approach is used, wherein students and staff of the department interact and work along with other allied professionals such as psychologists, physiotherapists, occupational therapists, and ENT for the assessment and intervention of persons with communication disorders. Students are also encouraged to interact and collaborate with students of other departments for cultural and extracurricular activities and events. Since NISH is an inclusive campus, students of the ASLP department get the opportunity to interact and work along with students with disabilities. The 'Innovation by Youth with Disabilities' (I-YwD) is a year-long free course with a curriculum rendered in a Universal Design format for training youth with disabilities on innovation and entrepreneurship covering thematic areas such as research, problemsolving, and design thinking, prototyping, and entrepreneurship. BOT students get an opportunity to learn the latest techniques of pottery and gardening as a part of their curriculum course - 'Introduction to occupational therapy and Therapeutic activities under modules of designing and home activities to practice analyzing occupations'. Students are being given hands-on exposure to the practical subjects through Activity analysis, in which students identify their skills to fabricate some mini-projects and learn the concepts of Designing, and home recreational skills to integrate prevocational and vocational values through experiential learning. Students interact with occupational therapy outpatient department clinics and work along with physiotherapists, speech therapists,

psychologists, special educators, etc., and OT faculties joining with other multidisciplinary interventions in camp services. NISH has always strived to provide diversity for all curricula and pedagogy with technological innovations in teaching and learning, encouraging logical decision-making and innovation, critical thinking, and creativity.

16.Academic bank of credits (ABC):

'Academic Bank of Credits' (ABC) is a new initiative in higher education. NISH has started planning on this idea. Our programmes are yet to be revised and conceptualized for a choice based credit system. Since our programmes also include DHH students, it demands special approaches and methods before moving on to a globalized educational environment. The audiology and speech pathology UG programmes till the 2017-20 batch followed the CBCSS scheme while they were affiliated to Kerala University. Students had the choice of attending elective courses for which credit points were given. With the affiliation to KUHS in 2018, the curriculum does not follow the CBCSS scheme and thus the curriculum does not offer credit-based points for the courses. However, students are encouraged to attend online courses (Coursera MOOC), and research methods training via the 'CITI' online courses and the same are considered for their IA marks. During the pandemic, the BOT students had taken their courses in online mode through Google Meet. The students were also prepared for online exams in 2021. The BOT faculties framed a pattern of mock online exam guidelines to train students to take actual internal assessments. Faculties are trained in "Auto proctor" application for online examinations.

17.Skill development:

Training, internship, and placement support were provided to the students. WinVinaya Foundation is an NGO who train Persons with Disabilities (PwDs) and Women in niche and futuristic skills including Software Development, Software Testing, Microsoft Power BI, Financial Accounting Core banking, Microsoft Power Automate, and more, for free. Their aim is to empower Persons with disabilities to lead a life with dignity. They work towards bridging the gap between Corporate expectations and filling the skill gaps in the students. WinVinaya Foundation, with whom NISH has an MoU, conducted placement training and internships at MNCs like Societe Generale for the final year BSc Computer Science and BCom students. They offered a four-day hands-on live training in Power BI to the Fine Arts students from 28th to 31st March 2023 at our campus. The trainers from WinVinaya imparted an intensive

training in MS Excel and PowerBI in the computer lab at NISH. 11 pre-final year and 5 final year Fine Arts students attended the training. The institute, in collaboration with the Kerala Academy for Skills Excellence, has taken initiatives to plan and offer a skill development program for adults living with neurodevelopmental disorders (NDD) by training service providers approved by the National Skill Development Corporation which includes internship and placement. Innovation and Entrepreneurship Development Cell (IEDC) was established at NISH associating with a Governmental agency, Kerala Startup Mission, to mentor students to develop innovative skills and entrepreneurship qualities in starting their own business while studying itself. BASLP students collaborated with the Kerala Development and Innovation Strategic Council (KDISC) under the Young Innovation Programme (YIP) to develop an online speech-language start-up called Speechline. ASLP students have been given training on English communicative skills, self defense skills and CPR. During induction programs students are provided training on research writing skills and soft skills. BOT students undergo structured clinical training in the domain areas which are physical medicine rehabilitation , neuro rehab, ortho rehab & mental health to acquire the knowledge base cum practical orientation as a part of their curriculum.

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

For the deaf and hard-of-hearing students, curricular transactions are done in Indian sign language which is natural language of the deaf. The existing syllabus does not have courses focusing on Indian culture. The campus is a diverse one with students from different parts of the country and abroad. Different festivals like Holi, Onam, Diwali, and Christmas are celebrated on the campus. The Degree HI courses are specially designed for deaf students. An online course on Indian Sign Language is developed and shared with all using Moodle platform.

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

The revised (2019) syllabus of Degree (HI) follows the Credit Based Semester System (CBSS). As per university regulations, the next scheme and syllabus will be outcome-based. To make the staff aware of the objectives of Outcome-Based Education (OBE), the Degree (HI) department conducted a two-day workshop on OBE for the academic staff in May 2022. The outcomes of the present scheme of BFA (HI), BCom (HI) and BSc CS (HI) are given below. The BFA (HI) course has three specializations : Sculpture,

Painting and Applied Art. The scheme and syllabus have been so designed that there is substantial practical content and less theory. The programme is innovative and is expected to create professionals in the fields of Sculpture, Painting and Applied Art. On the successful completion of the BCom(HI) programme, students are expected to gain a thorough basic knowledge of the fundamentals of Commerce and Accounting. The curriculum offers two specializations - Finance and Tax- and practical papers which would prepare the student to face the contemporary challenges in business activities. BSc Computer Science(HI) programme aims to prepare the hearing impaired students to become competent professionals and equip them to meet the industrial need with a focus on programming, web development and multimedia. It also aims to develop the skills needed for a career in application development and equip the students to meet the requirements of the software industry. The ASLP department conducted an exercise on the outcomebased evaluation process for the various courses in the UG and PG programs and as part of the same. A survey was conducted to get feedback on the curriculum from various stakeholders, including professionals, alumni and students. The findings of the survey indicated that the University prescribed curriculum partially meets the OBE requirements. The curriculum of the UG and PG programmes has a specific clinical practicum prescribed for each course from the 2nd semester onwards for which the outcomes are evaluated through internal examination and course specific viva-voce. As an attempt towards OBE, course mapping for the UG and PG programmes was also done. The outcome-based education indicated by the KUHS BOT curriculum meets the requirements in theoretical and practical applications such as code of ethics, practical exposure in various domains of concern, core values and attitudes to become a successful Occupational Therapist.

20.Distance education/online education:

Currently, no distance education programs are being offered in any of the departments.

Extended Profile

1.Programme

1.1

7

Number of courses offered by the institution across all programs during the year

File Description	Documents
Data Template	View File

2.Student2.1 250

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 35Number of seats earmarked for reserved category as per GOI/
State Govt. rule during the year

File Description	Documents
Data Template	View File

2.3 42

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic3.1 63

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 0

Number of sanctioned posts during the year

Extended Profile	
1.Programme	
1.1 Number of courses offered by the institution across all programs during the year	7
File Description	Documents
Data Template	View File
2.Student	
2.1 Number of students during the year	250
File Description	Documents
Institutional Data in Prescribed Format	View File
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	35
File Description	Documents
Data Template	View File
2.3 Number of outgoing/ final year students during the year	42
File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	63
File Description	Documents
Data Template	View File

3.2	0
Number of sanctioned posts during the year	

File Description	Documents
Data Template	View File

4. Institution	
4.1	24
Total number of Classrooms and Seminar halls	
4.2	472
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	110
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

Curriculum Planning

All programs follow an academic calendar on the basis of the University academic calendar and departmental academic plan. For RCI-recognised courses, RCI guidelines are also considered. Other documents prepared as part of curriculum planning are semester, monthly, and daily plans for each course, and staff calendar. Clinical schedules for ASLP and BOT courses and timetable. For admissions to different courses are done through the admission committee with the prospectus. The DHI admissions are through an entrance examination and that of ASLP and BOT courses is done through LBS Centre for Science and Technology. Curriculum Delivery The DHI curriculum for deaf students includes more practical courses. Dashboards with attendance, seminar schedules, learningresources, previous year questions, academic calendars, and timetables are maintained for students and staff separately. Google Classroom is used to deliver

assignments, quizzes, class tests, notes, and learning resources. Internal assessments, seminars, and assessments are carried out as per the scheme of examination. Skill/Clinical matrix is maintained for all courses. For ASLP/BOT courses clinical posting schedules for each term are prepared. At the end of the clinical postings, the students take exams and make a group case presentation which contributes to practical internal assessment marks.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://nish.ac.in/academic-documents

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The academic calendar is prepared for all programs at the beginning of each semester in an academic year based on the academic calendar of the university and the departmental academic plan. For RCI-recognised courses, RCI guidelines are also considered. The internal assessments, semester examinations, co-curricular and curricular activities, holidays and results publication dates are well planned and scheduled in the academic calendar.

The revised BSc (CS)(HI) and BCom(HI) courses are giving weightage to attendance for internal assessment. The academic calendar is prepared so that teachers should know all the activities regarding the continuous internal evaluation process and it is also shared with the students at the beginning of the semester. The record of internal assessment is maintained at the department level. The teachers plan the teaching schedule of the assigned subject. The type and schedule of internal evaluation is planned by the program coordinator in consultation with the head of the department. The Head of the department compiles the academic plan submitted and ensures that there is no overlapping of the activities in general and the Continuous Internal Evaluation in particular at both the internal as well as the University level.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://nish.ac.in/academic-documents

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	No File Uploaded
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

4

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

1

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

6

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

1.3 - Curriculum Enrichment**1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum**

As the vision and mission of NISH are closely related to Professional Ethics, Gender, Human Values, and Environment and Sustainability, they are highly valued. The curriculum of each program incorporated courses to address these issues. The masters and bachelor programs in audiology and speech-language pathology include courses on Research Methods and Statistics (A101, S101, B.2.4.5) and Speech-Language Pathology and Audiology in Practice (A401, S401, B.3.5.5) through which the students learn the aspect of professional ethics and ethics for conducting research and also the gender and human values. Bachelor of Commerce and BASLP programs incorporated the courses ENS 1332 Environmental studies and B.3.6.3 Environmental audiology respectively, which address the importance of the environment and its sustainability. The course Sociology (Course code 103) is included in the Bachelor of Occupational Therapy program.

The institution enriches the curriculum through the participation of staff /students activities conducted by committees like the Institutional Ethical Committee, the Committee against sexual harassment, and the Bhoomithrasena club. The institution conducts a number of outreach programs and screening camps for identifying various communication disorders, as well as disability certificate camps conducted by various Governmental organizations and NGOs, hearing aid distribution camps, school screening camps, and neonatal screening camps in hospitals.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

15

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

89

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ internships (Data Template)	View File

1.4 - Feedback System

**1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders
Students Teachers Employers Alumni**

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	No File Uploaded
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	Nil

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

123

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

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

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

18

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	No File Uploaded

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The learning levels of students accepted into the various academic programmes are evaluated systematically and methodically in accordance with the guidelines of affiliated universities. Assessment of learning levels of admitted students and identification of advanced and slow learners are done through Continuous Internal Assessment (CIA) Performance in Assignments Involvement and participation in clinics/ Lab Feedback of mentors/ Observation by teachers Periodic internal assessments are carried out for all courses to gauge student learning levels. Written tests, quizzes, group presentations, seminars, activity-based working models, practicals, clinics, logbooks, role plays, participation in workshops, conferences, presenting scientific papers and posters, intercollegiate national and international academic competitions, among other things, are all part of the CIA assessment process.

File Description	Documents
Paste link for additional information	http://admissions.nish.ac.in/naac/criterion2/2.2.1.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
250	63

File Description	Documents
Any additional information	No File Uploaded

2.3 - Teaching- Learning Process

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

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences All of NISH's educational and research initiatives use student centered methodologies. The instructional strategies used are : Experiential Learning, Evidence Based Learning, Project Based Learning, Peer Tutoring, Seminar, Student-led workshops, Logical reasoning sessions, Computer Lab, ISL videos, News Studio, Practical Work Sessions, Guest Lectures.

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

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

For all of its extracurricular, cocurricular, and curricular activities, NISH uses ICT-enabled tools. In all academic programmes, they play a significant role in the teaching-learning process. All of the classrooms have interactive

whiteboards, smart projectors, and desktop computers with internet connectivity. The campus's buildings are all enabled with wifi. The new teachers receive training on the usage of smart boards, ICT resources, such as moodle, google classrooms, MOOCs, and all of the G-suite apps, including jamboard, google slides, google forms, and boards. The whole teaching staff of DHI, BOT, and ASLP uses ICT in the classroom. Both teachers and students have benefited from the use of e-learning in addition to traditional teaching-learning. In teaching and learning activities, video conferencing is also utilised. An integrated library management software automates library operations. The Center for Assistive Technology and Innovation (CATI) at NISH strives to address the accommodation and accessibility needs of students and clients of NISH, as well as the AT needs of people with disabilities (PwD). A comprehensive analysis of the needs of people with disabilities is conducted, and solutions are offered together with loans, training, customization, financing, reusing products, and service/maintenance of AT solutions for people with disabilities (PwD). The NISH IT infrastructure is being developed and updated to provide technology tools for administration and management in addition to education.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

28

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	No File Uploaded
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality	
2.4.1 - Number of full time teachers against sanctioned posts during the year	
63	
File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File
2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)	
2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year	
7	
File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	No File Uploaded
2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)	
2.4.3.1 - Total experience of full-time teachers	
7638	
File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The Kerala University of Health and Allied Sciences and Kerala University are both associated with the programmes that NISH offers. For conducting internal assessment, the institute adheres to rules created at the university level. Transparency of CIE is ensured by the institute. The system of internal assessment is communicated with the students well in advance. The schedule of the internal examination is decided at the beginning of the semester, in the form of academic calendar. The norms and regulations of the individual courses, as well as the significance of internal evaluation marks and its calculating procedures, will be explained to students in the introduction programme. Internal exams are watched over by course instructors while being recorded on CCTV.

Students can keep track of their attendance and grades on internal exams in the shared Google sheet. The signature of every student on the IA marks sheet is acquired before sending to the university, thus ensuring transparency of the internal assessment. If any complaints are made, re-examinations will be held after verification. The internal assessment marksheets are signed by the Principal /head of department. Institute strictly follows the respective university rules in terms of the frequency of internal exams. Students with poor marks and those who could not attend exams due to genuine reasons are permitted to take re-exams within one week of the actual examination.

File Description	Documents
Any additional information	View File
Link for additional information	http://admissions.nish.ac.in/naac/criterion2/2.5.1.pdf

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

The institution has a grievance redressal system functioning at three levels, i.e., at department level, institute level and university level. Grievances at the department level are looked into by Head of the department, Academic coordinator, Class Coordinator and the course in charge. At the institute level, students can report their academic related grievances to

the Internal Academic Monitoring cell to monitor the academic progress of students. Principal, Vice principal, Head of the departments, and academic coordinator constitutes this committee. NISH has constituted NISH Students' Grievances Redressal Cell (NISH-SGRC) to address the concerns and grievances of students. NISH-SGRC will address the issue and try to resolve it within 7 working days of the date of receipt of the grievance. At the University level, if the internal assessment related grievances are not resolved at the institute level, students can be brought to the attention of Pro-vice chancellor of respective university.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

The program's syllabus details both the course outcomes and programme outcomes. What a student would be able to know and be able to do upon completion is stated in the programme outcomes. Program specific outcomes specify the particular outcomes. When a course is successfully completed, the student is supposed to have acquired the information, skills, and behaviours that are connected to the material in each of the course's modules. Also, these are discussed by the course instructor at the start of the course. Program goals need to be related to the course objectives. The attainment of the CO and PO is determined and verified by the course instructors, academic coordinator, and department head.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://admissions.nish.ac.in/naac/criterion2/2.6.1.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

NISH offers undergraduate degrees in Bachelor of Fine Arts (BFA(HI)), Bachelor of Commerce (B. Com(HI)), Bachelor of Computer Science (B. Sc. Computer Science (HI)) exclusively for students with hearing impairment, affiliated to Kerala University. The scheme and syllabus of BSc & BCom programs were revised in 2019 and follows the Credit Based Semester System (CBSS). The BFA program does not follow the CBSS. The objectives of each course are detailed out in the syllabus. The professional courses -BASLP, BOT, MSc Audiology and MSc Speech & Language Pathology follow the the Outcome Based Education curriculum. The program and course outcomes are listed in the syllabus and a mapping of the PO and CO has been done.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://admissions.nish.ac.in/naac/criterion2/2.6.1.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

41

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

Nil	
RESEARCH, INNOVATIONS AND EXTENSION	
3.1 - Resource Mobilization for Research	
3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)	
3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)	
10601800	
File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File
3.1.2 - Number of teachers recognized as research guides (latest completed academic year)	
3.1.2.1 - Number of teachers recognized as research guides	
1	
File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	No File Uploaded
3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year	
3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year	
3	

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	View File
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Investing in scientific research and innovation are important ways to facilitate sustainable development. NISH has created an ecosystem for innovation and transfer of knowledge through the activities of various committees/cells and departments. NISH-(IEDC) was established at NISH in January 2019 . IEDC organizes entrepreneurship awareness camps and entrepreneurship development programs to help students in setting up their own Startups while they are studying by providing information and technical support. IEDC arranges entrepreneurship enrichment interactive sessions by entrepreneurs . The cell organizes -. Training programs, seminars, and initiatives for starting enterprises ,. Actively participates in boot Camp, Incubation Centre, Entrepreneurship Summits, and Association with professional bodies such as KSUM in imparting knowledge to students. ISL literacy program: News Broadcast in Indian Sign Language for the Deaf at NISH is produced by the Centre for Communications and Media Development. The DHH students have made significant achievements nationally and internationally. The Research and Project Consultancy Center's services have been utilised by numerous governmental organisations. The Center for Communication and Media Development (CCMD) expanded its operations during the academic year 2021-2022, engaged in social media, started new visual media communication projects, and published accessible storybooks which is first of its kind in the state.

Entrepreneurship Awards

Ms. Adithya Anil is selected as the *state* *marketing lead* of the IEDC - Network of Entrepreneurs & Student Team (NEST).

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

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

2

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

2

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	No File Uploaded
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year**14**

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year**3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year****14**

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Any disability if identified early and given appropriate rehabilitation can produce remarkable outcomes. To ensure maximum outcome, the rehabilitation process has to begin at the grass-root level. For that the social work department periodically organizes various disability sensitization programs and outreach activities.

Occupational Therapy Clinical services at Pulayanarkotta-SJD Government Care Home

NISH Occupational Therapy Clinical services at Pulayanarkotta-Government Care Home (Old age Home) under the Social justice department, Kerala as per the Govt order no. SJD/1254/2023-G2 started service from 10-04-2023 and continuing. The program is conducted by the Faculties and students of NISH on a rotational

basis. The team is providing Occupational therapy services for the 104 inmates with different diagnoses 5 days/week. College of Occupational therapy has Developed a specific structured plan of functional activities to improve the inmate's Occupational performance skills.

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

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	No File Uploaded
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

4

File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

253

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

1

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

3

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The National Institute of Speech and Hearing (NISH) is situated on 9.75 acres of land at Akkulam in Thiruvananthapuram. It's a unique integrated campus that accommodates staff and students with and without communication disabilities interacting together. The campus hosts the entire clinical as well as academic activities with well equipped library. The institution consists of the three buildings (Thejus, Dhyana and Amruth), having 70,000 sq ft, 48,375.17 sq ft, and 5,850.19 sq ft respectively,

Academic section (Thejus Building)

1. Classrooms - 24
2. Seminar Hall - 3
3. Exam Hall - 1
4. Examination Related activity
5. Library - 2

Clinical section (Dhyana Building) - 12 Labs

1. Audiology Research Labs 4

2. Speech Science Labs 2
3. Earmould Lab 1
4. Anatomy Lab 1
5. Computer Labs 3
6. Fine Arts Lab 1

Assessment and Intervention rooms (Dhyan Building) - 67 nos

1. Audiology Diagnostics 5
2. Pediatric Habilitation Unit (PHU) 2
3. Audiology Counseling 3
4. Speech Diagnostics 9
5. Speech Intervention (ASLP + NDS) 28
6. Speech Intervention (Early Intervention Programme) 13
7. Allied services 4
8. Feeding Room 1
9. Sensory Park 1
10. Pediatric Gymnasium 1

IT facilities:

8 servers, 100 Mbps internet lease line, LAN covers entire campus, 280 desktops, 4 laptops, 26 LCD projectors, aTV and VDI facilities

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://drive.google.com/file/d/1SsxujzMHicV6BEYWaFl95d7O-45TlQq/view

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

Cultural Activities:

An auditorium named Marigold with an area of 4651 sq ft and seating capacity 500 is equipped with necessary facilities for conducting different cultural activities. Club activities are led by the students and are focused on having active and healthy campus life. It provides opportunities for students to learn to be enhanced based on their experiences from these activities and interaction with their peers; There is facilities in NISH for the conduct of all club activities.

Sports, Games and Gymnasium Facilities Facilities Existing Gym 1
Basketball court 1 Football ground 1 Volleyball Court (outdoor
game) 1 Shuttle Court (outdoor game) 1 Table Tennis (Indoor
game) 1

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://admissions.nish.ac.in/naac/criterion4/4.1.2AdditionalInformation.pdf

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

27

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nish.ac.in/virtual-tour-and-photos
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

436

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

Library Automation: NISH Library's operations and management are computerized with an Integrated Library Management software called 'Book magic.' Acquisition of Library resources, document issue, return, reservation etc. have been automated. A user interface called OPAC has been implemented to search Library resources using parameters like author, title, subject etc. •

Name of ILMS software: 'Book magic.' • Nature of automation (fully or partially): Fully • Version: 5 • Year of Automation: 2014 and still continuing

Disability Friendly Library: Persons with Disabilities need special types of services. The Library envisages and executes measures to enable the Library to be more PwD friendly. The Library has acquired various types of Assistive Technology devices for Persons with Disabilities. Lifts are provided for easy movement of PwDs. All walkways are embedded with tactile marks for ease of movement for the blind/Persons with poor vision. Intra-rack places are spaced in such a way to facilitate free movement of wheelchairs. The Library has implemented an industry standard plagiarism checking software called 'Turnitin'

NISH Library is a member of the UGC- INFLIBNET consortium.

Members get access to over 6000 e-journals and 200,000+ e-books through NLIST.

To access these resources, members need a user ID and password.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	http://admissions.nish.ac.in/naac/criterion4/4.2.1.pdf
4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	A. Any 4 or more of the above
File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File
4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)	
4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)	
18.70	
File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File
4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)	
4.2.4.1 - Number of teachers and students using library per day over last one year	
26	

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	No File Uploaded

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

NISH IT facilities has 8 servers. The IT department has provided 280 desktop systems and 4 laptops across various departments. LAN facility covers the entire campus with 32 managed switches. Proprietary software used includes Microsoft Campus agreement, SPSS, Adobe Master Collection 5.5, 3D Max, MATLAB, Adobe Creative Cloud-1 No, 4 Years, and Oracle. A Multimedia Computer Lab System (sometimes also called an educational network) facilitates cross-linking in a computer lab. VDI (Virtual Desktop Infrastructure) In VDI, a hypervisor segments servers into virtual machines that in turn host virtual desktops, which users (students and faculty) access remotely from their devices. This technology enables students to learn licensed software installed in NISH computer labs from anywhere in the world. Bandwidth of 250 Mbps is available for use in the campus.

Total Computers

- No. of Computers in Computer Labs - 279
- Internet Browsing Centres - 73
- Computer Centres 4
- Office Departments 176

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://admissions.nish.ac.in/naac/criterion4/4.3.1.AdditionalInfo.pdf

4.3.2 - Number of Computers

105

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

15.17

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

NISH has a set of established procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

The Library Advisory Committee reviews the operations, advises modifications and plans for introducing new services and

technologies as appropriate.

Computer Lab: All the computers are under Annual Maintenance Contract with the vendor and repairs will be undertaken by them in a timely manner. The maintenance of computers is taken care of by the IT department.

Audiology and Speech Labs: The Hardware Engineer in the Institute is responsible for the maintenance of clinical equipment in the Institute. These devices are under annual Maintenance Contract by the AMC vendor company. Maintenance of Sport complex :The Physical Education Instructor of the institute looks after the sports, games facilities, Gym and the activities.

Maintenance of Computers: The IT department in the Institute is responsible for the maintenance of computers. All these computers are under annual maintenance contract with the authorized vendor.

Maintenance of Class rooms: The class rooms are cleaned on a daily basis by the housekeeping staff . At the departmental levels HODs submit their requirements to the Executive Director regarding the classroom requirements.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nish.ac.in/images/general/Policy_and_Procedures.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

87

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

0

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://www.nish.ac.in/newsletter
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

138

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

138

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

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression**5.2.1 - Number of placement of outgoing students during the year****5.2.1.1 - Number of outgoing students placed during the year**

8

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year**5.2.2.1 - Number of outgoing student progression to higher education**

1

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)**5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year**

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

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

15

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

Students play proactive roles in the various committees formulated for institutional and student welfare activities. Their views and ideas are effectively incorporated in various committees, thus making them play key roles in the growth of the institution. They are included in the committees and clubs that have been formed adhering to the guidelines stipulated by the legal authorities as well as Universities.

1) Internal Quality Assurance Cell (IQAC): IQAC includes 1 alumnus and 2 student representatives

2) Anti-Ragging Committee: Includes 2 first year student representatives and Chairman & Vice chairman of College Union.

3) College Union : There are 2 NISH students union -University of Kerala with 7 student representatives and Kerala University of Health Sciences with 14 student representatives.

4) Students Grievances Redressal Cell - NISH - SGRC is formed

under the Kerala University and Grievance Redressal Committee for Students (GRCS- KUHS) is formed under the KUHS, with 3 student representatives.

5) IEDC Monitoring committee: Monitors the activities of IEDC; has two student representatives

6) Library Advisory Committee: includes two students

7) Green Protocol Compliance Committee: ensures adherence to the protocol. Union Chairman & Vice Chairman are actively involved.

8) Neerkuttam - Anti narcotic and addiction control cell under KUHS has student representative from each class.

The following clubs are constituted by NISH for the overall development of the students,with student representatives

1) Bhoomithrasena Club: To sensitize students towards environmental protection.

2) Gravity Club: for real integration among the hearing and deaf students in the campus.

File Description	Documents
Paste link for additional information	https://www.nish.ac.in/others/committees
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

12

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

No.

The alumni association at NISH is not registered as of now. It is an informal association of former students of NISH. Two staff coordinators oversee the functioning of the Alumni Association. Annual meetings were organized on the second Saturday of August till 2019. The annual meeting is for half a day. There is an annual and lifetime membership offered to the Alumni. All students who graduate are given free membership for the first year after graduation. The Coordinator and Treasurer of the Alumni Association are staff members nominated by the Executive Director. Two secretaries are selected from the alumni members who attend the annual meeting. The Alumni Association aims to strengthen professional networking and foster mutually beneficial interaction between the Alumni and the present students and between the Alumni and the staff. It provides information about the current activities at NISH. Every year, a committee is elected to oversee the activities for the upcoming year. A separate bank account operated jointly by the Staff Member and Executive Director is maintained to keep the funds. Alumni play key roles in our institution's growth. They are members of the IQAC and give feedback on updating the syllabus, introducing new courses, and revamping the teaching-learning process. Alumni members support NISH by acting as resource persons in training for the present batch of students. Regular interactive sessions with alumni are arranged to motivate the students. Social groups and media pages created improve interactions with and between alumni.

File Description	Documents
Paste link for additional information	https://nish.ac.in/others/news/830-alumni_database
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

NISH is a comprehensive multi-purpose institute focusing on the identification, intervention, rehabilitation and education of individuals with various types of disabilities. NISH hosts a unique inclusive campus with students and staff with diverse abilities. Since its inception, NISH is committed to enriching the lives of the individuals it serves by providing quality professional services and technology by promoting community awareness and accessibility, by conducting research aimed at enhancing their lives and by providing support to them, their families and the professional community.

Vision and Mission of the institution is clearly in set with the goals of the institution. Though the goals of the programs are manifold, the underlying objective is to impart quality education and valuable service in the field of disability. The institution provides an inclusive and integrated educational environment by providing higher education for the HI population through degree programs. A pool of world class professionals are being created every year through the UG and PG programs in ASLP and Occupational Therapy. Research activities are being done in various areas of disabilities. NISH provide a range of clinical services like Evaluation, Early intervention, therapeutic services for audiology, communication disorders, neurodevelopmental disorders like Autism, Cerebral palsy,

learning disability.

File Description	Documents
Paste link for additional information	https://nish.ac.in/images/IOAC/NISH_Quality_System_Manual.pdf
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The participative management of the institute is being done through the CORE Operations Group involving participation of staff and students and is immediate advisory and strategic support group to oversee the daily operations on campus - academic and non-academic. Minutes of the meetings are prepared and are kept as a record of the decisions. The Student Council Chairperson is invited for the first fifteen minutes of the meeting to present grievances and meets regularly every month. COG is also involved in the planning, development, oversight, and validation of the various institutional policies and are recommended to the Project Board and Governing Council, if necessary for implementation of the same. Under the department heads, various subunits on decentralizing the activities of the institution. Class coordinators for all courses under the academic coordinator and HoD, Clinical coordinators for all clinical units etc are examples of the same. The regular staff meetings happen in every department along with the specific unit meetings and group meetings. The formation of various other committees that are examples of participative management involved in academic and administrative matters like Academic Council, IQAC, Anti Ragging Committee, Review Authority of Research Committees, Purchase and Technical Committees Ethics and Excellence Committee etc are being done by the COG. The decisions in the meetings are being taken up to the COG meeting to decide further on it.

File Description	Documents
Paste link for additional information	https://www.nish.ac.in/others/committees
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institution follows government policies laid down by the Government of Kerala. The institution formulates the short term and long term goals and objectives for academic growth and development and ensures the same through its various committees and cells. A perspective plan is in force at NISH which takes into consideration the following aspects -

- Annual Calendar by KU & KUHS
- Annual Budget plans
- Annual Institutional Plan
- Annual Academic Calendars
- ISO certifications
- Accessibility Audit
- AQAR
- Academic Audit - Action Taken Report
- Departmental Action Plan
- Students' needs and
- Future plans of the college

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://nish.ac.in/images/IOAC/Plan of Action 2022 23.pdf
Upload any additional information	View File

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

Organizational structure and decision-making processes :

The Governance of the institution is being done by the Governing Council (GC) chaired by the Minister, Social Justice, Government of Kerala and the Project Board (PB) chaired by the Secretary, Social Justice Department, Govt of Kerala. The Project Board is responsible for the management and administration of the affairs of the institute, under the memorandum of Association, the Rules and Regulations made there under for the furtherance of the objectives subject to the general conduct and directions of the

Governing Council. The Executive Director appointed by the Governing Council is in charge of the administration and management of the institute and works along with COG.

Academic matters are looked into by Academic Council along with coordinators for each courses, various committees, HODs and teachers are involved in the process along with students and parents

Appointment and service rules

Vacancies against the Government-sanctioned positions are filled following a recruitment procedure approved by the Project Board of NISH. The Head of the Departments sends the requirements to the HR Manager, who thereby, with the approval of the Executive Director, publishes the notification. The received applications are short-listed by the HR department, The short-listed candidates are called for an interview by a panel that includes the Head or representatives from the specific department, members designated of the PB, and also the Executive Director and External expert/subject expert. Shortlisted candidates are selected based on the vacancies.

File Description	Documents
Paste link for additional information	https://www.nish.ac.in/rti-act
Link to Organogram of the institution webpage	http://admissions.nish.ac.in/naac/Organogram.pdf
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

The institution provides effective measures for new avenues for career development for both teaching and non teaching staff.

Academic and career development assistance with financial support

- NISH encourages its faculty to pursue higher education opportunities by granting leaves. 124 paid leaves for PhD aspirants.
- Motivates to present papers in different seminars/conferences/workshops and publish papers in peer reviewed journals of national and international repute.
- Motivates to take membership of professional and academic bodies and associations with financial support, minor and major research projects of UGC and Govt and Non Govt. funding agencies..
- Financial assistance for MOOC courses.
- By providing IT enabled infrastructure, library resources with free Wifi facilities accessible with remote access.
- To enhance research activities by providing assistance like statistical consultations, RAR committee reviews etc

Medical

- By sanctioning 6 months paid Maternity - Paternity leave, Miscarriage leave etc as per Maternity Benefit Amendment Act.
- Special Casual leaves as per RPWD act.

Special Welfare measures

- Pay revision and DA as per Government norms.
- Special allowance for parents of children with disability, staff with disability
- Creche facility for staff
- Feeding hours for mothers
- Sanitary napkin vending machine and Incinerator

Staff Motivational measures

- Excellence and ethics drive, motivational talks
- Gym and recreation activities

File Description	Documents
Paste link for additional information	https://www.nish.ac.in/rti-act
Upload any additional information	View File

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

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

24

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

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

5

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

5

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Annual performance appraisal is done as per the appraisal manual by the Performance Evaluation and Promotion Recommendation committee. done periodically between 1st June to

31st may every year. A 10 point scale is used and has three components, Self appraisal, Peer Appraisal and Hierarchical Appraisal.

Self Appraisal: A specific, accurate, objective and quantifiable self reporting of major duties, deficits in performance, outstanding achievements, and hindrances faced during the period.

Hierarchical Appraisal: Ratings by the reporting officer, followed by review thereon by the reviewing authority, on a range of attributes related to work performance (40% weightage), core skills (30% weightage) and functional competencies (30% weightage). The reporting officer is guided and overseen by the superior officer during the process to increase objectivity and uniformity of the process.

Peer Appraisal: An assessment by the colleagues that reflects on the members work performance (40% weightage), core skills (30% weightage) and functional competencies (30% weightage).

The process is done online through the AASOFT Software.

Grievance redressal is being done as per the manual. The appraisee has the option to raise the comments in writings to the Executive Director.

Promotions are merit based

File Description	Documents
Paste link for additional information	http://admissions.nish.ac.in/naac/criterion6/6.3.5.AnyAdditionalInformation.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

Both internal and External Financial Audits are being carried out annually. Internal pre-check system is in place. Annual Audit is done by Chartered Accountants appointed by the Governing Council, and the queries/objections raised by CA and AG are

replied /explained promptly and rectification is done wherever necessary.

Internal Pre-check System

Ensures that all payments i.e, for purchases, works, establishment payments and statutory payments are properly authorized by the competent authority against the specific budget provision and as per the standard practices of expenditure. Accounts are maintained in Tally Software.

Audit by Chartered Accountant (CA): Audit of all transactions which includes verification of vouchers and Bank Accounts, Statutory payments, receipts by way of Grant-in aid from Government of Kerala, Government of India and other NGO, fees collected for academic and clinical services and other miscellaneous receipts. Accounts of the projects, are audited by the CAs and certify the Utilization Certificates by the end of every financial year. Audit Report thereon is issued before 30th September every year, which is placed before the Governing Council and also forwarded to the Government and the Accountant General.

Audit by AG: Audit annually under Sec.14 of C & AG’s DPC Act. The grants received by NISH and also scrutinize other revenues like Academic fee and other receipts and expenditure. I

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

1.19

File Description	Documents
Annual statements of accounts	View File
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The institution budgets its financial requirements through annual budgets and ensures the effective and efficient utilisation of funds received. Before the commencement of the financial year, each department circulates the financial requirements of the department to the finance officer in the specific format. The finance officer, with the approval of the executive director, places it on the project board.

The major funds for running the institute comes from the annual budget allocation by the government to the institute.

The earned income of the institute is received through various initiatives like

- Fees collected from the students of BASLP, MSC AUDIOLOGY. MSC SLP, BOT, BSc CS (HI) , BCom (HI), BFA (HI)
- Nominal Testing fees collected from from various clinical evaluations conducted
- Funds received through sponsorships,
- Consultancy services undertaken by the faculty,
- UGC Grants
- Project funding from SJD, KSSM, KSCSTE and Other agencies
- Central Government funding for various projects and initiatives
- CSR Funding
- Donations/scholarship funds, charity fund

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

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The IQAC at NISH was constituted with the objective to develop a quality system for conscious, consistent, and catalytic programmed action to improve the academic and administrative performance of the Institute and to promote measures for institutional functioning towards quality enhancement through internationalization of quality culture and institutionalization of best practices. As a part of its mandate of developing an all-encompassing quality culture in NISH, the IQAC plays a greater role in congregating the institutional effort for quality.

With this specific aim, IQAC focuses on the quality improvement at NISH. This includes accessibility at NISH. NISH has been the first accessible campus in Kerala. NISH also to encourage research facilities encourages staff to publish papers and books in renowned journal and peer reviewed publications. NISH released four books till now and also constituted award for faculty and students who are more into research publications.

File Description	Documents
Paste link for additional information	https://nish.ac.in/images/IQAC/Accessibility Audit Report.pdf
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The institute reviews its teaching learning process, structures and methodologies of operation and learning outcomes at periodic intervals through the IQAC Set up as per the norms. The institute collects regular feedback from students on teaching methodology, content, teaching methodology, subject knowledge, preparation, encouraging attitude, clarifications, opportunities of learning, faculty competencies in handling classes, facilities on the campus etc. This process is administered through google forms. feedback collected per semester is discussed with the faculty and head of the department and suggests improvements. Feedback is also collected from other stakeholders- parents and clients.

Reforms facilitated: The Executive Director along with the Head of the Department discusses the student feedback with each faculty in person and suggests clarifications or progress plans if required.

External Academic Audit :The College conducted an internal and external academic audit. The IQAC Coordinator along with an internal Experts during the external academic audit visited all the departments and examined the classrooms and all academic facilities to assess the teaching learning process, Effective use of ICT in teaching has been introduced by IQAC. Faculty members were encouraged to take up MOOC, CITI online and other online courses and webinars on various platforms.

An art integrated studio has been developed for effective transfer of ideas to individuals with disabilities studying in the institute as well as for the general public in the pandemic period.

Daily broadcasting of news in Indian Sign Language by the institute promotes general knowledge, daily news and to know day to day news.

File Description	Documents
Paste link for additional information	https://www.nish.ac.in/naac-iqac
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://nish.ac.in/annualreports6
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Gender equity is ensured and evident in all the curricular and co curricular activities held in NISH.

Admission: There is no gender-wise discrimination existing in admitting students to various programmes, only merit is looked into. In fact, the female population is above average on campus with regard to staff as well as students owing to the industry beingservice oriented. The institution ensures opportunities for women in education as well as in employment.

Organs for Gender Protection: The safety and security of the women on campus are ensured with the functioning of committees like:

1. Committee to Address Sexual Harassment (CASH-NISH) 2. Redressal Forum for ensuring Non-discrimination and Accessibility, 3. Gender Justice Forum (GJF), 4. Women's Cell, 5. Students' Council, 6. Anti-ragging Cell, etc. 7. Counselling wing, Department of Psychology

Specific facilities provided for women in terms of:

Safety and security:

Other than the committees mentioned above, various activities are conducted on campus to empower the female population. Moreover, 24x7 CCTV surveillance and security personnel service

on campus are available.

1. Common Rooms
2. Day Care Center / Crèche for young children
3. Minimum wage ensured
4. Refreshments kiosks
5. Sanitary napkin vending machines & incinerators
6. Feeding permission
7. Breastmilk collection and storage facilities
8. Paid leaves for miscarriage
9. Guestroom facilities with accessible toilets

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	http://admissions.nish.ac.in/naac/criterion7/7.1.1/7.1.1-Specific-Facilities-for-Women-on-Campus.pdf

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

B. Any 3 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Controls waste through reuse, reduce and recycle for cleanliness and eco-balance following the guidelines prescribed by the Green Protocol Compliance Committee at NISH in accordance with the Environmental (Protection) Act 1986, to ensure the safety of human health and the environment. Ample effort is taken to maintain paperless offices through office automation and consistently tries to reduce the use of plastic carry bags and covers.

The solid waste consists of materials like dried leaves, plant

clippings, food, paper, and plastic waste. The food and plastic waste from the campus are collected separately using suitably labelled bins from various locations. Solid waste such as plastic, paper, cloth, fibre, wood, etc., is segregated and removed by a government-accredited waste management agency. The biodegradable waste is used in the biogas plant for producing cooking gas for the canteen kitchen (while it was functioning).

The liquid waste is managed through septic tanks and the corporation drainage system. Biomedical waste such as disposable Personal Protective Equipment (PPE) kits, disposable gloves, masks and gowns, and used sanitary napkins are collected in lidded containers and burned in incinerators. The E-waste is managed in collaboration with Clean Kerala.com, an accredited agency of the Government of Kerala.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

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

A. Any 4 or All of the above

3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping	
File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded
7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution	
7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded
7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and	A. Any 4 or all of the above

information : Human assistance, reader, scribe, soft copies of reading material, screen reading

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

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

Enthusiastic efforts are taken to appreciate various cultures on campus. Various cultural activities are organized in connection with the celebration of special days on campus. Cultural programmes are held during festivals like Onam, Christmas, Holi, and special days like Ayyankali Day, World Autism Awareness Day, World Disability Day, etc. Maximum inclusion is ensured in all these activities with integrated programmes and as the campus itself consists of students and staff from all over India and abroad with various disabilities. The study abroad program with Purdue University and Salus University organized by the ASLP and NDS departments serves as an enormous opportunity for our students to enhance their intercultural competencies and share professional experience in their respective fields. Needs of various PwDs are taken care of with a disability-friendly campus with facilities for blind, wheelchair users and deaf along with a pedestrian-controlled traffic signal is installed in front of the main entrance. Moreover, facilities are provided to accommodate PwDs in NISH Library equipped itself with an array of AT devices, services and solutions.

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

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

The Committee for Observing Constitutional Values (COCV), NISH, has been formulated as a subcommittee under the Students Union, NISH on July 30, 2021. The COCV, NISH in association with the Students Union, observed Constitution Day in November 2022 by giving a presentation on the same to students and staff and reading the Preamble of the Constitution of India. All the other national days of importance like Independence Day, are also celebrated to instill values to become responsible citizens of India.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

B. Any 3 of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded
Any other relevant information	No File Uploaded

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

The Students Union, NISH, commemorates and celebrates all national and international days/events of importance to instil the essence of the same amongst the students and staff to inspire them to feel committed towards the purpose of it. International Days: NISH took serious and enthusiastic efforts to commemorate special days like International Women's Day, World Environment Day, International Week of the Deaf (IWD) and International Day of Sign Languages, World Autism Awareness Month, International Disability Week, International Yoga Day, etc. National Days: Republic Day, Independence Day, Gandhi Jayanti, Constitution Day, etc., were observed by conducting flag hoisting ceremonies and programmes like the National Anthem in Indian Sign Language competitions, etc., on campus with breakfast provided to the attendees of the ceremony. Festivals: Festivals like Onam, Christmas, Ramzan, etc., were all celebrated in NISH with the participation of all teachers, students, and non-teaching staff along with guests of honour appropriate to each event. The programmes were integrated with the inclusion of deaf students as well as hearing students. Onam, the national festival of Kerala, is celebrated secularly in a grand manner. Various traditional Onam-related games and cultural activities were also held adding colour to the event.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	No File Uploaded
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

BEST PRACTICE I:

NISH ICT-ENABLED STUDENT-CENTRED PRACTICES (NIESCP)

The NIESCP are: ICT-enabled classrooms and with the wifi-enabled campus Virtual Desktop Infrastructure (VDI) Assistive Technology (AT) enabled services and accessibility solutions in the Central Library Dashboard for DHI Learning Management Systems (Google Classroom & MOODLE) BEST PRACTICE

II: NISH STUDENT-COMMUNITY SUPPORT SYSTEM (NSCSS)

The NSCSS provides the following services to enhance the student-community support system: 1. 24x7 Helpline Service in ISL 2. Daily ISL News on YouTube 3. Study Abroad Programme with Purdue University and Salus University 4. Tele-assessment and Telerehabilitation Services for clients of ASLP and NDS 5. Online counseling by the Psychology Department 6. Contributing to ISL dictionary and ISL-enabled learning resources with an ISL Repository 7. Audio-Visual Studio 8. Monsoon & Wether Alert Videos in ISL in collaboration with Disaster Management Authority, Kerala 9. NISH Online Interactive Disability Awareness Seminar (NIDAS) 10. NISH Innovative model Inspirational Speeches (NIMIS) 11. Innovation by Youth with Disabilities (I-YwD) 12. Innovation and Entrepreneurship Development Cell (NISHIEDC) 13. ADIP Scheme 14. Camps for Speech and Language Evaluation and Audiology Screening 15. NISH Pacesetter Programme

File Description	Documents
Best practices in the Institutional website	https://nish.ac.in/docs/BEST_PRACTICES.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

We give utmost priority to inclusiveness for the betterment of Divyangjan.

Maximum inclusion ensured in programmes organized with: 1. Sign language interpretation 2. Real-time transcription service 3. Subtitled videos 4. Halls with TV-screens 5. Ramps, tactile floor tiles, signage

Other facilities ensuring inclusion are: 1. Assistive Technology lending library. 2. Online certificate course in Assistive Technology Solutions, fully accessible with screen-reader-friendly course platform and subtitled videos. 3. Universally designed buildings with maximum DeafSpace. 4. Battery-powered automatic wheelchairs. 5. ISL classes for all, irrespective of their grade. 6. ISL interpretation for DHH students and staff for facility visits in and outside the campus. 7. Online and offline counselling for all irrespective of gender, age, and type of disability. 8. Integrated cultural programmes. 9. ISL orientation for all new staff. 10. Pedestrian-controlled traffic signal. 11. Supports the Government in giving ISL training to Govt. employees.

Exclusive Facilities & Support Offered to PwDs: 1. Accessibility audited campus. 2. Classrooms with interactive whiteboards. 3. Horseshoe-shaped classroom seating for DHH. 4. 24x7 Helpline Service for DHH with ISL interpreters. 5. Counselling and mentoring to students by DHI staff. 6. FB page for posting queries and uploading awareness videos in ISL. 7. Participation of DHH students in intercollegiate/national/international events supported. 8. Collaborating with KSDMA for monsoon alerts in ISL. 9. Collaborating with various news channels for interpreting

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

1. More gender-sensitization programmes to be organized.
2. Specific activities for the improvement of the student community with regard to the prudent use of electronic gadgets may be arranged.
3. Streamlining of activities to promote more inclusion to be done.
4. More activities to inculcate Constitutional Values in students and staff to be organized.
5. Enough activities to promote the code of ethics of NISH among staff and students to be planned.