The Annual Quality Assurance Report (AQAR) of the IQAC

Part – A

1. Details of the Institution

1.1 Name of the Institution

National Institute of Speech & Hearing

1.2 Address Line 1

NISH Road

Address Line 2

Sreekariyam P O

City/Town

Thiruvananthapuram

State

Kerala

Pin Code

695017

Institution e-mail address

nishinfo@nish.ac.in

Contact Nos.

0471- 3066666; 2596919, 2596920

Name of the Head of the Institution:

Dr. Samuel N Mathew

Tel. No. with STD Code:

0471-3066600

Mobile:

9961568443

Name of the IQAC Co-ordinator:

Shirly G

Mobile:

9447257374

IQAC e-mail address:

nishiqac@nish.ac.in

1.3 **NAAC Track ID** *(For ex. MHCOGN 18879)*

KLCOGN22578

1.4 **NAAC Executive Committee No. & Date:**
*(For Example EC/32/A&A/143 dated 3-5-2004.
This EC no. is available in the right corner- bottom
of your institution's Accreditation Certificate)*

EC(SC)16/A&A/12.1 dated 11.07.2016

1.5 Website address:

www.nish.ac.in.

Web-link of the AQAR:

http://nish.ac.in/docs/naac/AQAR_2016-17.pdf

For ex. http://www.ladykeanecollege.edu.in/AQAR2012-13.doc

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1st Cycle	A	3.15	2016	5 years
2	2nd Cycle				
3	3rd Cycle				
4	4th Cycle				

1.7 Date of Establishment of IQAC: DD/MM/YYYY

28/05/2015

1.8 **AQAR for the year** *(for example 2010-11)*

2017-18

1.9 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and
Accreditation by NAAC (*(for example AQAR 2010-11submitted to NAAC on 12-10-2011)*

i.   AQAR _____ _____ (DD/MM/YYYY)4
ii. AQAR_____ _____ (DD/MM/YYYY)
iii. AQAR_____ _____ (DD/MM/YYYY)
iv. AQAR_____ _____ (DD/MM/YYYY)

1.10 Institutional Status

University   State [ ] Central [ ] Deemed [ ] Private [ ]

Affiliated College   Yes [√]   No [ ]

Constituent College   Yes [√]   No [ ]

Autonomous college of UGC   Yes [ ]   No [ ]

Regulatory Agency approved Institution   Yes [√]   No [ ]

(eg. AICTE, BCI, MCI, PCI, NCI, RCI [√]

Type of Institution   Co-education [√]   Men [ ]   Women [ ]

Urban [√]   Rural [ ]   Tribal [ ]

Financial Status   Grant-in-aid [√]   UGC 2(f) [ ]   UGC 12B [ ]

Grant-in-aid + Self Financing [ ]   Totally Self-financing [ ]

1.11 Type of Faculty/Programme

Arts [√]   Science [√]   Commerce [√]   Law [ ]   PEI (Phys Edu) [ ]

TEI (Edu) [ ]   Engineering [ ]   Health Science [√]   Management [ ]

Others   (Specify)   [.]

1.12 Name of the Affiliating University *(for the Colleges)*   [University of Kerala]

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University [ ]

University with Potential for Excellence [ ]   UGC-CPE [ ]

DST Star Scheme [ ]   UGC-CE [ ]

UGC-Special Assistance Programme [ ]   DST-FIST [ ]

UGC-Innovative PG programmes [ ]   Any other (*Specify*) [12b, 2f]

UGC-COP Programmes [ ]

2. IQAC Composition and Activities

2.1 No. of Teachers [8]

2.2 No. of Administrative/Technical staff [1]

2.3 No. of students [2]

2.4 No. of Management representatives [1]

2.5 No. of Alumni [1]

2. 6 No. of any other stakeholder and

   community representatives [Nil]

2.7 No. of Employers/ Industrialists [1]

2.8 No. of other External Experts [1]

2.9 Total No. of members [17]

2.10 No. of IQAC meetings held [8]

2.11 No. of meetings with various stakeholders: No. [Nil]   Faculty [ ]

[ ]   [ ]   [ ]

Non-Teaching Staff Students   Alumni   Others

2.12 Has IQAC received any funding from UGC during the year 2014-15 Yes √ No ☐

If yes, mention the amount   3Lakhs

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. Nil International ☐ National ☐ State ☐ Institution Level ☐

(ii) Themes

2.14 Significant Activities and contributions made by IQAC

1. Implemented Google Classroom management for all academic programs.
2. Introduced skill matrix for students.
3. Devised benchmarking for all activities.
4. Minimum 1 MOOC course by academic staff made mandatory.
5. Implemented NISH Students' grievances Register.

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality Enhancement and the outcome achieved by the end of the year *

Plan of Action	Achievements
To develop a computer assisted learning program for children with Autism Spectrum Disorders	Accomplished

To conduct; 1. an Applied Learning series seminar in Neurodevelopmental Sciences	Accomplished Accomplished Accomplished
one hands on software workshop for CS students	Accomplished
workshop using Internal resources for students	Accomplished
atleast 2 hands on training to on software testing	
EAP (employability skill augmentation program) for atleast one batch a workshop on sign language for teachers of the deaf	Accomplished
disability awareness seminars for mainstream teachers	Accomplished
a cultural workshop and film festival as part of the Cultural club a reading awareness week for faculty and students awareness session deafness and ISL class in colleges integrated class for CS students a student organized conference	Only one aim accomplished Accomplished Under process Not Accomplished Accomplished

To start LREP [Logical reasoning enhancement programme] Spoken tutorial certification by IIT	Accomplished Accomplished
at least 2 short term courses for the exit students ISL batch (min 1) at IT companies Bilingual program for children below 3 years	Progressing Accomplished Under Process
To identify at least 3 internship partners short term skill development courses for persons who suffer from CP and ASRD	Accomplished Under process
To create FM classrooms for DHI and EIP a DIY (Do-it-yourself) lab	Under process Progressing
To ensure that the new curriculum for HEFP for improving English language skills in reading, writing and comprehension and numerical ability is periodically reviewed for effectiveness.	Under Progress Progressing
In order to ease hurdles in technical writing, research publications of students and teachers, the Library will make available APA Style Central, an online	Accomplished

platform of the American Psychological Association.	
In order to encourage varied reading among its Patrons; and to strengthen its diverse collection, the Library will procure atleast 100 books in subject areas like motivational, personality development, self-helping , entrepreneurship, fiction, career guidance etc.	Over Accomplished
To organize training sessions for faculty in teaching aid preparation faculty - student interaction program once in three months to build a healthy relationship between students and faculty	Under process
To set up an Electrophysiology lab exclusively for research purpose a Vestibular Assessment lab	Progressing

Attach the Academic Calendar of the year as Annexure.

2.15 Whether the AQAR was placed in statutory body   Yes   √   No ☐

    Management ☑√   Syndicate ☐   Any other body ☑√

Provide the details of the action taken

Placed before Executive Director, Core Operation Group and earned their approval.

Criterion – I
Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	---	--	--	-
PG	1	0	1	-
UG	4	0	1	-
PG Diploma	-	-	-	-
Advanced Diploma	-	-	-	-
Diploma	1	1	-	-
Certificate	-	-	-	-
Others	-	-	-	-
Total	6	1	2	-

Interdisciplinary	-	-	--	-
Innovative	1 (HEFP)	1 (NIM TIE)	-	-

1.2   (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

CBCS for BASLP and MASLP programmes.
Elective Option is available for BSc Computer Science (HI) and BFA (HI) programmes.

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	5
Trimester	1
Annual	1

1.3 Feedback from stakeholders*   Alumni [√]   Parents [√]   Employers [√]   Students [√]
    (On all aspects)

        Mode of feedback   :   Online [√]   Manual [√]   Co-operating schools (for [ ]
PEI)

*Please provide an analysis of the feedback in the Annexure : As shown below

For Degree HI, Feed back is collected from employers orally, thy have suggested to include more language learning lessons to develop the reading and writing skills of deaf students. So the lessons of preparatory year were modified accordingly .Feed back is collected from alumni also.
 For ASLP courses the curriculum is designed by RCI, but after taking feedback from students and employers , the suggestion will be informed to RCI while modifying the curriculum.

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.
No

1.5 Any new Department/Centre introduced during the year. If yes, give details.
No

Criterion – II

Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty   : NONE
Contract Basis   : 23 faculty in Degree(HI)
Contract Basis   : 3 faculty in Allied
Contract Basis   : 15 faculty in ASLP
Contract Basis   : 3 faculty in DECSE

2.2 No. of permanent faculty with Ph.D.   :NONE
Contract Basis   : 1 faculty in Degree(HI)
Contract Basis   : 1 faculty in ASLP (NDS)
Contract Basis   : 1 faculty in Allied

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

	Asst. Professors		Associate Professors		Professors		Others		Total	
	R	V	R	V	R	V	R	V	R	V
							7	1	7	1

2.4 No. of Guest and Visiting faculty and Temporary faculty

Guest faculty – 3 in ASLP
Visiting faculty – 2 in ASLP

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended Seminars/ Workshops	2 (ASLP) + 23 Degree(HI)	5 (Degree(HI)) + 9 (ASLP)	16(EIP) + 15(ASLP)
Presented papers	2 (ASLP) +10 (Degree)(HI)	7 (Degree(HI) + 5 (ASLP)	
Resource Persons	0	5 (Degree(HI)	1(EIP) + 3 (ASLP)

2.6 Innovative processes adopted by the institution in Teaching and Learning:

> Degree (HI) - Started NIM TIE teacher training program, google classroom, smart board
> Allied - Google Classroom, Smart Board, Online Attendance
> ASLP-Google Classroom, Online management of clinical and class attendance, webinars from foreign universities, smart board

2.7   Total No. of actual teaching days
during this academic year

> 180 days (Degree(HI))
> 220 days DECSE
> 180 days Allied
> 180 days ASLP

2.8   Examination/ Evaluation Reforms initiated by the Institution
 (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

- Double Valuation for Degree(HI) course
- Signed Videos for Deaf for Degree(HI) course
- Appointment of Superintendent of Examination for all academic courses
- Open Book – Internal Assessment of 'Developmental Psychology' paper conducted.
- Video Camera was installed in examination rooms for all academic courses.

2.9   No. of faculty members involved in curriculum
Restructuring/revision/syllabus development
as member of Board of Study/Faculty/Curriculum Development workshop
- 14 nos for Degree(HI)
- 3 for Allied
- 15 for ASLP
- 3 of ASLP are members of Board of Study

2.10 Average percentage of attendance of students
                 90 % (Degree(HI)), 97%(ASLP),80%(DECSE)
2.11 Course/Programme wise
distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
DECSE(HI)	7	Nil	86%	Nil	Nil	86%
MASLP	10	Nil	80%	20%	Nil	100%
BASLP	26	Nil	54%	38%	Nil	87%
DHI	31	Nil	52%	16%	Nil	67.5%

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes:

For all academic courses IQAC makes sure that academic coordinators monitors the regular teaching and clinical & lab practical schedules through monitoring semester plans and daily reports. HOD and academic coordinator also monitors the clinical skill matrix scores for ASLP course obtained by the students and intervenes as and when necessary.

2.13 Initiatives undertaken towards faculty development

Faculty / Staff Development Programmes	Number of faculty benefitted
Refresher courses	23(Degree(HI) 3 DECSE + 15 (ASLP)
UGC – Faculty Improvement Programme	
HRD programmes	23 (Degree(HI) + 15 (ASLP)
Orientation programmes	15 (ASLP)
Faculty exchange programme	
Staff training conducted by the university	1 (ASLP)
Staff training conducted by other institutions	15 (ASLP)
Summer / Winter schools, Workshops, etc.	15 (ASLP) + 3 (DECSE)
Others	Ethics and Excellence – 3 (Allied) + 15 (ASLP) + 23 (Degree(HI)) + 3 (DECSE)

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff			-	-
Technical Staff			-	5

Criterion – III
Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- To inculcate practise to search using google scholar was implemented as a first step to promote reading research articles in turn helps in developing research ideas among students.
- In order to ease hurdles in technical writing, research publications of students and teachers, the Library will make available APA style central, an online platform of American Psychological Association (APA) .
- Proposed to set up electrophysiology lab and Vestibular assessment lab in Dept of ASLP

3.2   Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number		1		
Outlay in Rs. Lakhs		19 lakhs (3 lakhs from UGC & rest Institution fund)		

3.3   Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	3	1	3	
Outlay in Rs. Lakhs			4 lakhs	

3.4   Details on research publications

	International	National	Others
Peer Review Journals			
Non-Peer Review Journals			
e-Journals			
Conference proceedings	4	3	-

3.5 Details on Impact factor of publications: No publications

Range [   ]   Average [   ]   h-index [   ]   Nos. in SCOPUS [   ]

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects	-	-	-	-
Minor Projects	2016- 2017	CDS	6 Lakhs	3 lakhs
Interdisciplinary Projects				
Industry sponsored	-	-	--	-
Projects sponsored by the University/ College	-	-	--	-
Students research projects *(other than compulsory by the University)*	-	-	--	-
Any other(Specify)	-	-	--	-
Total	-	-	--	-

3.7 No. of books published   : Nil

i) With ISBN No. [   ]   Chapters in Edited Books [   ]

ii) Without ISBN No. [   ]

3.8 No. of University Departments receiving funds from :Nil

UGC-SAP [--]   CAS [-]   DST-FIST [-]

DPE [-]   DBT Scheme/funds [-]

3.9 For colleges   Autonomy [-]   CPE [-]   DBT Star Scheme [-]

INSPIRE [-]   CE [-]   Any Other (specify) [-]

3.10 Revenue generated through consultancy: NISH is providing consultancy services for Kerala Government free of cost for activities related to disability sector.

3.11 No. of conferences

 organized by the Institution

Level	International	National	State	University	College
Number	1	1	2	-	11
Sponsoring agencies	NISH	NISH	NISH		NISH

3.12 No. of faculty served as experts, chairpersons or resource persons [17]

3.13 No. of collaborations   International [1]   National [-]   Any other [-]

3.14 No. of linkages created during this year   [-]

3.15 Total budget for research for current year in lakhs : 14 Lakhs

From Funding agency [3 lakhs]   From Management of College [11 lakhs]

Total [14 Lakhs]

3.16 No. of patents received this year :Nil

Type of Patent		Number
National	Applied	
	Granted	
International	Applied	
	Granted	
Commercialised	Applied	
	Granted	

3.17 No. of research awards/ recognitions   received by faculty and research fellows
      Of the institute in the year: Nil

Total	International	National	State	University	Dist	College

3.18 No. of faculty from the Institution
      who are Ph. D. Guides   [-]
      and students registered under them   [-]

3.19 No. of Ph.D. awarded by faculty from the Institution   [-]

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF [1]　　　SRF [2]　　　Project Fellows [   ]　　　Any other [3]

3.21 No. of students Participated in NSS events:　Nil

University level [-]　State level [-]

National level [-]　International level [-]

3.22 No. of students participated in NCC events: Nil

University level [-]　State level [-]

National level [-]　International level [-]

3.23 No. of Awards won in NSS:　Nil

University level [-]　State level [-]

National level [-]　International level [-]

3.24 No. of Awards won in NCC: Nil

University level [-]　State level [-]

National level [-]　International level [-]

3.25 No. of Extension activities organized

University forum [-]　　　College forum [3]

NCC [-]　　　NSS [-]　　　Any [-]

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

- Started NIMIS to reach out with a series of talks for the Public on success stories of people who have overcome disabilities and have become role-models for others in society. These series will also have talks by pioneers and innovators who have gone beyond their call of duty to serve those with disabilities. Aim is to make the public aware regarding disabilities, impart people the knowledge to support or assist persons with disability (PwD) and to help the public to get rid of the stigma they might have about disability.
- Organized Flash Mob as a part of spreading awareness about disability among public.

Criterion – IV
Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	9.75 acres	NA	Grant in aid	9.75 acres
Class rooms		17		17
Laboratories	3	-		3
Seminar Halls	1	3		4
No. of important equipments purchased (≥ 1-0 lakh) during the current year.		20	NISH fund, CATI fund, UGC fund	
Value of the equipment purchased during the year (Rs. in Lakhs)				Rs 38.4 Lakhs
Others	-	-	-	-

4.2 Computerization of administration and library

Integrated Administration and Accounts software installation is under process.

NISH Library 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 introduced to search Library resources using parameters like author, title, subject etc.

Digital Library: The NISH Library has been in forefront of acquiring and disseminating, nascent information from trusted national and International scholarly bodies to its patrons. 24 international e-journal packages covering almost all facets of audiology, speech, language, communication disorders, autism, education, voice psychology etc are covered. NISH is a member of the UGC- INFLIBNET consortium, subscribing to 6000+ e-journals and 135000+ e -books through its NLIST initiative.

Digital Repository: An institutional repository for collection and dissemination of intellectual outputs of the Academic community has been established. Theses, dissertations, project reports, conference papers etc. produced by the staff and students are made available for consultation

4.3   Library services:

	Existing		Newly added		Total	
	No.	Value(Rs)	No.	Value	No.	Value
Text Books	241	870202	18	Rs 211712	259	Rs1081914
Reference Books	149	474335	8	Rs. 67855	157	Rs542190
e-Books	7	76764	nil	nil	7	Rs 76764
Journals (Print)	4	3320	1	Rs 7869	5	Rs.9519(subscription amount for newly added+renewal)
e-Journals	26	1604690	1	Rs.172646	27	Rs. 2175988 (yearly subscription payment)
Digital Database	-	-	-	-	-	-
CD & Video	86	free	20	Rs.7697	106	Rs7697

Others (specify) NLIST consortium	6000+e journals and 135000+ e books	5725	178500 e books added in the consortium, no change in journals	5750	6000+ejournals and 3135000+e books	5750 (yearly subscription payment)

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Depart-ments	Others
Existing	260	87	260	8	-	10	140	-
Added	54	3	-	-	-	4	54	-
Total	314	90	260	8	-	14	194	-

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

Demo session for basic spreadsheet operations was held for staff in June, 2017.

Demo and training sessions for staff on reference manager (Mendeley) were held in May, 2017.

Workshop on 'Emerging technologies' by IEEE Kerala Section on April 29, 2017 was attended by three staff members and two students.

4.6 Amount spent on maintenance in lakhs:

   i) ICT

Rs 1086761/-

   ii) Campus Infrastructure and facilities
   iii) Equipments

Rs 63,16,176/-

Nil

iv) Others

Total : | Rs 74 Lakhs |

Criterion – V
Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

IQAC make sure that students are informed about the scholarships provided by the Institute and support is offered to apply for financial assistance by Government.

It entrust the HODs to inform about and implement the following

·   To extend Support for English Spoken Skills (SEPS) to DISLI and BASLP students.

·   To teach signs for technical terms to DISLI students

·   To compensate missed classes while attending talks or training by conducting classes on Saturdays. Hereafter HoDs to choose programs before permitting the students.

·   To arrange Self-defense training to all.

·   To provide access facility for online books from home

·   To merge cultural club and film club

·   Considering the importance of eliminating Soft skill gaps, it was decided to arrange Soft Skill Sessions (SSS) frequently.

·   To video record the seminars of deaf UG students for future reference

5.2 Efforts made by the your dept for tracking the progression

- Facilitated Students to organise workshops, exhibitions, visits and supported students peer tutoring, internal assessments, exams. Arranged mentoring. Encouraged students to participate in National seminars organized by Kalasilangam University, seminars organized by IEEE & other professionals. Arranged 3-6 months internship programme for final year BCom & BSc students at Thomson Reuters.
- Online monitoring of attendance and Internal Assessments.
- Feedback from students

5.2 (a) Total Number of students

UG	PG	Ph. D.	Others
217 BASLP-109,DHI-108	19 MASLP	0	19 DECSE 7 DISLI 12

(b) No. of students outside the state [2]

(c) No. of international students [1]

Men
No	%
62	24.3 %

Women
No	%
193	75.7 %

Last Year(2015 – 16)							This Year (2016 – 17)					
General	SC	ST	OBC	OEC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
35	7	1	37	3	39	83	20	4	0	23	1	48

Demand ratio - MASLP – 3.8:1; BASLP – 34:1; DECSE – 3:1; DISLI – 1.53:1; DHI-NA

Dropout %   MASLP – 0%; BASLP – 3.5%; DECSE – 12.5%; DISLI – 7.7%; DHI – 0%

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

> BSc(Cs)(HI) - LREP(Logical Reasoning Enhancement Programme)
>
> BSc(CS)(HI), BFA(HI), BCom(HI)- & Soft Skills Training by Allianz Cornhill, Technopark

No. of students beneficiaries [47]

5.5 No. of students qualified in these examinations

NET [   ]   SET/SLET [   ]   ATE [   ]   AT [   ]   [   ]

IAS/IPS etc [   ]   State PSC [   ]   UPSC [   ]   Other [   ]

5.6 Details of student counselling and career guidance

> - Soft skills training by Allianz Cornhill, Technopark
> - Student counselling and leadership training by Brahmananda Mahanayakam.
> - Job Profiling by EnAble India, Bangaloore
> - Career Awareness Workshop by EnAble India, Bangaloore

No. of students benefitted [174]

5.7 Details of campus placement

On campus (2015 -16)			Off Campus
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
4	41	18	13

5.8 Details of gender sensitization programmes

- Women talk by Smt. B Sandhya IPS
- Conducted sessions on gender sensitization for HEFP students by senior Psychologist
- Held interactive session and discussions on safety and care for women at work place

5.9 Students Activities

5.9.1   No. of students participated in Sports, Games and other events

State/ University level 14   National level 1   International level 1

No. of students participated in cultural events

State/ University level 2   National level -   International level -

5.9.2   No. of medals /awards won by students in Sports, Games and other events

Sports: State/ University level 4   National level 1   International level -

Cultural: State/ University level -   National level -   International level -

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	27	1,32,500
Financial support from government	16	10,53,486
Financial support from other sources	0	-
Number of students who received International/ National recognitions	0	-

5.11   Student organised / initiatives

Workshops   : State/ University level yes   National level -   International -

Exhibition: State/ University level -   National level -   International level -

5.12   No. of social initiatives undertaken by the students

- International day for elimination of violence against women was observed on Nov 25, 2016 with a talk on the same by Mr. Rajashekharan, Deputy Director of Police.
- Ms. Sathikumari. P, State level Resource member, Kerala State AIDSbcontrol Society delivered a talk on AIDS on AIDS day, DEC 1 to create awareness.
- The College Union along with Castalia organised a visit to an Old age home at Kripanilayam on Dec. 23 to spread a little cheer as part of this year's Christmas celebrations.
- As part of Women's day celebration on March 8, 2017, the College Union conducted a couple of programs on 8th & 9th March, 2017. The Executive Director, Dr Samuel N. mathew delivered a talk followed by a video show on Woman Empowerment. A panel discussion on ''Questionable scenario of womenhood in the society'' was also held. Ms Parvathy, cine artist and activist also delivered a talk.

5.13 Major grievances of students (if any) redressed: Nil

Criterion – VI

<u>Governance, Leadership and Management</u>

6.1 State the Vision and Mission of the institution

Vision: An institution of excellence, in education, research and service, with an inclusive environment for people of all abilities to achieve their full potential.

Mission:

- Provide the best inclusive and integrated educational environment for PwD (and people of all abilities) to access higher education, to enable them to have successful and fulfilled lives.
- Create and prepare a pool of world class professionals in select liberal arts, science and technology, and in disability studies and services, researchers, practitioners, educators, rehabilitators.
- Carry out cutting edge research in disabilities: in prevention, screening and detection, early intervention, assistive technologies, education, rehabilitation and integration into the society.
- Provide prevention, screening, detection, extension and outreach programmes and key intervention models in disability services on and off campus.
- Provide leadership in formulating policies for PwD.
- Inspire and be a catalyst for other institutions in the field of higher education, especially in disability studies, rehabilitation sciences, and disability services; set and ensure compliance to standards of excellence in education in such institutions seeking affiliation for programmes in disability studies and rehabilitation sciences.

6.2 Does the Institution has a management Information System

- Yes, Academic and clinical software application implementation is under process by Centre for Development of Advanced Computing (CDAC)
- Administration and account software and E-office implementation will be done soon.
-

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

- The staff of DHI are in the process of developing outcome based curriculum for all the programs-BSc CS (HI), B. Com. (HI) & BFA (HI).

- The entire curriculum of BASLP and MASLP was changed to Choice Based Credit System (CBCS), by adopting an internationally acknowledged system to allow the flexibility in education system, so that students depending upon their interests and aims can choose interdisciplinary, intra-disciplinary and skill-based courses.
- Minimum marks were included both in clinical practicum and theory papers.

6.3.2 Teaching and Learning

- The faculty undergo faculty development programs, participate in seminars and workshops and training programs.
- They also undertake MOOCs. Students are also encouraged to do the same.

- The teaching and learning process can be evaluated through " skill matrix'

6.3.3 Examination and Evaluation

- An Examinations Management & Control (EMC) Team has been constituted which is responsible for all examinations and evaluations including University Examinations, Entrance Examinations etc.

- Internal examinations will be done by the departments but some way of accountability will come from the EMC. This group consists of a General Superintendent, a Vice-Superintendent and 3 members of the faculty to assist them.

- Cameras have been installed in exam halls.

- Double evaluation for all internal assessments and odd semester examination answer sheets.

6.3.4 Research and Development

- Training to search using google scholar was implemented as a first step to promote reading research articles.
- In order to ease hurdles in technical writing for students and teachers, the Library will make available APA style central, an online platform of American Psychological Association (APA).
- Proposed to set up electrophysiology lab and Vestibular assessment lab in Dept. of ASLP.
- A research club was formed to foster the research skills among staff.
- Support will be given for doing minor and major projects.
- Several international national seminars are conducted to develop the research skills among staff and students.

6.3.5 Library, ICT and physical infrastructure / instrumentation

<u>Digital Library:</u> The NISH Library has been acquiring and disseminating, nascent information from trusted national and International scholarly bodies to its patrons. International e-journal packages covering almost all facets of audiology, speech, language, communication disorders, autism, education, voice psychology etc. are covered. NISH is a member of the UGC- INFLIBNET consortium, subscribing to 6000+ e-journals and 135000+ e -books through its NLIST initiative. A repository of projects, theses, dissertations, question bank etc. is also a part of the digital library.

<u>Online Academic writing platform:</u> The Library has successfully implemented *APA Style CENTRAL* which is the authoritative and complete online platform for teaching, writing, and publishing in APA Style. It is designed to help users develop their writing and professional research skills, APA Style CENTRAL combines sophisticated learning and teaching tools, advanced writing and content management technology, and full integration of APA's Publication Manual of the American

Psychological Association to create an unparalleled web-based suite of integrated services and tools. Library took initiative in bringing free trial access to the academic community and sought their feedback before procuring it.

General Book Collection: To encourage general reading habit among patrons, and to enhance its collection, the Library initiated procuring such books and to start a separate section for general books. The collection include subject areas like motivational, self-helping, entrepreneurship development, personality development, career guidance, fiction etc..

Growing more spacious: The library has moved into a much larger physical facility with separate reading, reference and book processing areas. Reference area is positioned in a calm and pleasant place without hindrance of external distractions.

Loan privilege: Borrowing privilege of degree students has enhanced to two books at a time. By this they could have one general book besides a textbook at a time.

Journals: More online and print journals were subscribed to. Library resources are augmented every year with newer editions and titles. A general communication seeking new suggestions and feedback on existing subscription was circulated among stakeholders. Procurement was based on these suggestions, feedback and approvals from authorities competent.

Textbooks: More number of textbooks and additional copies of most sought-after books were added to the existing collection. Library resources are augmented every year with newer editions and titles. The procurement was based on requests from staff and students in prescribed format recommended by their HoDs/Staff Advisor concerned.

6.3.6   Human Resource Management

- Better accessibility to HR information by maintaining a dedicated HR cell with centralised and shared responsibility among administration staff.
- Employee engagement programs such as formation of an Excellence and Ethics Group (EEG) for conducting regular motivational events and programs. Inclusiveness is the highlight.
- Promotes opportunities for research and higher studies for the staff who were interested in their field of expertise.
- Successfully Completed the up gradation process of ISO - 9001:2015
- Accredited with NAAC certification.
- Trainings conducted on disability inclusive Disaster management, Fire mock drill etc.
- NIM-TIE program was developed and implemented for sensitizing special educators to disability.

6.3.7   Faculty and Staff recruitment

- Preparation of job descriptions in consultation with head of the department and management authorities which exactly meets the requirement of new staff in.

- Transparent and time bound vacancy notifications in the most popular print media as well as institutional website.
- A Transparent recruitment system is followed. Written Test and direct interview to select the most eligible candidate by following pre-set evaluation criteria.
- Involvement of external subject experts in the interview board as and when required.
- Practice of hiring of consultants on part time basis to ensure quality output in certain subjects and administrative/technical areas.
- Promotes regular staff orientation programs and seminars to inculcate specialised skills in teaching/clinical practices.
- Promotes a technology friendly environment to both staff/ students and visitors.
- Staff recruited for DHI has to mandatorily attend NIM-TIE – a special educators' training to sensitize them to disability and develop requisite knowledge, skills and attributes to deliver lessons effectively to students with disability.
- Induction training for all newly joined staff.

6.3.8 Industry Interaction / Collaboration

- Visits are being made to the companies to collect feedback
- Sensitization to the employers and staff are given.
- Hand holding is offered to the NISH graduates during the initial period.
- Faculty members are send to the companies for interpreting the instructions during internship or during the initial days of employment.
- Planning for a CEO meet.

6.3.9 Admission of Students

- Entrance exam for MASLP
- Class observation and sensitization on the interview day for DECSE candidates.
- Two stage Pilot study conducted for DACE

6.4 Welfare schemes for:

Teaching staff

- Conveyance facility is provided
- Canteen facility is available
- ESI and EPF coverage in place
- Adherence to Maternity Benefits and paid Maternity leave enhanced to 180 days.
- Arrangement of Regular training and seminars on skill development
- Rest room
- Sanitary napkin vending machine and burning machines
- Flexible working hours for feeding mothers
- Interpreting and RTTS services for both deaf and hard of hearing faculty.
- Organized First Responder Course
- Setting up of crèche is under process.

Non-Teaching Staff

- Conveyance facility is provided
- Canteen facility is available
- ESI and EPF coverage in place
- Adherence to Maternity Benefits and paid Maternity leave enhanced to 180 days.
- Rest room
- Sanitary napkin vending machine and burning machines

- Flexi working hours for working mothers
- Interpreting and RTTS services for both deaf and hard of hearing faculty.
- Organized First Responder Course
- Setting up of crèche is under process.

Students

- Rest room
- Sanitary napkin vending machine and burning machines
- Regular training and awareness programs on medical and skill development
- Student Insurance schemes
- Disaster management training
- Organized First Responder Course

6.5 Total corpus fund generated

11 crores

6.6 Whether annual financial audit has been done [×] Yes [ ] No

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	YES	NAAC ISO (Bureau Veritas)	YES	ISO Internal Audit team
Administrative	YES	NAAC ISO (Bureau Veritas)	YES	ISO Internal Audit team

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes Yes [ ] No [×]

For PG Programmes Yes [ ] No [×]

The first and second semester and the odd semester examination of Degree (HI) (conducted by institute) results are declared within 30 days.

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

- An Examinations Management & Control (EMC) Team has been constituted which is responsible for all examinations and evaluations including University Examinations, Entrance Examinations etc.

- Internal examinations will be done by the departments but some way of accountability will come from the EMC. This group consists of a General Superintendent, a Vice-Superintendent and 3 members of the faculty to assist them.

- Cameras have been installed in exam halls.

- Double evaluation for all internal assessments and odd semester examination answer sheets.

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

Not applicable

6.11 Activities and support from the Alumni Association

A WhatsApp group of alumni was created. Frequent sharing of relevant information is being carried out through it. Alumni meet is conducted annually. It is an integrated group of both hearing and deaf alumni.

6.12 Activities and support from the Parent – Teacher Association.

Parents meetings are conducted at the beginning of each semester. Feedback is collected from them informally.

6.13 Development programmes for support staff

Induction programs are conducted at the time of joining to get an awareness about NISH and disability.

6.14 Initiatives taken by the institution to make the campus eco-friendly.

Initiatives are taken to make the campus plastic free. The staff and students are made aware of the pollution hazards. Initial steps have been taken by restricting the use of plastic bottles, cups etc.
Work has been initiated to plant trees and make the campus green and eco-friendly.

Criterion VII

<u>Innovations and Best Practices</u>

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

1. NIM-inspiring stories was developed to reach out with a series of talks for the Public on success stories of people who have overcome disabilities and have become role-models for others in society. NIM-inspiring stories will have talks by pioneers and innovators who have gone beyond their call of duty to serve those with disabilities. It is conducted every month to create the public aware regarding disabilities and impart people the knowledge to support or assist persons with disability (PwD) and enable the public to get rid of the stigma they might have about disability. Class rooms are made FM.
2. ASLP rendezvous: ASLP Rendezvous is a half day program which brings staff and students together. The whole group is divided into teams. Each team will have students as well as staff members. Various competitions and fun activities are conducted to minimize the bridge between staff and students and also for everyone to develop a good relationship which is bound by friendly atmosphere.
3. Class room innovations: Popular use of google class rooms by all faculty was one of the most significant innovations in classroom teaching. Google class rooms enabled students and staff to have a more transparent platform to share information, resources and to have comprehensive student evaluations. Many a times there were issues which students face which were not addressed as they were not conveyed to the faculty. To improve communication between faculty and students and to improvise on the mentoring program which was introduced in the previous years, a common whatsapp group was started for students and staff. Also, a google form was shared with students which was monitored by the head of department in which students could anonymously fill their concerns. Another major innovation in teaching was introduction of online sharing of semester plans in Google spreadsheet which could be viewed by student as well as other faculty members.
4. Online real time evaluation of journal clubs and clinical conferences: Journal clubs (JC) are platforms for students to present scientific journals and clinical conferences (CC) are for students to present case studies which are worth sharing. From this year, the students JC and CC were evaluated by staff on google document and it was shared with students in real time for transparency.
5. Clinician based appointments in OP
6. Common whatsApp group for faculty and students to improve staff student relationship

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

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7.3 Give two Best Practices of the institution *(please see the format in the NAAC Self-study Manuals)*

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7.4 Contribution to environmental awareness / protection

> 1. Tree walk was conducted on 24.04.16 to campaign for protecting the trees in the city. Walk was conducted from Kowdiar junction to Vellayambalam.
> 2. Talk by Dr. Subhash Chandra Boss was conducted on 07.05.16 & its aim was to create awareness on Green Earth. Planting of Christmas tree saplings was conducted on 08.05.16 at NISH compound from 4.15 pm.
> 3. World environment day celebrations was conducted to create awareness about things that affect the environment on 05.05.16.

7.5 Whether environmental audit was conducted? [ ] Yes [√] No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

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7.7 Plans of Institution for the next year

1. To customize and install digital repository software (DSpace)
2. To procure at least 100 books of general interest for the HI community

3. To develop a Neurodevelopmental Habilitation Centre (NHC) as a part of the project titled "Comprehensive Care for Neurodevelopmental disorders " initiated by NISH in collaboration with SCTIMST
4. To conceptualize and pilot a higher education program for persons with ASDs
5. To develop culture sensitive interactive resource material customized for children with ASD
6. To start a skill development course for adults with Autism
7. To conduct Hindi NIDAS for parents in Hindi belt
8. To organise Commerce fest and exhibition on day to day objects made from scrap as student initiatives
9. To develop a Math ISL dictionary
10. To convert present curriculum to CBCS
11. To develop OBCD for all DHI programs
12. To develop an internship program for DISLI students
13. To implement new Administrative and Accounts software, E office etc
14. To setup a crèche
15. To setup green campus
16. To install Solar power plant, Solar street light, sewage Treatment plant, Water recycling process
17. To introduce online entry of clinical records and marks
18. To modify curriculum by implementing the new RCI syllabus for BASLP and MASLP
19. To conduct online webinar for students in the specific area
20. To expand the FM system in EIP and DHI and study the effectiveness of implementation
21. To create a working model for a Video Relay Service (VRS) at NISH
22. To expand the group of transcriptionists for Real-Time Transcription Service (RTTS)
23. To popularize AT and AAC devices through photos and videos of users for NISH website and reception
24. To plan for a national-level AT conference
25. To create a welcoming environment in CATI (Room:128) with awareness posters and photos of AT being used
26. To arrange for demos of the multi-device connectivity feature in the interactive projectors in classroom and explore possibilities of a collaborative classroom in DHI
27. To support the rehabilitation process by procurement of electrotherapy equipment
28. To procure test material to quantify the outcome or effectiveness of the client
29. To establish Activities of Daily Living (ADL) and prepare the client for independent living
30. To implement multidisciplinary approach in the rehabilitation process by establishing of Sensory Motor Unit
31. To enter clinical record online and maintain softcopy
32. To conduct memory training for 10 deaf student to improve memory
33. To put to use the new accounting software in order to adopt best practises
34. To automate HR procedures by implementing an integrated admin and accounts software solution
35. To facilitate staff engagement programs through Excellence and Ethics group activities.
36. To organise regular Health awareness and fire & safety classes
37. To introduce "Fundamentals of research" sessions to DECSE students
38. To resume ISL training for all the staff
39. To introduce 3 months internship for DECSE students
40. To start bilingual EIP sessions for kids of deaf parents
41. To make a basketball court