SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

FATHER MULLER COLLEGE OF NURSING

FATHER MULLER COLLEGE OF NURSING KANKANADY
575002
www.fathermuller.edu.in/nursing-college/index.php

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Father Muller College of Nursing (FMCON) is a unit of Father Muller Charitable Institutions (FMCI), a Registered Society of Catholic Diocese of Mangalore, affiliated to Rajiv Gandhi University of Health Sciences (RGUHS), Bengaluru, Karnataka and recognized by Indian Nursing Council (INC) and Karnataka State Nursing Council (KSNC). FMCI was started in 1880 by Fr Augustus Muller SJ, a German Jesuit priest, a Homoeopathic physician. He dispensed medicines under a Banyan tree and slowly a leprosy hospital was started which is presently known as St Joseph's Leprosy Hospital. As the years passed, a full-fledged hospital, Father Muller Medical College Hospital (FMMCH) came into existence. The institution started the School of Nursing which offers a Diploma in General Nursing and Midwifery and College of Nursing which offers the degree of Bachelor of Nursing. It is attached to FMMCH, NABH accredited 1250 bedded parent hospital, which also has a NABL accredited laboratory. Father Muller Medical College, is also accredited with NAAC 'A' grade.

FMCON came into the existence in 1987 with four years BSc Nursing Degree program to pace with the rapid advancement in Health and Nursing Sciences. Post Certificate B Sc Nursing Degree program of two years duration was started in 1988 for upgrading those with Diploma in General Nursing and Midwifery. Later the program was renamed as Post Basic B Sc Nursing. In response to the pressing needs of the professional nurse leaders and nurse educators, Master of Science in Nursing, a Post-graduate degree program in Nursing was started in 1992 with five specialties. All these programs were started under Mangalore University. In 1996 the college became affiliated to RGUHS. FMCON celebrated its Tri Jubilee in 2019 on completion of 30 years of B Sc Nursing and P B BSc Nursing, and 25 years of M Sc Nursing programs.

FMCON had the first cycle of NAAC assessment in 2014 and accredited with 'A' grade. Since then college has tried to sustain and promote its quality through the joint efforts of management, faculty, students and other stakeholders through the functioning of Internal Quality Assurance Cell, its committees and departments of the college.

Vision

 To heal and comfort the suffering humanity with compassion and respect; and to be recognized as a Global leader in Nursing education and research

Mission

- To promote professionalism by quality and value driven education with a global outlook.
- To make learning an exciting experience that inspires learners to reach their full potential as lifelong learners.
- To train young professionals for leadership to respond to the health care needs of the public.
- To foster synergy and integration between research, education and practice by promoting interdisciplinary collaboration and partnership.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Student centered quality nursing education catering to the needs of the society, upholding and instilling respect for life from womb to tomb
- Commitment by the management and faculty towards quality education.
- Good governance and leadership.
- Decentralization style of management
- Good number of post-graduate faculty with dedication
- 1250 bedded parent hospital accredited with NABH and NABL.
- Simulation and skill centre for clinical training and learning.
- Recognition by American Heart Association for BLS & ACLS.
- Good number of MOUs
- Good infrastructure with convention centre, gymnasium, indoor stadium and multilevel parking
- Knowledge centre (Central Library) with excellent learning resources and remote access to e-resources
- Organization of good number of National Conferences, Workshops, and CMEs.

- Management support for co-curricular and extra -curricular activities.
- Facilities for basic and applied research.
- Increased number of extension activities.
- Wi- fi enabled campus
- ICT enabled class rooms

Institutional Weakness

- Limited success in getting large external funding for research.
- Less number ofinter-disciplinary research projects.
- Less number of recognitions and awards.
- Less number of PhD qualified staff

Institutional Opportunity

- Student and teacher exchange programme.
- Collaboration nationally and internationally with reputed institutions for research Publications in indexed journals.
- Introduction of skill based courses/programs.
- Centre for Ph D

Institutional Challenge

- Filling the sanctioned PG course seats.
- Attracting students with right aptitude to the profession
- Increased cost of education.
- Increasing number of nursing colleges in the locality

1.3 CRITERIA WISE SUMMARY

Nursing Part

Being in a skill based profession, the nursing students require appropriate skills training during their graduate and post- graduate programs. The college has five labs which helps the students to learn nursing foundation skills, advanced procedural skills, community health nursing skills, therapeutic diet preparation skills and computer skills. The college is attached to Father Muller Simulation and Skills Centre where students enhance their skills in basic and advance procedures such as ACLS, BLS, Venepuncture, ventilator management, critical care management and ET intubation/suctioning. Majority of the faculty are post graduates. A good number of faculty has additional qualifications like Ph D, M Phil, MA Education, Master of Public Administration, Trainer certificates and Diplomas. The hospital follows patient safety procedures including infection prevention and control practices, and provides theoretical and practical exposure to quality of care. The hospital has developed four manuals i.e. APEX manual, HIC Manual, Quality Improvement Manual and Safety Manual which are concerned with these aspects. As a hospital policy, all the students and staff receive prophylactic immunization against Hepatitis B. The hospital was accredited by NABH in the year 2015 and reaccredited on 2018. The hospital lab is NABL re-accredited in the year 2018. Every year students and faculty of other Colleges visit our institution for administrative/educational purposes. Students of the college actively participate in community oriented activities like Community mapping, Community survey, Health education, Camps and clinics, celebration of world health days and School health programs.

Curricular Aspects

The college is recognized by Indian Nursing Council (INC) and is affiliated to the Rajiv Gandhi University of Health Sciences (RGUHS), Karnataka, Bangalore. It offers one post-graduate and two undergraduate programs. The college follows the curriculum set by the INC and RGUHS that update the curriculum periodically as per the changing needs of the society. Effective curriculum delivery is ensured through a well planned and documented process i.e. by IQAC and Curriculum Committee Meetings, Academic Calendar, Well Planned Course Plan and Unit Plan, Staff and Class Coordinators' Meetings, ICT Enabled Classrooms, Faculty Development Programs, Formative and Summative Assessment, Curriculum Enrichment Programs, Obtaining Feedback and taking appropriate Actions. The inter-disciplinary courses are taught by the faculty from Father Muller Medical College (FMMC) and other external faculty. Presently there are four Add-on courses and the courses are Infection control and Bio-Medical Waste Management, Environmental Science, Bioethics, and Basic Life Support and Emergency Management. The curriculum is enriched with topics on various issues related to Gender, Environment and Sustainability, Human Values, Health Determinants, Emerging Demographic Issues and Professional Ethics. There are two value-added courses in the college for curriculum enrichment and the courses are Education in Human Values and Soft Skills Training & Development. The students undertake field trips, clinical internship, research projects and community posting as per the curriculum requirements. The feedback on curriculum and syllabi is obtained through Management Information System (MIS) yearly from Students, Teachers, Employers, Alumni and Professionals, and actions are taken which helps to implement the curriculum effectively.

Teaching-learning and Evaluation

For achieving the goal of academic excellence, the college gears up adequate intrinsic mechanisms and adopts

new pathways in teaching, learning and evaluation process. The novice students are provided with orientation to college and its facilities along with some sessions on Personality Development and Soft Skills. The process of admitting students is transparent. The students are admitted based on their performance in the previous qualifying examination, entrance test and personal interview. However, 20% of the graduate and 25% of the post-graduate seats are reserved for various categories and the admissions in such categories are done by RGUHS and now by KEA.. The students from other states demonstrate a national spread in all programs. The learning levels of students are assessed after the admission based on previous performance in qualifying examination, sessional examinations and various assignments. Remedial measures are carried out regularly for slow performers whereas advanced learners are motivated to become student teachers and are given opportunity to attend external workshops and conferences with the institutional sponsorships. There are 57 permanent faculty of which 51 are post -graduates. To enhance the learning experiences of students various student-centric methods are used in the college. Nursing being a skill-based profession, the students are taught in skill labs and simulation center that are equipped with advanced simulators. The students are given clinical training in the parental hospital, FMMCH with 1250 beds. The teachers use various e-resources for updating their knowledge and use ICT enabled tools for teaching. Education and administration tours are organized for the students to various specialty hospitals. There is a mentoring system in the college where each student of I B Sc, II B Sc and III B Sc programs is mentored by a mentor. The college conducts a continuous evaluation as per the academic calendar and makes sure that transparency is maintained. The students are provided with the opportunities for midcourse improvement in their performance. Parent Teacher Student (PTS) meetings are conducted once in a year for every batch of students. About 93% to 96% of the final year students have passed every year from the college.

Research, Innovations and Extension

The institution promotes a research culture among the faculty and students by various activities conducted at college and Father Muller Research center. 58% of faculty in the college are PG research guides. There are two full-time faculty with Ph.D. and 13 faculty are pursuing Ph D. Every faculty has a research project in her hand as principal or co-investigator. In the last five years, five research projects of faculty received funding from the external agencies (ICMR & RGUHS) and 20 received institutional grants. In 2018-19, five of the UG student projects also received grants from RGUHS. There are about 20-25 projects/year exclusively done by UG students as Principal investigators under the guidance of faculty. The college has an Institutional Research Committee (IRC) comprising of senior teachers from various nursing departments that review the research proposals and manuscripts submitted to journals. The committee also reviews the contents of the paper and poster of the faculty and students before they present the same in conferences or workshops. After the review by IRC, the proposals are submitted to the Father Muller Institutional Ethics Committee for scrutinizing the ethical aspects. Yearly research-related seminars, workshops, and conferences are conducted for the faculty and students for equipping them with research updates. After the completion of the project, the manuscript is sent for publication in renowned journals. The college faculty and students actively participate in extension activities in the community through health camps, street plays, health education, school health, nutritional, radio and video programmes. By the active participation of the college in extension activities, the institution shows its institutional responsibility for the neighborhood communities which helped to sensitize the students to the social issues. The institution has received an award of Best Contribution towards Celebration of World Breast Feeding Week by Breastfeeding Promotion Network of India (BPNI) in the year 2016 and several excellence awards for radio programmes. The institution has presently five MOUs. As a part of the research collaboration, the students and faculty from the School of Nursing Sciences, La source, Switzerland visit the college every year and conduct collaborative research projects.

Infrastructure and Learning Resources

The college is located in a multi-storey building, situated in the heart of city and sufficiently endowed in terms of physical infrastructure. The College of Nursing occupies an area of 5554.92 square meters and the campus area is 5 acres. The whole campus is connected with internet facilities. The college has 11 ICT enabled class rooms out of which four class rooms are gallery type for accommodating 100 students (B Sc Nursing). Other class rooms are designed in a way that it can accommodate 60 (P B BSc Nursing) or 25 (M Sc students). The classrooms are well ventilated and adequately lit with built-in black boards. The class rooms are provided with ergonomically designed benches, microphones, loud speakers, public address system, CCTV camera & ICT facilities. There are five labs in the college which comprises of Nursing foundation lab, Community Health Nursing lab, OBG and Child Health Nursing Lab, Nutrition Lab and Learning resources/Computer Lab. The students also have the opportunities to utilize the e-library and Father Muller Simulation Lab and Skills Centre in the campus. There is a multipurpose hall, Rajath Bhavan in the college. The central library is a treasure house of books, manuscripts, theses, journals and bulletins which shares a wealth of knowledge with its users. Remote access to e-resources is another characteristic of the library. The college is also equipped with three offices, air conditioned seminar hall, counselling room, office for physical instructor and a room for external faculty. Provision for an elevator facilitates the easy movement of the staff and students, especially in case of emergency. There is a provision of clean drinking water (aqua-guards and cooler) The shared facilities of the campus include six conference/ seminar halls among which four are air-conditioned. Father Muller Medical College Hospital, the parent hospital of the college is a NABH and NABL accredited multi-specialty hospital with 1250 beds which use the latest technologies in the diagnosis and treatment of patients. For the recreation and physical requirements, there are four halls, Gymnasium, Father Muller Indoor Stadium**,** Badminton Coaching Centre, Basket Ball Court and Play Ground.

Student Support and Progression

Father Muller College of Nursing offers graduate and postgraduate programmes in nursing for students of various socio-economic backgrounds. For the last year,108 students were admitted under general category, and 18 from reserved categories. About 13 students were benefitted by various scholarships for their studies in the last year. The college conducted many sessions on soft skills, communication, yoga, human values, personality and professional development for enhancing their capabilities. The career guidance cell of the college arrange sessions for students, especially outgoing batches in collaboration with external agencies. The student counselling committee of the college provides guidance for students who require counselling and direct them to qualified counsellors. The Women cell (previously known as Anti-sexual Harassment Committee) deals with the incidents of sexual harassment. The grievance redressal committee addresses the grievances of students and staff as per the guidelines. The main competitive exams in which students participate are OET, IELTS and NCLEX- RN. Majority of the outgoing students are placed in FMMCH. Many alumni of the college have progressed to the higher education i.e. M Sc Nursing, M Phil in Nursing, Ph D in Nursing or higher educational programmes in specific fields of Nursing. The college has a student council, Student Nurses Association (SNA), previously known as Student Nursing Council. The SNA carries out educational, cultural and social activities which enhance their all round development of personality. 'Muller Spring' is an annual college magazine through which the students get an opportunity to showcase their talents in art and literature. The institution organizes various cultural and sports programmes/ competitions for the students. The students of college have won many prizes in the cultural and sports activities conducted in regional and state levels. The Alumni Association of the college, initiated in the year 1997, supports various aspects of the college like organizing conferences/workshops/seminars, scholarships for the students with low income, aid for the flood victims, sponsorship of prizes for students securing highest marks, gifts to college etc. The Association releases

a magazine 'Nightingale Bulletin' annually

Governance, Leadership and Management

The college has a rich tradition of visionary and transformational leadership which has driven the institution towards the phenomenal growth and development that it experiences today. Such leadership has facilitated in sustaining and reflecting the vision and mission of the college through every activity of college. The strategic plan of the college is effectively deployed by active involvement of management, IQAC and various other committees of the college. The e-goverance has been implemented in some areas of academic planning, administration, finance and accounts, student admission and support, and examination. The institution has a Staff Welfare Committee which plans staff picnics, celebrates festivals like Onam and Christmas, and conducts birthday celebrations and farewell functions. The committee also takes initiative in providing support to the necessary staff at times of need. The institution has various welfare measures like Provident fund, Gratuity Benefits, Medical Benefits, Maternity Benefits, Leave for higher studies, staff quarters and Special casual leave for attending conferences and doing examination duties. The institution provides financial support to the faculty who attend the conferences/workshops if they present paper or poster. The institution has organized several professional development/ administrative training programme for the staff. The college has a performance appraisal system for teaching and non-teaching staff. The performance appraisal is a tool used for promotion of staff. Also it is an opportunity for the self introspection for the staff. The institution mobilizes its funds effectively for students' curricular and co -curricular activities, staff developmental activities, learning resources and infrastructure augmentation. The financial audit of the institution is conducted yearly. The college has an Internal Quality Assurance cell which adopts quality assurance initiatives like regular meetings, obtaining of feedback and organize workshop, seminar etc for the faculty and non-teaching staff every year.

Institutional Values and Best Practices

The college has conducted several programs related to gender sensitization and promotes the gender equity. There are separate common rooms for males and females. For promoting the gender equity, and ensuring the safety and security of students various measures are used. The security personnel is available round the clock in various parts of the campus. Electronic surveillance is done through CCTV cameras covering the strategic locations of the campus. Each floor of College of Nursing, corridor, office rooms and class rooms are under the surveillance of CC cameras. Timings for entry and exit into hostels are monitored by the respective floor wardens. Helpline numbers are displayed on the notice board which student can access during emergency. The students are counselled as per their need, especially if there are any incidents of harassment. The college uses solar energy as an alternative source of energy. To reduce the power requirements, LED bulbs are used. The institution has facilities for management of degradable and non-degradable wastes like solid, liquid, biomedical, and e-waste. The waste water is recycled for flushing the toilets and watering the plants. For the water conservation, rain water harvesting and waste water recycling are used in the campus. The green campus initiatives of the institution include planting the trees during Vanamahotsava celebration every year and encouraging reduction of plastic use in the campus. The college campus is disabled-friendly with ramps, lifts, disabled friendly washrooms, display boards and signposts. The institution has taken several initiatives in providing an inclusive environment, especially by the community services provided by the college irrespective of linguistic, cultural, regional and socio-economic diversities. The institution has clearly stated the code of conduct in the Academic Calendar for students whereas for staff its given in the Book of Rules and regulations. If the there is a violation of the code of conduct, it will be considered seriously. There is a disciplinary committee in SNA to monitor the SNA activities. The college has organized several ethics and value related

programmes to sensitize the staff and students

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	FATHER MULLER COLLEGE OF NURSING
Address	Father Muller College of Nursing kankanady
City	Mangalore
State	Karnataka
Pin	575002
Website	www.fathermuller.edu.in/nursing-college/index.php

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Sr Jacintha DSouza	0824-2238320	9482168790	0824-2438906	fathermullercon@rediffmail.com
IQAC / CIQA coordinator	Agnes E J	0824-2238324	8050157831	-	agnesej2011@fathermuller.in

Status of the Institution	
Institution Status	Self Financing
Institution Fund Source	Society

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	Yes minority certificate FMCI_.pdf
If Yes, Specify minority status	
Religious	yes
Linguistic	
Any Other	

Establishment Details	
Date of establishment of the college	02-11-1987

University to which the college is affiliated/ or which governs the college (if it is a constituent college)

State	University name	Document
Karnataka	Rajiv Gandhi University of Health Sciences	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC		
12B of UGC		

Details of recognition / approval by statutory / regulatory bodies other than UGC (MCI, DCI, PCI, INC, RCI, AYUSH, AICTE etc.)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
INC	View Document	13-08-2019	12	Renewal of the recognition takes place before every academic year

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the college recognized for its outstanding performance by national or international agencies such as DSIR, DBT, ICMR, UGC-SAP, AYUSH, WHO, UNESCO etc.?	No

Location and Area of Campus				
Campus Type	**Address**	**Location***	**Campus Area in Acres**	**Built up Area in sq.mts.**
Main campus area	Father Muller College of Nursing kankanady	Urban	5	5554.92

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BSc Nursing,B Sc Nursing	48	PUC	English	100	100
UG	BSc Nursing,P B B Sc Nursing	24	GNM	English	60	29
PG	MSc Nursing,M Sc Nursing	24	B Sc Nursing or P B B Sc Nursing	English	8	0
PG	MSc Nursing,M Sc Nursing	24	B Sc Nursing or P B B Sc Nursing	English	8	0
PG	MSc Nursing,M Sc Nursing	24	B Sc Nursing or P B Sc Nursing B Sc	English	8	0
PG	MSc Nursing,M Sc Nursing	24	B Sc Nursing or P B B Sc Nursing	English	8	3
PG	MSc Nursing,M Sc Nursing	24	B Sc Nuring or P B B Sc Nursing	English	8	2

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0				0				0
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit				0				0				0
Sanctioned by the Management/Society or Other Authorized Bodies				6				11				18
Recruited	0	5	0	5	0	8	0	8	3	9	0	12
Yet to Recruit				1				3				6
	Lecturer				**Tutor / Clinical Instructor**				**Senior Resident**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0				0				0
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit				0				0				0
Sanctioned by the Management/Society or Other Authorized Bodies				30				24				0
Recruited	2	23	0	25	0	7	0	7	0	0	0	0
Yet to Recruit				5				17				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				23
Recruited	4	19	0	23
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				1
Recruited	0	1	0	1
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	2	0	0	0	0	0	0	0	2
M.Phil.	0	1	0	0	0	0	0	0	0	1
PG	0	2	0	0	8	0	3	9	0	22

Highest Qualification	**Lecturer**			**Tutor / Clinical Instructor**			**Senior Resident**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	2	23	0	0	1	0	0	0	0	26

Temporary Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	3	0	2	0	0	2	10	0	17
Ph.D.	0	1	0	1	0	0	1	1	0	4
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	2	0	0	8	0	10

Highest Qualification	**Lecturer**			**Tutor / Clinical Instructor**			**Senior Resident**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	1	0	0	0	0	1
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	4	8	0	0	0	0	0	0	0	12

Part Time Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Highest Qualification	**Lecturer**			**Tutor / Clinical Instructor**			**Senior Resident**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	0	0	0	0
Number of Emeritus Professor engaged with the college?	**Male**	**Female**	**Others**	**Total**
	0	0	0	0
Number of Adjunct Professor engaged with the college?	**Male**	**Female**	**Others**	**Total**
	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	10	4	0	0	14
	Female	150	278	3	0	431
	Others	0	0	0	0	0
PG	Male	0	0	0	0	0
	Female	4	5	0	0	9
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Programme		**Year 1**	**Year 2**	**Year 3**	**Year 4**
SC	Male	0	1	0	1
	Female	0	0	4	1
	Others	0	0	0	0
ST	Male	0	0	0	1
	Female	15	0	5	4
	Others	0	0	0	0
OBC	Male	0	0	1	2
	Female	48	34	48	43
	Others	0	0	0	0
General	Male	1	0	6	2
	Female	96	91	67	69
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		160	126	131	123

General Facilities	
Campus Type: Father Muller College of Nursing kankanady	
Facility	**Status**
• Auditorium/seminar complex with infrastructural facilities	**Yes**
• **Sports facilities**	
* Outdoor	**Yes**
* Indoor	**Yes**
• Residential facilities for faculty and non-teaching staff	**Yes**
• Cafeteria	**Yes**
• **Health Centre**	
* First aid facility	**Yes**
* Outpatient facility	**Yes**
* Inpatient facility	**Yes**
* Ambulance facility	**Yes**
* Emergency care facility	**Yes**
• **Health centre staff**	
* Qualified Doctor (Full time)	**300**
* Qualified Doctor (Part time)	**0**
* Qualified Nurse (Full time)	**850**
* Qualified Nurse (Part time)	**0**
• Facilities like banking, post office, book shops, etc.	**Yes**
• Transport facilities to cater to the needs of the students and staff	**Yes**
• Facilities for persons with disabilities	**Yes**
• Animal house	**No**
• Power house	**No**
• Fire safety measures	**Yes**
• Waste management facility, particularly bio-hazardous waste	**Yes**
• Potable water and water treatment	**Yes**
• Renewable / Alternative sources of energy	**Yes**

• Any other facility	**NA**

Hostel Details		
Hostel Type	**No Of Hostels**	**No Of Inmates**
* Boys' hostel	2	13
* Girls's hostel	1	350
* Overseas students hostel	0	0
* Hostel for interns	0	0
* PG Hostel	1	6

3. Extended Profile

3.1 Students

Number of students year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
454	459	483	512	503

File Description	Document
Institutional data in prescribed format(Data templ	View Document

Number of outgoing / final year students year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
126	158	156	153	175

File Description	Document
Institutional data in prescribed format(Data templ	View Document

Number of first year Students admitted year-wise in last five years.

2018-19	2017-18	2016-17	2015-16	2014-15
126	133	130	162	157

File Description	Document
Institutional data in prescribed format(Data templ	View Document

3.2 Teachers

Number of full time teachers year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
57	56	62	57	67

File Description	Document
Institutional data in prescribed format(Data templ	View Document

Number of sanctioned posts year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
89	89	117	117	117

File Description	Document
Institutional data in prescribed format(Data templ	[View Document](#)

3.3 Institution

Total Expenditure excluding salary year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
247.65	343.78	286.77	304.58	324.86

File Description	Document
Institutional data in prescribed format(Data templ	[View Document](#)

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum planning, delivery and evaluation through a well defined process as prescribed by the respective regulatory councils and the affiliating University.

Response:

The curriculum prescribed by the Indian Nursing Council and Rajiv Gandhi University of Health Sciences, Bangalore is adopted by the college. Academic programmes offered by Father Muller College of Nursing are specifically designed and developed to fulfill the vision and mission of the institution and at the same time taking into account the changing needs of various stakeholders namely students, health care industry and the society and at the same time adhering to Regulatory requirements. The institution ensures effective curriculum delivery through a well-planned and documented process. The following are the various means through which it executes the curriculum:

1. **Internal Quality Assurance Cell (IQAC):** The overall quality enhancing body for the institution which deals with policymaking and monitoring the activities of various committees, departments and cells of the institution is IQAC.
2. **Curriculum Committee:** The Curriculum committee plans and decides curricular and co-curricular activities for a particular academic year during the meetings, and timely evaluates the programs and suggests recommendations to the IQAC who takes the final decision on the same.
3. **Academic Calendar**: A well planned academic calendar is prepared by the college which includes an academic schedule of both theory and practicals of all batches with a schedule of various curricular activities, exams, vacation, etc. The academic calendar is planned after considering the university calendar of the events.
4. **Well planned Master plan, course plan and unit plan**: Master plans are prepared by the class coordinators whereas course and unit plans are prepared at the departmental level and submitted to the curriculum committee. The students are provided with the course and unit plans.
5. **Staff & Class Coordinator's meetings:** The staff and Class coordinators meetings are held once in a month. The initial meeting with coordinators of respective batches will discuss their plans for the academic year and schedule both theory and practical so that there may not be any overlapping of students in clinical areas.
6. **ICT enabled classrooms**: I**nformation and Communication Technology (ICT)** is used to support, enhance, and optimize the delivery of information. All the classrooms are enabled with laptops and LCD with an internet connection.
7. **Formative assessment:** Formative assessments include various assessment strategies that teachers have planned all through the curriculum. It provides us the information needed on teaching and learning strategies,
8. **Enrichment of curriculum:** Need-based student enrichment programs such as add-on programs and value instilling programs, conferences, workshop, panel discussion, guest lectures, and seminars are conducted regularly
9. **Feedback:** There is an online feedback system for both students and faculty. Other manual feedback is collected from stakeholders such as employers, alumni, other professionals, and actions are taken

Before starting a new academic year, a preliminary meeting is held to assess the feasibility of the programme which is followed by planning the academic calendar. Various meetings are held periodically to ensure the effective implementation of the curriculum as per the regulatory instructions of RGUHS. At the end of every academic year, the evaluation of academic year programs is done to assess the achievement of outcome objectives.

File Description	Document
Any additional information	View Document
Link for Minutes of the meeting of the college curriculum committee	View Document
Link for any other relevant information	View Document

1.1.2 Percentage of fulltime teachers participating in BoS /Academic Council of Universities during the last five years. (Restrict data to BoS /Academic Council only)

Response: 5.06

1.1.2.1 Number of teachers of the Institution participating in BoS/Academic Council of universities year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
3	3	4	3	2

File Description	Document
Provide scanned copy of nomination letter such BoS and Academic Council From University/ Autonomous college	View Document
Institutional data in prescribed format	View Document
Link for details of participation of teachers in various bodies	View Document

1.2 Academic Flexibility

1.2.1 Percentage of inter-disciplinary / inter-departmental courses /training across all the Programmes offered by the College during the last five years

Response: 45.45

1.2.1.1 Number of inter-disciplinary /inter-departmental courses /training offered during the last five

years

Response: 125

1.2.1.2 Number of courses offered by the institution across all programs during the last five years

Response: 275

File Description	Document
Minutes of relevant Academic Council/BoS meetings	[View Document](#)
List of Interdisciplinary /interdepartmental courses /training across all the the programmes offered by the University during the last 5 years	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Link for Additional Information	[View Document](#)

1.2.2 Average percentage of students enrolled in subject-related Certificate/ Diploma / Add-on courses as against the total number of students during the last five years

Response: 72.65

1.2.2.1 Number of students enrolled in subject related Certificate or Diploma or Add-on programs year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
446	393	397	297	197

File Description	Document
Institutional data in prescribed format	[View Document](#)
Details of the students enrolled in subject-related Certificate/Diploma/Add-on courses	[View Document](#)
Link for additional information	[View Document](#)

1.3 Curriculum Enrichment

1.3.1 The Institution integrates cross-cutting issues relevant to gender, environment and sustainability, human values, health determinants, Right to Health and emerging demographic issues

and Professional Ethics into the Curriculum as prescribed by the University / respective regulative councils

Response:

The Curriculum offered in Father Muller College of Nursing has incorporated the cross-cutting issues relevant to Gender, Environment and Sustainability, Human Values, Health determinants, Right to health, emerging demographic issues and Professional Ethics along with the prescribed curriculum by the apex bodies.

Gender: From the most fundamental concept of Gender to the issues of physical and mental health of women as a vulnerable population is been taught in various courses. Additional to that there are programs such as seminars, workshops and conferences organized on women's' health. Students take an active role in organizing awareness programs in the community on women empowerment, women and child abuse, etc.

Environment and Sustainability: The multi-dimensions of environment and sustainability as a cross-cutting issue is carefully placed in the curriculum. Keeping in view the importance and need of environmental conservation and protection, various initiatives have been taken up by the college to sensitize students on these aspects by celebrating 'Vanamahotsava day' promoting 'Go Green' initiatives, 'Reduction of plastic use' and 'Utilization of solar energy' within the campus. Students have organized various awareness programs on environmental sanitation, water conservation methods, pollution prevention and world water and forest day in the community. An Add on course on Environmental Science will be starting from the next academic year for which the syllabus is already approved by the IQAC of college. Students also take part in various programs on these aspects organized by NSS and Youth Red-cross Cell of the college.

Human Values: Father Muller College of Nursing gives a lot of importance to impart education on human values and social commitment. A variety of programs on human values, social responsibilities, youth education, prolife, yoga and nutrition are organized by various departments of the college. Here it is perceived as a tool, a methodology, a help, in short, a way of life, to come face to face with the values and encounter values of the world around. Several programs on personality development, self-esteem and self-empowerment have been organized every year for the students to develop a positive personality in them with a good value system who can accept and adapt to people with value system as well.

Health determinants, Right to health and emerging demographic issues: The syllabus of UG and PG covers the majority of the aspects of health determinants, rights of patients and citizens and emerging demographic issues. Additional to that students organize community/hospital awareness programs to educate people about the right to health, health determinants and emerging demographic issues.

Professional ethics: As health care team members nurses need a strong base of professional ethics, and thus we focus on training our students about ethics and professional ethics. This topic has been a part of our curriculum and other than the classes as per syllabus, students have attended workshops/seminars on professional ethics.

Thus Father Muller College of Nursing strives to integrate various cross-cutting issues of societal importance into the curriculum of nursing to equip them with more humane and societal values.

File Description	Document
Link for list of courses with their descriptions	[View Document](#)
Link for any other relevant information	[View Document](#)

1.3.2 Number of value-added courses offered during the last five years that impart transferable and life skills.

Response: 7

1.3.2.1 Number of value-added courses offered during the last five years that impart transferable and life skills.

Response: 7

File Description	Document
List of-value added courses	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Brochure or any other document related to value-added course/s	[View Document](#)
Links for additional information	[View Document](#)

1.3.3 Average percentage of students enrolled in the value-added courses during the last five years

Response: 21.14

1.3.3.1 Number of students enrolled in value-added courses offered year-wise during the last five years that impart transferable and life skills

2018-19	2017-18	2016-17	2015-16	2014-15
206	96	98	97	91

File Description	Document
Institutional data in prescribed format	[View Document](#)
Attendance copy of the students enrolled for the course	[View Document](#)
Link for additional information	[View Document](#)

1.3.4 Percentage of students undertaking field visits/Clinical / industry internships/research

projects/industry visits/community postings (data for the preceding academic year)

Response: 72.69

1.3.4.1 Number of students undertaking field visits, clinical, industry internships,research projects,industry visits,community postings

Response: 330

File Description	Document
Scanned copy of filed visit report with list of students duly attested by the Head of the institution to be provided	[View Document](#)
Institutional data in prescribed fomat	[View Document](#)
Community posting certificate should be duly certified by the Head of the institution	[View Document](#)
Links to scanned copy of completion certificate of field visits/Clinical / industry internships/research projects/industry visits/community postings from the organization where internship was completed	[View Document](#)
Link for additional information	[View Document](#)

1.4 Feedback System

1.4.1 Mechanism is in place to obtain structured feedback on curricula/syllabi from various stakeholders.Structured feedback received from:

1. **Students**
2. **Teachers**
3. **Employers**
4. **Alumni**
5. **Professionals**

E. Any 1 of the above

D. Any 2 of the above

C. Any 3 of the above

B. Any 4 of the above

Response: A. All of the above

File Description	Document
Stakeholder feedback reports as stated in the minutes of meetings of the College Council /IQAC/ Curriculum Committee	View Document
Sample filled in Structured Feedback to be provided by the institution for each category claimed in SSR	View Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

1.4.2 Feedback on curricula and syllabi obtained from stakeholders is processed in terms of:
E. Feedback not collected

D. Feedback collected

C. Feedback collected and analysed

B. Feedback collected, analysed and action has been taken

Response: A. Feedback collected, analysed and action taken on feedback besides such documents made available on the institutional website

File Description	Document
Stakeholder feedback report	View Document
Institutional data in prescribed format	View Document
Action taken report of the Institution on feedback report as minuted by the Governing Council, Syndicate, Board of Management	View Document
Link for additional information	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Due consideration is given to equity and inclusiveness by providing reservation of seats to all categories during the admission process. Average percentage of seats filled against seats reserved for various categories as per applicable reservation policy during the last five years

Response: 100

2.1.1.1 Number of students admitted from the reserved categories as per GOI or State Government norms year-wise during last five years

2018-19	2017-18	2016-17	2015-16	2014-15
18	21	21	20	17

2.1.1.2 Number of seats earmarked for reserved categories as per GOI or State Govt. norms year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
18	21	21	20	17

File Description	Document
Institutional data in prescribed forma	[View Document]()
Final admission list published by the HEI	[View Document]()
Copy of letter issued by state govt. or and Central Government (which-ever applicable) Indicating the reserved categories to be considered as per the GO rule (translated in English)	[View Document]()
Any additional information	[View Document]()
Annual Report/ BOM report/ Admission report duly certified by the Head of the Institution.	[View Document]()
Link for Any other relevant informatio	[View Document]()

2.1.2 Average percentage of seats filled in for the various programmes as against the approved intake

Response: 70.8

2.1.2.1 Number of seats filled-in for various programmes offered by the College as against the approved intake during the last five years:

2018-19	2017-18	2016-17	2015-16	2014-15
126	133	130	162	157

2.1.2.2 Number of approved seats for the same programme in that year

2018-19	2017-18	2016-17	2015-16	2014-15
200	200	200	200	200

File Description	Document
The details certified by the Head of the Institution clearly mentioning the programs that are not covered under CET and the number of applications received for the same	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2.1.3 Average percentage of Students admitted demonstrates a national spread and includes students from other states

Response: 66.03

2.1.3.1 Number of students admitted from other states year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
76	73	95	107	119

File Description	Document
List of students enrolled from other states year-wise during the last 5 years	View Document
Institutional data in prescribed format	View Document
E-copies of admission letters of the students enrolled from other states	View Document
Copy of the domicile certificate as part of the from other states and countries and/or Previous degree/Matriculation / HSC certificate from other state or country	View Document

2.2 Catering to Student Diversity

2.2.1 The Institution assesses the learning levels of the students, after admission and organises special Programmes for advanced learners and low performers The Institution:

1. Follows measurable criteria to identify low performers
2. Follows measurable criteria to identify advanced learners
3. Organizes special programmes for low performers
4. Follows protocol to measure student achievement

E. None of the above

D. Any one of the above

C. Any two of the above

B. Any three of the above

Response: A. All of the above

File Description	Document
Institutional data in prescribed format	View Document
Criteria to identify slow performers and advanced learners and assessment methodology	View Document
Consolidated report of special programs for advanced learners and slow learners duly attested by the Head of the Institution	View Document
Any other information	View Document

08-11-2019 02:51:10

2.2.2 Student - Full- time teacher ratio (data of preceding academic year)

Response: 7.96

File Description	Document
List of students enrolled in the preceding academic year	[View Document](#)
List of full time teachers in the preceding academic year in the University	[View Document](#)
Institutional data in prescribed format (data Templates)	[View Document](#)

2.2.3 Institution facilitates building and sustenance of innate talent /aptitude of individual students (extramural activities/beyond the classroom activities such as student clubs, cultural societies, etc)

Response:

Father Muller College of Nursing has ensured a teaching-learning environment that is evolved in such a way, that creates positive energy to the teachers as well as students for attaining the intended learning outcomes such as academic excellence, critical thinking, social concern, environmental consciousness, etc. The college desires that on completion of the programmes, the graduates should have intellectual curiosity, creative and independent thinking, interpersonal qualities and commitment to sustainable practices towards patient care, professional and personal growth.

The institution facilitates building and sustenance of innate talents and aptitudes of individual students through the following ways:

Student Nurses Association: This is a formal body with student representatives from all the batches that plan and implements various extracurricular activities in the college under the guidance of respective in-charge faculty. They actively participate in organizing various activities such as a weeklong cultural fest and annual sports meet. Also, students participate in sports and cultural competitions at the regional, zonal, university and state level.

Muller spring: Muller spring, the annual magazine of the college allows the students to showcase their talents and creativity by drawing, writing stories, poems, scientific articles, etc.

Teaching-Learning Activities: The faculty plan the teaching-learning activities in such a way that the talents of students are showcased and increase the level of self-confidence in them

College Band: The college band is another opportunity given to the students to showcases their talents. Students get the training from the experts and are playing the band during various formal programs in the institution such as Independence Day, Institutions day, Graduation day, etc.

Observance of world health days and health camps: Students take part in organizing various health days, community survey, distribution of polio drops, and filarial medication distribution to in-patients of

the hospital, school children and various community settings, which instills the social commitments in them

Visits to the health care settings: The students are given the opportunity to expose themselves to different health care settings by organizing visits to other hospitals in India. A national administrative visit for students helps the students to sharpen their administrative abilities.

Spirituality: Students are continuously motivated in spiritual life by holding various activities in the campus like Annual retreat for catholic students, Jesus Youth prayer group, etc. Divine Horizon, spiritual activity group of the campus organize prayer meetings every month so that the motto of the institution 'Heal and Comfort' is nurtured.

In addition to academics, to be a socially responsible citizen, the college encourages the students to participate in NSS and Youth Red Cross activities with equal enthusiasm to develop their overall personality. Apart from this, they provide awareness programmes in the form of talk, skit and discussion over the TV and radio channels to the public.

File Description	Document
Link for Appropriate documentary evidence	[View Document](#)
Link for any other relevant information	[View Document](#)

2.3 Teaching- Learning Process

2.3.1 Student-centric methods are used for enhancing learning experiences by:

- **Experiential learning**
- **Integrated/interdisciplinary learning**
- **Participatory learning**
- **Problem solving methodologies**
- **Self-directed learning**
- **Patient-centric and Evidence-Based Learning**
- **Learning in the Humanities**
- **Project-based learning**
- **Role play**

Response:

As an affiliated college under the Rajiv Gandhi University of Health Sciences (RGUHS), the role of the college in the design of the curriculum is limited. However, the college takes all measures in transferring the conventional classroom teaching-learning to active participation and involvement in the classrooms. The faculty provides a platform for students to explore independently, learn through self-study and from their peers. They also guide them to develop effective and lifelong skills.

The following teaching and learning methodologies are used to motivate students for a better

understanding of the subject and developing a positive attitude towards the subject.

Participatory learning:

- The faculty takes up various methods like brainstorming, jigsaw technique, quiz, debate, group discussions, think-pair-share, role play, monsoon games, model making, symposium and presentations in the classroom setting which help to promote participatory learning.
- Industrial visits and field visits are organized to provide students an opportunity to learn things practically in a real-time functional environment through the interactions and witnessing the working methods.
- Preparation and presentation of a therapeutic diet for various disease conditions in groups are arranged to give hands-on experience to the students.
- Classrooms and clinical teachings: Post-graduates participate and take a few classes to undergraduates on evidenced-based topics.
- Home visits are done at the adopted community center area and organize health education, street play, puppet show, etc, based on community needs to create awareness among the public

Patient-centric methods like case analysis, case study presentation, drug study presentation, assessments in the clinical setting, mental status examination, process recording, nursing rounds, case-based learning, clinical teaching, care plans, individual health education and counseling are used to enhance their personal, social and professional knowledge, comprehension and application skills.

Problem-solving and **Collaborative methodologies are** implemented for research and survey projects by forming student teams working jointly to complete a given task/project.

Self-directed learning: The college has a state of art Central Library well equipped with books & e-books, technical magazines, journals & e-journals which serves as a knowledge resource. Students utilize these resources within and beyond their working hours. The campus is enabled with Wi-Fi facility, which allows students to access resources, to up-to-date with recent advancements in the respective field.

Evidence-based learning: There are various short term research projects undertaken by the students under the guidance of faculty in their respective areas of expertise. The outcome of the research findings is also implemented in clinical settings such as birthing ball, pain management during the first stage of labor, etc.

File Description	Document
Link for learning environment facilities with geotagging	[View Document](#)
Link for any other relevant information	[View Document](#)

2.3.2 Institution facilitates the use of Clinical Skills Laboratory / Simulation Based Learning The Institution:

1. **Has Basic Clinical Skills / Simulation Training Models and Trainers for skills in the relevant disciplines.**

2. **Has advanced simulators for simulation-based training**

3. **Has structured programs for training and assessment of students in Clinical Skills Lab / Simulation based learning.**

4. **Conducts training programs for the faculty in the use of clinical skills lab and simulation methods of teaching-learning**

E. None of the above

D. Any one of the above

C. Any two of the above

B. Any three of the above

Response: A. All of the above

File Description	Document
Proof of patient simulators for simulation-based training	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Link for additional information	[View Document](#)

2.3.3 Teachers use ICT-enabled tools for effective teaching and learning process, including online e-resources

Response:

ICTs are transformational tools which when used appropriately can promote the shift to a learner-centered environment. The use of ICT in the classroom teaching-learning provide opportunities for teachers and students to operate, store and retrieve information, encourage independent and active learning and self-responsibility for learning. It enables the teachers to plan and prepare lessons and design materials such as course content delivery, sharing of resources, expertise and advice. These tools have the capability not only of engaging students in instructional activities to increase their learning, but also of helping them to solve complex problems to enhance their cognitive skills

The steps taken to use ICT are:

- The classrooms with podiums equipped with laptops, LCD Projector, overhead projector, flannel board facilities to support the teaching-learning process. This, therefore, made it easy for them to integrate the use of ICT for the teaching-learning process.
- The teaching staff have ICT knowledge and can integrate it into teaching-learning. they also encourage their students to use ICT for learning for that they become proficient in it and able to widen their knowledge
- Free Wi-Fi facility is introduced in the campus which can be accessed with user name and

password.

- Every classroom has an internet facility and teachers can directly use the same for an effective lecture.
- The College is attached to the central library which provides remote access to e-resources. The collection of information resources in print, non-print, electronic, online also provides access to national and international databases. HELINET is adopted by RGUHS. This has been linked to Fr Muller Central Library since 2003. The gateways covered in HELINET are Science Direct, Proquest, Wiley Online, J-gate Plus. The students can access these online sources for references. Students and faculty use different ICTs like audio/video materials, printed materials and computers for presentation and demonstration.
- Management Information System (MIS) of the college provides capabilities for building student schedules, tracking student attendance, displaying results of student tests, preparing transcript and managing many other student-related data needs in the college. Students have an option to give feedback on curriculum, course, program, clinical posting, etc on which necessary actions will be taken by the curriculum committee. Faculty also can give their feedback on curriculum and other factors related to the institution through MIS and their online performance appraisal form is also uploaded through MIS.
- In-house training programmes have been organized for the faculty and post-graduate students to understand the utilization of remote access to e-resources.
- Teachers use ICT tools in Simulation-based learning to create real patient scenario/ environment. This will enhance the learner's motivation and engagement by facilitating the acquisition of basic skills

File Description	Document
File for list of teachers using ICT-enabled tools (including LMS)	[View Document](#)
Link for webpage describing the "LMS/ Academic Management System"	[View Document](#)

2.3.4 Student :Mentor Ratio (preceding academic year)

Response: 11.95

2.3.4.1 Total number of mentors in the preceding academic year

Response: 38

File Description	Document
Log Book of mentor	View Document
Institutional data in prescribed format	View Document
Copy of circular pertaining the details of mentor and their allotted mentees	View Document
Approved Mentor list as announced by the HEI Allotment order of mentor to mentee	View Document
Link for any other information	View Document

2.3.5 The teaching learning process of the institution nurtures creativity, analytical skills and innovation among students

Response:

The teacher uses multi-media to modify the contents of the course material. Apart from regular lectures through chalk-and- talk following innovative teaching approaches is being practiced in various departments.

Classrooms: Liquid Crystal Display (LCD) projectors, Flannel board, Chart, model, overhead projectors are used to deliver interactive lectures and demonstrations of animations/PPT/lecture content during lectures. Classrooms are utilized for interactive teaching-learning activities wherein teachers provide students with thought-provoking and problem-solving sessions. Teachers help students to bring out their creative and analytical skills by giving various innovative projects, research-related presentations, seminars, symposiums and panel discussions.

Simulation-based education: Teachers are trained to use the simulators for teachings in the sophisticated simulation lab available in the campus. Students are exposed to simulation teaching throughout the year to get skill before they practice over the human being. Teachers make creative scenarios to check on the analytical capacity of the students and to find their problem-solving abilities. The feedbacks are taken from the students after learning each skill and the teachers provide them with suggestions for improving their skills.

Laboratory settings: Each department is equipped with necessary equipment such as mannequins and dummies. All the basic skills are practiced in labs before going to the clinical area. Students utilize the Anatomy laboratory of the medical college for learning different human body parts.

Objective Structured Practical Examination (OSPE) is used for the students during the model practical examination as a method of evaluation. The first-year postgraduate students along with the faculty conduct the OSPE for undergraduate students and the knowledge and skills for various procedures are assessed critically and remarks and evaluation is communicated to the students and respective teaching faculty to improve the skills. It gives hands-on experience for postgraduate students to conduct the OSPE and gives the undergraduate students a proper evaluation to improve their skills.

Journal club is conducted by faculty and postgraduate students and gives them a forum to discuss the

recent updates in various teaching-learning methodologies, patient care and research.

Case-based learning and Inquiry-based learning are carried out in the clinical setting which helps the students to have more analytical experiences.

- Students also organize and participate in symposium, Panel discussion, Inter-collegiate events, which help to bring out the potential of the students**.**
- Postgraduate students plan and organize in-service education to staff nurses as a part of their curriculum. This method of learning enhances their in-depth knowledge, skill, cooperation between the group members.
- Students' creativity skills are nurtured through the preparation of models, charts, concept maps and collage. Nutrition day is organized yearly where the diet is prepared for various conditions by the students and display of the same are arranged to give hands-on experience.

File Description	Document
Link for appropriate documentary evidence	View Document

2.4 Teacher Profile and Quality

2.4.1 Average percentage of fulltime teachers against sanctioned posts during the last five years

Response: 57.19

File Description	Document
Sanction letters indicating number of posts (including Management sanctioned posts) by competent authority (in English/translated in English)	View Document
Institutional data in prescribed format	View Document

2.4.2 Average percentage of fulltime teachers with Ph.D./D.Sc./ D.Lit./DM/M Ch/DNB in super specialities /other PG degrees (like MD/ MS/ MDS etc.,) in Health Sciences (like MD/ MS/ MDS etc.,) for recognition as Ph.D guides as per the eligibility criteria stipulated by the Regulatory Councils /Affiliating Universities.

Response: 2.7

2.4.2.1 Number of fulltime teachers with Ph.D/D.Sc./D.Lit./DM/M Ch/DNB in super specialities / other PG degrees (like MD/ MS/ MDS etc.,) in Health Sciences for recognition as Ph.D guides as per the eligibility criteria stipulated by the Regulatory Councils. Last five years data to be entered.

2018-19	2017-18	2016-17	2015-16	2014-15
2	1	2	2	1

File Description	Document
Institutional data in prescribed format	View Document
Copies of Guideship letters or authorization of research guide provide by the the university	View Document
Any additional information	View Document

2.4.3 Average teaching experience of fulltime teachers in number of years (preceding academic year)

Response: 7.12

2.4.3.1 Total teaching experience of fulltime teachers in number of years (cumulative experience)

Response: 406

File Description	Document
Institutional data in prescribed format	View Document
Consolidated Experience certificate duly certified by the Head of the insitution	View Document

2.4.4 Average percentage of teachers trained for development and delivery of e-content / e-courses during the last 5 years

Response: 0

2.4.4.1 Number of teachers trained for development and delivery of e-contents / e-courses year-wise during the last five years.

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document
Web-link to the contents delivered by the faculty hosted in the HEI's website	View Document

2.4.5 Average Percentage of fulltime teachers who received awards and recognitions for excellence in teaching, student mentoring, scholarships, professional achievements and academic leadership at State, National, International levels from Government / Government-recognized agencies / registered professional associations / academies during the last five years

Response: 4.61

2.4.5.1 Number of fulltime teachers who received awards and recognitions for excellence in teaching and student mentoring, scholarships, professional achievements and academic leadership at State, National, International levels from Government / Government-recognized agencies / registered professional associations */ academies* during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	2	11	1	0

File Description	Document
Institutional data in prescribed format	[View Document](#)
e-Copies of award letters (scanned or soft copy) for achievements	[View Document](#)
Any additional information	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1 The Institution adheres to the academic calendar for the conduct of Continuous Internal Evaluation and ensures that it is robust and transparent

Response:

The Principal and Vice-Principal of the college of nursing holds the meeting with the class coordinators and discuss regarding academic activities, master rotation, clinical rotation, classwork schedule, internal & external examination schedule, holidays and other co-curricular activities of the year well in advance before the commencement of the academic year. Later tentative outline of the academic calendar is prepared by the class coordinators and the approval of the academic calendar is done at the HOD and staff meetings in the presence of Principal. The academic calendar is distributed to the students and faculty.

Formative evaluation is carried out both in theory and practical based on predetermined criteria (blueprint) formed by departments (sub coordinators). The notice regarding the sessional examinations will be displayed on the student notice board. These examinations are carried out as per the master rotation plan. In exceptional conditions, if not possible to conduct as per the mentioned dates the flexibility is given to the class coordinators to reschedule the sessional after the approval from Principal of the College of Nursing. Sessional examination marks will be displayed on the student notice board after the countersign from the students.

The sessional and model examinations are conducted in a well-organized manner. Three sets of question papers are prepared and handed over to the HOD, by subject coordinators, out of which one is selected by HOD and given on the day of examination on the respective faculty who is conducting the examination. Feedback on the conduct of examination is also collected from the students. The results are communicated to the students within fifteen days of completing the exam and a retest is organized for those who want to improve their marks. The results of each sessional/ model examination are communicated to parents through progress report which is sent by post and those who are performing low in consecutive two examinations, their parents are called to college to discuss with the teachers and principal regarding attendance/ marks issues. Feedback from the guests/ visitors/ external examiners is obtained whenever possible. PTS meetings are conducted once in a year and communicate students' performance to their parents.

Other than sessional examinations there are other ways of evaluation such as unit tests, assignments, projects, etc on which the students are evaluated. To assure transparency, at the end of the academic year the students are allowed to check their marks allotted to them in their internal assessment, followed by the signature of the student. The HOD of the respective departments and Principal of the college of nursing also approves.

Summative evaluation is carried out based on the Rajiv Gandhi University of Health Sciences guidelines and the results will be announced by the University on the website and officially communicated to the College by the university. University follows sophisticated conduct of examinations by live streaming of theory examination centers, online downloading of question papers and invigilation diaries before 30 minutes of examinations, digital evaluation system and marks entry for practical examinations.

File Description	Document
Link for any other relevant information	View Document
Link for dates of conduct of internal assessment examinations	View Document
Link for academic calendar	View Document

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

Response:

Internal Examination

- At the beginning of the academic year the class coordinators orient students about the mechanism of handling the grievances.
- The feedback related to the conduct of exam is taken by subject coordinators from students
- The internal examination (sessional and model examination both theory and practical) related grievances are handled by the subject coordinator and respective department heads. The formative examination results are displayed on the student notice board. The student is free to contact the class coordinator, mentor or Principal to make it time-bound & transparent. After each internal

assessment, answer scripts are shown to all students. Student approaches subject coordinator for the clarifications related to sessional test marks, model exam marks or any other if they have any grievances. If the issue is not solved, the student approaches the class coordinator. The Issues will be sorted. If not, recommendations will be forwarded to the Head of the department and the opinion of the departmental faculty will be taken collectively.

* In case of dissatisfaction, the students may approach the Principal or put his/her grievance in the Grievance box. The grievance redressal committee addresses the grievances by sorting out the problems promptly and judiciously, and will assure that the grievance has been properly solved in a stipulated time limit provided by the committee. The report will be maintained by the committee.

* Open forum with students and faculty will be organized once a year. The students are free to discuss the issues regarding campus, hostel, academics and clinical postings by the students and the solutions will be done collectively to solve the issues.

University Examination

* Results are displayed on the website and the students can access it with their ID and password. Re-totaling and photocopying of answer sheets facilities are available. On the day of the examination, the question papers are checked by subject experts. If there are any corrections to be done, it will be informed to the university by the chief superintendent on the same day. If there are any major grievances regarding summative examination, the same will be sent to the university through the principal of the college.

File Description	Document
File for number of grievances regarding University examinations/Internal Evaluation	[View Document](#)
File for details of University examinations / Continuous Internal Evaluations (CIE) conducted during the last five years	[View Document](#)
File for any other relevant information	[View Document](#)

2.5.3 Reforms in the process and procedure in the conduct of evaluation/examination; including Continuous Internal Assessment to improve the examination system.

Response:

The examination system is carried out as per the norms and guidelines prescribed by the university (RGUHS). The following reforms have been made in the process and procedure of the conduct of exams from 2014-19

* Two sessional and one model examinations are conducted as per the blueprint prepared by the subject coordinators.

* Three sets of question papers are prepared and handed over to the HOD by subject coordinators out of which, one is selected by HOD and given to the college office for printing. On the day of the

examination, the sealed question papers are collected by the HOD, handed over to subject coordinators, and subject coordinators distribute the same to the students at the time of examination. This reform is made to maintain the confidentiality of the question paper)

- The card system is adopted to conduct the practical examination (viva) by different departments.
- The display of question paper is done by the overhead projector to reduce the paper use and cost of printing. The question paper is displayed for the students 15 minutes before the exams to copy the same.
- The classes remain suspended on all the days of internal examination
- The seating arrangement of the model examination is planned similar to university examination
- Display of internal assessment marks on notice board
- Introduction of answer booklets similar to that of university examination
- The internal assessment weightage for sessional and model examination is changed to 50% from 60%.
- After distributing the answer scripts, the retest is conducted within 10 days as per the guidelines
- The mark entry of internal examinations is started in MIS from 2016
- Feedback from students on the conduct of exams
- Formation of University Examination Reslus Review Committee to analyze the results and to take appropriate actions to improve the results

Processes integrating IT

- Online uploading of students internal marks and attendance to university (RGUHS)
- Online payment of the examination fees
- Access of hall ticket through online
- Online uploading of marks of the practical examination on the same day of examination

Competency-based assessment: Competency-based assessment is planned with a blueprint by the subject coordinator and the implementation of the same (as per the course) is done, and as per the weightage, scores are given in the internal assessment. Evaluation forms are used to assess the competency of the students in the clinical and theoretical aspects.

Workplace-based assessment – In the clinical areas the procedures and other assignments (as per the course) of the students are evaluated by faculty using evaluation forms

OSPE: OSPE is conducted as a part of the practical examination.

University reforms(RGUHS)

The university, RGUHS has automated the examination system from 2014.

- Question papers downloading in college 10-15 minutes before the examination through university link
- Online correction of answer scripts
- Centralized valuation in the colleges
- Multiple valuation system
- Publication of results on the university website and every student can log in, with their password and view the results
- Publication of list of awardees in the university website

File Description	Document
Link for any other relevant information	[View Document](#)
Link for Information on examination reforms	[View Document](#)

2.5.4 The Institution provides opportunities to students for midcourse improvement of performance through specific interventions Opportunities provided to students for midcourse improvement of performance through:

1. **Timely administration of CIE**
2. **On time assessment and feedback**
3. **Makeup assignments/tests**
4. **Remedial teaching/support**

E. None of the above

D. Any 1 of the above

C. Any 2 of the above

B. Any 3 of the above

Response: A. All of the above

File Description	Document
Policy document of the options claimed by the institution duly signed by the Head of the Institution	[View Document](#)
List of opportunities provided for the students for midcourse improvement of performance in the examinations	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)
Links for additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1 The Institution has stated the learning outcomes (generic and programme-specific) and graduate attributes as per the provisions of the Regulatory bodies and the University; which are communicated to the students and teachers through the website and other documents

Response:

Programme Outcomes (POs) and Course Outcomes (COs) of undergraduate and postgraduate students are outlined, scheduled and planned according to the syllabus provided by the RGUHS, based on Indian Nursing Council (INC) norms. The syllabus is available on the RGUHS website and the departments also keep a copy of the syllabus. A copy of the same is given to the students. At the beginning of the year, during the orientation, the programme and course outcomes are communicated to the students by the subject coordinators.

Course Outcome Assessment Methodology

The COs are framed by the subject coordinators as per university guidelines, using action verbs of learning levels (as per Bloom's Taxonomy). After the approval from HOD, COs will be communicated to the students during the orientation class. At the end of the academic year, feedback on COs is collected from students whereas the feedback on POs is collected at the end of a programme. COs & POs are displayed on the college website. Newly admitted students are informed about these concepts at orientation programs.

The college collects data on student learning outcome in different ways as follows:

- **Comprehensive student feedback** is collected at the end of every year. It covers Curriculum related feedback, CO and PO related feedback, faculty evaluation and feedback on other aspects
- **Verbal Feedback** is collected by the Principal directly from the students selected on a random basis.

The following criteria are also taken care of while assessing the achievement of learning outcomes:

- Performance of students in the sessional and model exam
- Performance of students in theory and practical assignments
- Performance in summative assessments (University Examination)
- Involvement and leadership in curricular and extracurricular activities
- Feedback from parents is also collected informally at PTA Meetings

File Description	Document
Link for relevant documents pertaining to learning outcomes and graduate attributes	View Document
Link for upload Course Outcomes for all courses (exemplars from Glossary)	View Document
Link for methods of the assessment of learning outcomes and graduate attributes	View Document
Link for any other relevant information	View Document

2.6.2 Incremental performance in Pass percentage of final year students in the last five years

Response: 94.39

2.6.2.1 Number of final year students of all the programmes, who qualified in the university examinations in each of the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
125	145	156	136	153

2.6.2.2 Number of final year students of all the programmes, who appeared for the examinations in each of the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
129	156	162	138	165

File Description	Document
Trend analysis for the last five years in graphical form	[View Document]()
Reports from Controller of Exam (COE) office/ Registrar evaluation mentioning the relevant details and the result analysis performed by the institution duly attested by the Head of the Institution	[View Document]()
List of Programmes and the number of students passed and appeared in the final year examination each year for the last five years.	[View Document]()
Institutional data in prescribed format	[View Document]()
Any additional information	[View Document]()
Link for the annual report of examination results as placed before BoM/ Syndicate/ Governing Council for the last five years.	[View Document]()
Links for additional information	[View Document]()

2.6.3 The teaching learning and assessment processes of the Institution are aligned with the stated learning outcomes.

Response:

The teaching-learning activities of the college are designed in such a way that the students achieve the learning outcomes. Majority of the faculty in the college are postgraduates equipped with the knowledge to train the students appropriately. On the day of commencement of course, clear and detailed orientation is

given to the students by the subject coordinators. A copy of the course plan is also given to the students. Theory classes and clinical postings are planned to focus on COs and POs. Program Specific Outcomes (PSOs) are formulated for postgraduates in different specialties.

The teaching-learning activities, beyond the classroom activities and lectures, are conducted to motivate the students and to inculcate interest in them. Student-centred teaching is given more importance in the college. The college conducts regular sessional and model examinations apart from unit tests, and reviews the performance of students in departmental, staff and curriculum committee meetings. Monthly coordinators' meeting is conducted to understand the progress of students in learning. All the students and teachers have access to MIS where the teachers can upload their teaching content for students' review. The feedback on teaching-learning aspects is collected from students through MIS. The obtained feedback is analyzed and communicated in curriculum committee meetings, staff meetings and IQAC meetings, and actions are taken for improving teaching-learning experiences of students.

Students are informed about the objectives of any new program/ activity conducted involving them, and are explained how the program will be beneficial for them in fulfilling the POs and COs. Different teaching-learning methods are adopted to arouse students' interest.

Slow performers are provided with remedial coaching and support, whereas the advanced learners are given opportunities to be student teachers and to attend the conferences/ special programs related to nursing care. There is a mentoring system in the college along with the provision for counselling by qualified counselors. After the university exam results are out, University Examination Results Review Committee is held to analyze the results of students and to take appropriate actions.

The institution organizes the cultural and sports events, and celebration of national days and festivals for the overall development of the students

File Description	Document
Link for programme-specific learning outcomes	[View Document](#)

2.6.4 Presence and periodicity of parent-teachers meetings, remedial measures undertaken and outcome analysis

Response:

Father Muller College of Nursing has a very active Parent Teacher Student (PTS) committee which is functioning with the following objectives:

Objectives:

1. To facilitate the interpersonal relationship and communication among the teachers, students and parents.
2. To provide a platform for the parents to discuss the academic and non-academic difficulties/ problems experienced by their wards.
3. To promote the understanding of teachers regarding the social background, talents and interests of

the students.

The mechanism of the PTS committee functioning is as follows:

* The PTS committee will meet once in four months.
* Three weeks before the meeting, the convener will send the circular with the agenda to all the committee members.
* The minutes of the meeting will be sent to the principal of FMCON within four working days after the meeting.
* PTS committee will plan and organize the meetings periodically and as per the necessity.
* The committee is expected to provide feedback from parents and students to the management for bringing out the changes in curricular and extracurricular activities, if important and necessary.

Activities of PTS committee

1. An orientation program about the functioning and responsibilities of the committee will be given to the parents during the course inauguration program of B.Sc, P.B.B.Sc and M.Sc Nursing program.
2. Core committee meeting of PTS is held on the Lamp lighting ceremony day, after the formal programme.
3. If there is any problem or need related to students that require the immediate attention of parents, a meeting for the respective batch is called separately.
4. Feedback of parents will be collected once in a year and analyzed.
5. Based on the students and parents' feedback, necessary actions are taken.

File Description	Document
Link for proceedings of parent –teachers meetings held during the last 5 years	[View Document](#)
Link for follow up reports on the action taken and outcome analysis.	[View Document](#)
Link for any other relevant information	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 Percentage of teachers recognized as PG/ Ph.D research guides by the respective University

Response: 53.85

3.1.1.1 Number of teachers recognized as PG/Ph.D research guides during the last 5 years

2018-19	2017-18	2016-17	2015-16	2014-15
33	32	33	29	34

File Description	Document
Institutional data in prescribed format	[View Document](#)
Copies of Guideship letters or authorization of research guide provide by the university	[View Document](#)

3.1.2 Average Percentage of teachers awarded national /international fellowships / financial support for advanced studies/collaborative research and participation in conferences during the last five years

Response: 7.02

3.1.2.1 Number of teachers awarded national/ international fellowship / Financial support for advanced studies/collaborative research and conference participation in Indian and Overseas Institutions year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
20	0	0	0	0

File Description	Document
Institutional data in prescribed format	[View Document](#)
Fellowship award letter / grant letter from the funding agency	[View Document](#)

3.1.3 Total number of research projects/clinical trials funded by government, industries and non-governmental agencies during the last five years

Response: 10

3.1.3.1 Number of research projects/clinical trials funded by government/industries and non-government agencies year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
5	0	3	0	2

File Description	Document
Institutional data in prescribed format	[View Document](#)
Link for Additional Information	[View Document](#)
Link for funding agencies websites	[View Document](#)

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge

Response:

Research center: For implementing and upholding a positive culture that supports all students and faculty, the institution has a research center. This center is the main channel to nurture a supportive environment and embed research integrity in the minds of students and faculty. The monthly meeting with the institutional research committee members, informal and formal communications, constant reminders to utilize the institutional research grants, communicating openly and giving support have made a big difference, and today, we have PG and faculty projects supported by institutional grants. They boost the morale of the faculty by considering research achievements as one of the parameters for the job promotion. The MOU's with Yoga, Engineering and Health care institutions encourage collaborative research.

UG & PG Research projects: The UG students conduct research projects in small groups comprising four to five members under the able guidance of an M.Sc. Nursing faculty. They are expected to publish the research study in a journal, preferably in an indexed journal. Today we have 20-25 Projects/year exclusively done by our UG student as Principal investigators. The PG students are encouraged to undertake intervention studies and expected to follow each step given in the research process. Their work quality is refined by a bunch of teachers with Ph.D., M.Phil. and M.Sc. degree in Nursing as well as by those faculty pursuing research. Hence, it's an opportunity for the students abreast of all advanced trends in research methodology. The work progress right from the protocol, tool, pilot study and main study analysis is presented before the forum and an amicable setup, help them to gain insight into every single work of research. Our every single student is independently able to carry out data entry and analysis at the end of their pilot project using SPSS software. This is made possible by in -house training sessions and attending workshops in and across Mangalore.

Faculty projects: Every teacher is with a research project in her hand as a Principal or second investigator.

They publish their work in national or international journals having a renowned database. There are projects sponsored by external and institutional grants.

Institutional Research Committee (IRC) and Institutional Ethics Committee: To uphold the essence of research and to ensure scientifically sound research protocols the FMCON is having an IRC comprising of senior teachers from various nursing departments. Every protocol is reviewed by two reviewers. After the review, the investigator is expected to carry out the suggestions and further, it is subjected to the Ethics committee for scrutinizing the ethical aspects. This process applies to all protocols including that of UG and PG students as well as that of faculty research projects. They are compliant with the ethical principles and guidelines of the Indian Council of Medical Research (ICMR). The members, responsibilities, functions and Standard Operating Procedures (SOP) are communicated to all and a copy of the same is available on the Institutional web page.

File Description	Document
Link for details of the facilities and innovations made	[View Document](#)

3.2.2 Total number of workshops/seminars conducted on Intellectual Property Rights (IPR) Research methodology, Good Clinical, Laboratory, Pharmacy and Collection practices, writing for Research Grants and Industry-Academia Collaborations during the last five years

Response: 13

3.2.2.1 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
3	2	1	5	2

File Description	Document
Report of the workshops/seminars with photos	[View Document](#)
Institutional data in prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1 The Institution ensures implementation of its stated Code of Ethics for research. The Institution has a stated Code of Ethics for research, the implementation of which is ensured by the following:

    1. There is an Institutional ethics committee which oversees the implementation of all research

projects

2. **All the projects including student project work are subjected to the Institutional ethics committee clearance**

3. **The Institution has plagiarism check software based on the Institutional policy**

4. **Norms and guidelines for research ethics and publication guidelines are followed**

E. None of the above

D. Any 1 of the above

C. Any 2 of the above

B. Any 3 of the above

Response: B. Any 3 of the above

File Description	Document
Share the code of ethics of research clearly stating the claims of the institution duly signed by the Head of the Institution	[View Document](#)
Institutional data in prescribed forma	[View Document](#)
Link for Additional Information	[View Document](#)

3.3.2 Average number of Ph.D/ DM/ M Ch/ PG Degree in the respective disciplines received per recognized PG teacher of the Institution during the last five years.

Response: 1.48

3.3.2.1 Number of Ph.D.s /DM/M Ch/PG degrees in the respective disciplines received per recognized PG teachers of the Institution during the last five years.

Response: 77

3.3.2.2 Number of PG teachers recognized as guides by the Regulatory Bodies / Universities during the last five years.

Response: 52

File Description	Document
PhD/ DM/ M Ch/ PG Degree Award letters of students (with guide's name mentioned)	[View Document](#)
Institutional data in prescribed format	[View Document](#)

3.3.3 Average number of papers published per teacher in the Journals notified on UGC -CARE list

in the UGC website/Scopus/ Web of Science/ PubMed during the last five years

Response: 0

File Description	Document
Institutional data in prescribed forma	[View Document](#)
Any additional information	[View Document](#)

3.3.4 Average number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedingsindexed in UGC-CARE list on the UGC website/Scopus/Web of Science/PubMed/ during the last five years

Response: 0

File Description	Document
List of books and chapters in edited volumes/books published with ISBN and ISSN number and papers in national/ international conference proceedings year-wise during the last five years	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Link for additional Information	[View Document](#)

3.4 Extension Activities

3.4.1 Total number of extension and outreach activities carried out in collaboration with National and International agencies, Industry, community, Government and Non-Government organizations engaging NSS / NCC / Red Cross / YRC / Institutional clubs etc. during the last five years.

Response: 280

3.4.1.1 Number of extension and outreach activities carried out in collaboration with National and International agencies, Industry, community, Government and Non-Government organizations engaging NSS/NCC/Red Cross/YRC/Institutional clubs etc. during the last five years.

2018-19	2017-18	2016-17	2015-16	2014-15
51	72	61	52	44

File Description	Document
Institutional data in prescribed format	[View Document](#)
Link for Additional Information	[View Document](#)

3.4.2 Average percentage of students participating in extension and outreach activities during the last five years

Response: 100

3.4.2.1 Number of students participating in extension and outreach activities year-wise during last five years

2018-19	2017-18	2016-17	2015-16	2014-15
454	459	483	512	503

File Description	Document
Institutional data in prescribed forma	[View Document](#)
Link for additional information	[View Document](#)

3.4.3 Number of awards and recognitions received for extension and outreach activities from Government / other recognised bodies during the last five years

Response:

The department of Obstetrics and Gynecology Nursing of the college organized a program from 1-8-2016 to 6-8-2019 as a part of world breastfeeding week. The program was well appreciated and honored with a certificate of appreciation by BPNI in the year 2016. The best feature of this program was that the department embraced a multi-sectorial approach for promoting breastfeeding week and utilized leverage knowledge, expertise and resources from various partners. They involved all nursing specialty departments of the college, NSS Unit, Community, OBG and Pediatricians of Father Muller Medical College, UG, PG Nursing Students, the District Health Office, Women Child Development Society, Ministry of Women & Child Development Food and Nutrition Board. The program beneficiaries were students, mothers and their family members. All together within one week, more than 300 had the benefit from the program. The program was also aired in the hospital using the hospital public address system.

The program took place in several venues, some events were designed for the inpatients and patients visiting the outpatient departments of our hospital and some programs were extended to the community, Bantwal Community Health Centre as well as in Jeppu PHC. The PG nursing students enacted the role play in the Anganwadi at Bantwal jointly with Women & child development society. On 4th August, a health play was organized by the UG students and the main focus was given on" benefits of breastfeeding over bottle-feeding". A symposium was conducted in the college campus, and nursing and medical college along with the Department of Women & Child Development, Food and Nutrition Board actively participated, and students in large numbers were the audience.

The next set of the program was in Surathkal organized by the Community Health Nursing Department along with the NSS unit of the Father Muller College of Nursing. It was conducted in the District training

center, and the main aim of this program was to sensitize the Anganwadi and ASHA workers on breastfeeding concept. During this training program a short film prepared by the institution entitled -" Amritha Bindu" was played. The main objective of this film was to clear all issues and doubts on exclusive breastfeeding. This video, as well as a role play, was performed in Nirmala Health & Maternity Centre Ullal and health message is imparted by the Pediatric Department of FMMC. A further NSS unit organized a rally from FMCI, Kankanady to Jeppu Urban Health Training Centre. Around 160 students and teachers participated in the rally.

Radio programs continue to play an important role in information sharing and our institute has conducted several health education programs for the general public using radio as a media We also would like to place on record the letters of appreciation received by 22 students and teachers for nine radio programs organized by the Father Muller College Of Nursing for the general public through Radio Sarang station at St Aloysius College, Mangalore for the years 2014-2019. We continue to conduct such programs as we can reach a large population within a short period.

File Description	Document
Link for list of awards for extension activities in the last 5 year	[View Document](#)

3.4.4 Institutional social responsibility activities in the neighborhood community in terms of education, environmental issues like Swachh Bharath, health and hygiene awareness, delivery of free/ subsidized health care and socio economic development issues carried out by the students and staff, including the amount of expenditure incurred during the last five years

Response:

The college believes in the dual responsibility of sensitizing the students and also the community towards social responsibilities through several extension programs. Every nursing department is engaged in conducting health awareness programs on a variety of health topics as well as programs for behavior change, life virtues and nutrition exhibitions. Observation of National and International days, to note some of them are as follows: Breast Feeding, HIV/AIDS, Children's' Day, Tuberculosis, WHO Health Day, Alzheimer's day. The extension programs are conducted in large numbers by the Community Health Nursing Department as they spend an ample amount of their time in those communities coming under the Surathkal health judiciary. The essence of community service is also felt by the rest of the nursing departments like Medical-Surgical, OBG, Mental Health, Child Health and Fundamental of Nursing. This is well evident through their community-based education programs.

The health teachings are well planned and structured to meet the needs of the people. It is given by using a variety of AV aids and using various teaching methods like role play, drama, health songs, exhibition, demonstration, quiz and mime. The students are given ample freedom to plan, implement and evaluate the programs. The feedback is gathered from the beneficiaries and findings are communicated to the students immediately or within a day or two. The students take up this feedback in a positive way to refine their upcoming programs.

The students and faculty participate in health camps, screening for specific diseases and disorders in

collaboration with NGOs and with other charitable institutes within and across Mangalore. They participate in such camps twice a month and help in physical examination, history taking, distribution of medication and imparting a need-based health teaching. The Mental Health Nursing Department along with the Department of Psychiatry is conducting Satellite clinics at Katipallya since November 2011. This clinic takes place every Monday between 9 am to 12.30 pm. The main highlights of this clinic are screening for psychiatric illness, follow up service, medication distribution, scrutinizing compliance for treatment and conducting a variety of psychiatric interventions for the patients and their caretakers to cope with the illness. Those who require hospitalization are referred to FMMCH and treated.

The radio and TV programs are done at frequent intervals to reach the population at Otherwise large. It is not possible to reach a large population within a speculated time. Students and people in the communities are usually intimated about the program telecast dates and by face – to face reminders. The events like - No tobacco day, blood donation, Walkathon for the cause, heart day, yoga day, children's day conducted with intra and inter-department collaboration. NSS, Red Cross and the local health administration body, as well as NGOs ' collaboration, have helped in implementing the programs. A week-long annual program and training to the NSS volunteers help the students to develop love and tolerance towards culture, tradition and overall love and concern towards the community.

File Description	Document
Any additional information	View Document
Link for details of Institutional social responsibility activities in the neighbourhood community during the last 5 years	View Document

3.5 Collaboration

3.5.1 Average number of Collaborative activities for research, faculty exchange, student exchange/ Industry-internship etc. per year for the last five years

Response: 2

3.5.1.1 Total number of Collaborative activities for research, faculty exchange, student exchange year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
5	2	1	2	0

File Description	Document
Institutional data in prescribed format	View Document
Link for Additional Information	View Document

3.5.2 Total number of Functional MoUs/linkages with Institutions/ Industries in India and abroad for academic, clinical training / internship, on-the job training, project work, student / faculty exchange, collaborative research programmes etc. for last five years

Response: 3

3.5.2.1 Number of functional MoUs/linkages with Institutions/ industries in India and abroad for academic, clinical training / internship, on-the job training, project work, student / faculty exchange, collaborative research programmes etc. for the last five years

Response: 3

File Description	Document
Institutional data in prescribed format	[View Document](#)
E-copies of the MoU's with institution/ industry/ corporate house, Indicating the start date and completion date	[View Document](#)
Link for additional information	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The institution has adequate facilities for teaching - learning. viz., classrooms, laboratories, computing equipment, etc

Response:

The College upgrades the infrastructure for enhancing the Teaching-Learning process at regular intervals of time.

Classrooms: There are 11 lecture halls for the teaching of UGs and PG students. Lecture rooms are well ventilated and adequately lit with built-in black/whiteboards. There is a table and a chair for the teacher and adequate seating arrangements for students. There is a provision of rack/ cupboards for keeping the teaching aids. The classrooms are provided with ergonomically designed benches, microphones, loudspeakers, public address system, CC cameras, ICT facilities and podium

Laboratories: The College has six labs where the students learn their skills before getting exposed to clinical areas. The students also get exposure to other laboratories such as anatomy, microbiology and biochemistry in medical college.

- **Nursing Foundations Lab:** The lab is equipped with all the necessary articles required for basic procedures. It has four multi procedural mannequins and one CPR mannequin.
- **Community Health Nursing Lab:** There is a good seating arrangement for the students and teachers along with the in-built black/ whiteboard and provision for the storage of AV aids is available.
- **OBG and Child Health Nursing Lab:** All the necessary labor mannequins, pediatric CPR mannequin, drugs and instruments are available for the students' learning in OBG and child health
- **Nutrition Lab:** The lab is used for various nutritional activities.
- **Learning Resources/Computer Lab:** There are more than 10 computers available for the use of teachers and students. The lab is provided with an internet connection.
- **Father Muller Simulation and Skills Center (FMSSC):** It is a multi-professional training facility, covering 11167 sq. ft area, equipped with the most advanced medical simulators and skills trainers.

Seminar halls and auditorium: Overall nine Seminar halls with ICT facilities and wifi enabled are available to conduct CollegeEvents, Seminars, Conferences, Workshops and Symposium.

Father Muller Medical College Hospital is a multi-specialty NABH & NABL accredited teaching hospital of 1250 beds. Nursing students are exposed in various clinical areas like Medical-Surgical wards, Dialysis, MICU, ICCU, SICU, OBG wards,

Father Muller Research Center: The center is committed to enhancing research support through identifying the thrust areas of research, formulating the study designs and also guiding in grant applications.

Central Library and departmental library: The Library set-up consists of Knowledge Centre, the Central Library along with 09 Departmental Libraries attached to the respective Departments, which

collectively support the educational needs of students. Both libraries are easily accessible to the teaching faculty and students. The Library has fully automated all its services by the software **E**asylib.

Teaching aids (use of Information and Computer Technology - ICT): Classrooms and labs are provided with laptops, LCD Projectors, sound system and Wi-Fi/LAN enabled internet connectivity of 280mpbs bandwidth.

Community-based teaching-learning activities: Nursing students are exposed to community-based teaching in Rural and Urban Primary Health Centers. Surathkal PHC covers a population of about 61,000 which has sub-centers. There is one Rural Health Centre at Bajpe, Mangalore and an Outreach Centre at Mundaje which is a Free Clinic.

File Description	Document
Link for geotagged photographs	View Document
Link for any other relevant information	View Document
Link for list of available teaching-learning facilities such as Classrooms, Laboratories, ICT enabled facilities including Teleconference facilities etc., mentioned above.	View Document

4.1.2 The institution has adequate facilities to support physical and recreational requirements of students and staff – sports, games (indoor, outdoor), gymnasium, auditorium, yoga centre, etc. and for cultural activities

Response:

Sports is a vital activity required to enhance the overall growth of the students. The college witnessed a spectacular achievement in the field of sports with the help of the physical educators who are full time available in the institution. The institution is well equipped with sufficient indoor stadium and outdoor facilities

1) Father Muller Outdoor stadium: It includes a huge playground with a stage and surrounded by a tiered structure designed to allow students and staff to stand or sit and view the events. Students enjoy playing outdoor sports Basket Ball, Kho-Kho, Kabaddi, Volley Ball, Shuttle Badminton, Throwball, long jump, high jump and there is a 200-meter running track for Athletics. There are facilities available for indoor sports like Chess, Carrom, Tennikoit Table Tennis in the stadium. The college organizes in-house sporting events as well as it also encourages students to excel in sports at university, state and national levels.

2) Father Muller Indoor Stadium and Gymnasium: The institution is offering Gymnasium, Badminton and Zumba sessions for the staff and students as well as the general public.

- **Father Muller Indoor Stadium** It is a fully integrated state-of-the-art sports complex with centralized air conditioning with a total playing area of 20,000 sq.ft. The indoor sports complex has

facilities for playing Badminton (No.10), Basketball (No.1), Volleyball (No1) Throwball (No.1). It also holds one Pool Table and Table tennis boards respectively, along with a 1000 sq.ft Squash court. There are also facilities for Zumba sessions as a recreational exercise arranged with morning and evening batches only for females. All the sports facilities are available for the campus students, staff and also for the general public. Indoor Stadium building also includes the multi-level parking area with a total of 85,400sq.ft which can accommodate 350 cars at a time.

- **Badminton Coaching Centre:** The new Badminton Coaching Centre was launched at Father Muller Indoor Stadium in September 2018.
- **Father Muller Gymnasium:** It is equipped with weight lifting, cardio and aerobic equipment, a great help for the students and staff to get involved in physical exercise. This will refresh the minds for teaching and learning and keep the spirit high. It is also open to the general public.

3) Halls for the recreational activities: There are nine halls inside the campus with installed capacities like LCD Projector, Computers, Sound system, etc among which five halls are used for the programs and recreational activities like cultural programs, lamp lighting ceremony, graduation day, inauguration of the academic year, intra-collegiate and inter-collegiate fests, and interactive sessions.

- Father Muller Convention Center
- Academy Hall
- Silver Jubilee Hall
- Rajath Bhavan

File Description	Document
Link for geotagged photographs	View Document
Link for list of available sports and cultural facilities	View Document

4.1.3 Availability and adequacy of general campus facilities and overall ambience

Response:

The college campus facilities include hostels, medical facilities, toilets, canteen, post box, bank, roads and signage, greenery, alternate sources of energy and STP.

- **Hostel / Residential Facility:** There are five student hostels separately for boys and girls. The three girls hostels(Carmel hostels) have a total of 543 rooms and each room can accommodate four students. The PG students are in Ave Maria hostel and 11 boys are accommodated in the Don Bosco boys'hostel. Each hostel has a waiting hall, recreation room, office room, study hall and a spacious dining hall. The inmates are provided with recreational facilities like television, VCD, Wi-Fi facilities, indoor and outdoor games.
- **Medical Facilities: The medical consultation is free for students with a** 50% concession on medicines. Transport facility is available for the sick students from hostel to hospital.
- **Security:** The CC cameras are installed in the college, hostel block and on the campus. The 24 hours security is provided by the security personnel.

- **Transport:** Transport facility is available inside the campus round the clock.
- **Counseling Centre:** The counseling facility is available in the campus for the students.
- **Church:** There are two chapels in the campus.
- **Souhardha Sahakari Cooperative society: The students and teachers can buy** the stationery and books at a subsidized rate from the shop in the campus.
- **Toilets**: There is an adequate washroom facility on each floor of the hostel and the college with safe disposal of wet and dry wastes facility. Males have separate washroom facility in college
- **Cafeteria, Canteen & coffee huts are** available in the campus which serves healthy and quality food.
- **Post box:** The campus has a post box facility at the entrance.
- **Bank:** Banking services are provided by the S*yndicate bank*, FMCI branch, an extension Counter in the campus with 3 ATM counters.
- **Roads and signage**: The entire campus has a very good road facility from one end to the other with adequate signboards wherever required giving the directions in three languages that are in English, Kannada and Malayalam.
- **Eco-friendly campus:** The campus has greenery with well-maintained gardens and trees.
- **Father Muller Rehabilitation Unit:** The Rehabilitation unit produces beautiful block printed bedspreads and silk shawls, lovely wall hangings, scarves and greeting cards with batic work. It also produces toys. Institutional letterheads, invitations, envelopes and do bookbinding
- **Alternate sources of energy:** Solar panels are used as alternate sources of energy
- **Sewage Treatment Plant:** It was established in 2009 with 700KLD of capacity,
- **Water purification plant: Reverse Osmosis-Purified Drinking Water**: It was established in 2006 which is approved by Karnataka State pollution control Board, with 4 filters.
- **Sump and two Overhead Tanks:** Foreseeing the water requirement, a huge Sump and two Overhead tanks are available.
- **Aqua guard facility: A**qua guard facilities are available on each floor of the college and hostel.
- **Generator facility:** Presently there are 2 generators of 1250KWA.W & 1 OF 750 KWA.W
- **Fire Extinguisher:** They are placed on 2 different floors(3rd and ground).

File Description	Document
Link for photographs/ Geotagging of Campus facilities	[View Document](#)

4.1.4 Average percentage of expenditure incurred, excluding salary, for infrastructure development and augmentation during the last five years

Response: 2.75

4.1.4.1 *Expenditure incurred, excluding salary, for infrastructure development and augmentation year-wise during the last five years* (INR in lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
3.93	10.78	4.37	10.11	13.59

File Description	Document
Provide the consolidated expenditure towards infrastructure development and augmentation during last five years duly certified by Chartered Accountant and Head of the institution.	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Audited utilization statements (highlight relevant items)	[View Document](#)
Any additional information	[View Document](#)

4.2 Clinical, Equipment and Laboratory Learning Resources

4.2.1 Teaching Hospital, equipment, clinical teaching-learning and laboratory facilities are as stipulated by the respective Regulatory Bodies

Response:

Teaching Hospitals

1. Parent hospital- Father Muller Medical College Hospital

Father Muller Medical College Hospital is a 1250 bedded multi-speciality hospital located at Kankanady, Mangaluru. The speciality and super speciality services provided are General Medicine & Surgery Cardiology, Cardiothoracic and Vascular Surgery, Neurology, Neurosurgery, Nephrology, Urology, Medical and Surgical Gastroenterology, Endocrinology, Dermatology, Plastic Surgery, Oncology/ Radiation, Respiratory Medicine, Diabetic Clinic, Orthopedic, Radiology. Dental Science, OBG, Paediatrics and Pediatric Surgery, Ophthalmology, ENT, Psychiatry, De-addiction, Forensic medicine & HIC. Outpatient and inpatient services are provided in the hospital. The critical care services are available in MICU, ICCU, PICU, NICU, BICU, SICU, and RICU units. There are 12 Operation theatres and well equipped diagnostic services like X-Ray, Ultrasound, Colour Doppler, Mammography, CT & MRI Scans, ECG, Echo, TMT, CATH LAB, EEG and EMNG lab, Endoscopy, Video Endoscopy, PFT and Bronchoscopy.

There are service areas like CSSD, Mortuary, Mechanized Laundry, and Cafeteria. The hospital has well-defined policies for the prevention of hospital-acquired infections. The hospital has effective systems approved by regulatory authorities for disposal of bio-hazardous waste and other types of wastes.

2. Father Muller Hospital, Thumbay is a unit of FMCI is a 150 bedded multispecialty hospital located at Thumbay.

3. Father Muller Salvador Montero Rural Healthcare Centre located at Bajpe is a 50 bedded hospital rendering free service to the rural public. Health and Awareness camps are provided under the center. The Center provides Medical care including emergency care and laboratory investigations

4. St. Joseph's Leprosy Hospital, a unit of FMCI completed 126 years of its service to those suffering from leprosy.

Types of equipment:

The equipments utilized for patient care are Pulse Oxymetry, NIBP Monitor, ECG Machine, Syringe Pump, Infusion Pump, Defibrillator, Portable and Central Oxygen, Suction Apparatus, Mechanical Ventilator, ABG Analysis Machine, Dialysis Machine, Incubator Machine, CTG Machine, Blood Collection Monitor and Analyser, ELISA Reader, Deep Freezer for Blood Products, 128 Slice CT Scanner, 1.5 Tesla MRI etc,..

Clinical laboratories:

The National Accreditation Board for Testing and Calibration Laboratories (NABL) has accredited Microbiology, Biochemistry and Pathology Clinical Laboratories of the hospital. The central laboratories with Clinical Biochemistry, Clinical Pathology and Microbiology with automated equipment, and 24hrs support to clinical departments.

Blood bank: The services like Whole Blood, Packed Red Cells, Fresh Frozen Plasma, Platelet Concentrate, Cryoprecipitate, Platelet Pheresis, Donor Grouping, Patient & Donor Grouping, Cross-Matching, Screening for Viral Diseases on collected blood units are also available in the hospital.

File Description	Document
Link for the list of facilities available for patient care, teaching-learning and research	[View Document](#)
Link for the facilities as per the stipulations of the respective Regulatory Bodies with Geotagging	[View Document](#)
Link for any other relevant information	[View Document](#)

4.2.2 Average number of patients per year treated as outpatients and inpatients in the teaching hospital for the last five years

Response: 573591

4.2.2.1 Number of patients treated as outpatients in the teaching hospital year-wise during the last five years.

2018-19	2017-18	2016-17	2015-16	2014-15
586709	568040	560389	493490	390249

4.2.2.2 Number of patients treated as inpatients in the teaching hospital year-wise during the last five years.

2018-19	2017-18	2016-17	2015-16	2014-15
54882	54903	55391	55242	48660

File Description	Document
Institutional data in prescribed format	[View Document](#)
Extract of patient details duly attested by the Head of the institution	[View Document](#)
Details of the teaching hospitals (attached hospital or shared hospitals after due approval by the Regulatory Council / University) where the students receive their clinical training.	[View Document](#)
Link to hospital records / Hospital Management Information System	[View Document](#)

4.2.3 Average number of students per year exposed to learning resource such as Laboratories, Animal House & Herbal Garden during the last five years.

Response: 482.4

4.2.3.1 Number of UG students exposed to learning resource such as Laboratories, Animal House & Herbal Garden year-wise during the last five years.

2018-19	2017-18	2016-17	2015-16	2014-15
445	447	455	473	459

4.2.3.2 Number of PG students exposed to learning resource such as Laboratories, Animal House & Herbal Garden year-wise during the last five years.

2018-19	2017-18	2016-17	2015-16	2014-15
9	11	28	39	46

File Description	Document
Institutional data in prescribed format	[View Document](#)
Details of the Laboratories, Animal House & Herbal Garden	[View Document](#)
Link for additional information	[View Document](#)

4.2.4 Availability of infrastructure for community based learning Institution has:

1. **Attached Satellite Primary Health Center/s**
2. **Attached Rural Health Center/s other than College teaching hospital available for   training of students**
3. **Residential facility for students / trainees at the above peripheral health centers / hospitals**
4. **Mobile clinical service facilities to reach remote rural locations**

E. None of the above

D. Any one of the above

C. Any two of the above

B. Any three of the above

Response: B. Any three of the above

File Description	Document
Institutional prescribed format	[View Document](#)
Government Order on allotment/assignment of PHC to the institution	[View Document](#)
Description of community-based Teaching Learning activities	[View Document](#)
Link for additional information	[View Document](#)

4.3 Library as a Learning Resource

4.3.1 Library is automated using Integrated Library Management System (ILMS)

Response:

Central Library

The Central library of Father Muller Charitable Institutions is fully automated using the Integrated Library

Management System (ILMS). Easylib is the library software used for automation. Easylib stands for the Entire Automation System for Libraries. It has been developed by IT professionals under the guidance of library science professionals. It is an integrated system with all the necessary modules needed for running a library very professionally and efficiently. The year of commencement of automation is 2007 and the automation was completed by 2012.

Modules iin Easylib

The modules in Easylib includes Catalogue/Accessioning, Digital Library, Circulation, Reports, OPAC/EPAC, Registration, Setup and Security, In/Out Management, Acquisition, Periodicals and Members

1. CATALOGUE/ACCESSIONING: This system provides cataloging and complete stock details of all the books, Manuals, Project reports, CD ROMS, Videocassettes, Journals, serials, periodicals and other non-book materials available in the library. Following is the detailed list of functions provided., Cataloguing, Stock Verification, Salient Features:
2. DIGITAL LIBRARY: Digital Library is a mechanism for storing information in digital form and giving easy access to the material. Easylib provides Track Subscriptions, Article Indexing, Digital Library on Web:
3. CIRCULATION: Circulation is one of the major functions in Library operations, It deals with charging and discharging & Renewals of books (Issue and return).
4. REPORTS: The functions of this module are user wise Reports
5. EPAC: Easylib EPAC runs on our intranet/internet without any necessity of any installation on the machine. EPAC runs with web configuration wherein software and data is residing on the server.
6. REGISTRATION: This module allows to register Institutional details
7. SETUP AND SECURITY: The module is concerned with the security of the software
8. IN/OUT MANAGEMENT: It deals with library users In/Out time, track number of the visit made by department wise and time spent in the library by a user and visitors entry Quality assurance check and Passing of invoice and bills to the accounts section
9. ACQUISITION: It is concerned with indents, bills, vendors reminders, etc.
10. PERIODICALS: Easylib has an extensive periodical handling mechanism.
11. MEMBERS: It manages the details of members

Benefits of the software

1. EPAC (Electronic Public Access Catalogue) was linked to all the departments of FMMC from the Central Library.
2. EZproxy: Remote access to e-resources service is provided to faculty and students. They can access the subscribed e-resources from anywhere at any time. Also, users can access the Library Software EPAC (Electronic Public Access Catalogue) through EZproxy.

File Description	Document
Link for geotagged photographs of library facilities	[View Document](#)
Link for any other relevant information	[View Document](#)

4.3.2 Total number of textbooks, reference volumes, journals, collection of rare books, manuscripts, Digitalized traditional manuscripts, Discipline-specific learning resources from ancient Indian languages, special reports or any other knowledge resource for library enrichment

Response:

The Library acquires useful books including rare books, reports, and other knowledge resources includes Dictionaries, Encyclopedias, General Books, MCQs, etc to enrich its collection. Father Muller Central Library was established in 1985. Since then the books have been collected, preserved and maintained. The special collection, rare books and WHO Publications, etc provides scope for research. Library holdings include Text/Reference books, Journals, Dissertations, Yearbooks, Recent advances and Rare books that support and enhance the teaching-learning process. The institution gives importance to the preservation of these rare books considering their value. Gallery of the rare collection initiates positive progress in the mindset of students. The information which the faculty and students are getting from the rare books is being best utilized in different aspects like the continuation of research work in their respective fields, presenting papers in seminars, publishing new information by consolidating the work in different journals, etc. Everyone can't purchase the rare books, manuscripts and special reports on every subject. A user can read a large number of books free of cost by utilizing this facility. It is a place for close and careful study on various fields of Medical, Nursing and Allied Health Sciences. Users can derive benefits from these books in the library through detailed and precise analysis of concepts.

Rare books enable the students and faculty members to gain knowledge which is out of the syllabus and difficult to find on the internet. The Central Library is dedicated to Medical, Nursing Education and Allied Health and Special Education for the academic enrichment of students and faculty in different languages. Retired faculty, Alumni, Outside College Students, Researchers, Academicians regularly visit the Library and collect required information of their interest. The library facilitates access to various databases on Medical, Nursing and Allied Health Sciences. The library has a rare collection in the field of Research methodology, WHO GLOBAL Reports on communicable & non-communicable diseases, statistics, encyclopedias, dictionaries, books on grammar, community medicine, and alternative treatment modalities

File Description	Document
Link for geotagged photographs of library ambiance	View Document
Link for data on acquisition of books / journals /Manuscripts / ancient books etc., in the library.	View Document

4.3.3 Does the Institution have an e-Library with membership / registration for the following: 1. e – journals / e-books consortia 2. E-Shodh Sindhu 3. Shodhganga 4. SWAYAM 5. Discipline-specific Databases
E. Any one of the above

D. Any two of the above

C. Any three of the above

B. Any four of the above

Response: D. Any two of the above

File Description	Document
Institutional data in prescribed sormat	
E-copy of subscription letter/member ship letter or related document with the mention of year	

4.3.4 Average annual expenditure for the purchase of books and journals including e-journals during the last five years

Response: 30.01

4.3.4.1 Annual expenditure for the purchase of books and journals including e-journals year-wise during last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
4.42	2.85	3.41	4.74	134.65

File Description	Document
Provide consolidated extract of expenditure for purchase of books and journals during the last five years duly attested by Chartered Accountant and Head of the institution	
Institutional data in prescribed format	
Audit statement highlighting the expenditure for purchase of books and journal library resources	
Any additional information	
Links for additional information	

4.3.5 In-person and remote access usage of library and the learner sessions/library usage programmes organized for the teachers and students

Response:

The remote access facility for Father Muller Nursing College started during the year 2013. The Faculty and

Students of the Institution are allowed to use e-resources subscribed by the Library inside and outside the campus. The benefits of remote access are 24x7 availability (Round the Clock), Independence to use the subscribed resources with any time and anywhere to access. The users can access all the subscribed resources through the links. The following are the subscribed resources

HELINET: Clinical Key, Proquest, Science Direct, Jaypee Digital, UpToDate, LWW, Springer, EBSCO, CINAHL,

N-LIST: Ebrary eBooks, Annual Review, Cambridge University Press, EBSCOHOST (H.W. Wilson), JSTOR, Oxford University Press **J-Gate Plus:** E-Journals on Health Sciences

INCISION CARE: Surgical Videos on various subjects

Thieme MedOne Communication Science: E-journals, E-books, Cases, Playlists, Images, Videos, Audios.

Membership availed from American Library, British Council, DELNET for documentation, delivery service and inter-library loan service, open-access resources, Library catalogue, New arrival List, Journals List, e-journals list, e-books list and Question papers are provided in our Institutes website. The Library users are given a username and password to login to the website in person to access the e-resources and library holdings.

The Central Library organizes several online learning sessions to the faculty and students of Father Muller College of Nursing to help the researchers to understand and access our rich collections, facilities and services. The sessions covered are an orientation to the fresher's and user awareness programs on various subscribed e-resources. During Orientation session, the Librarian brief them how to use the Library, Infrastructural facilities available, services provided, how to use the e-resources through remote access, guidelines to borrow books, rules and regulations of the Library, etc., Before purchasing an e-resource the publisher will be contacted to give a demo on the product. The feedback will be collected from the faculty and students. If they are satisfied, trail access is arranged for one month and will see how it works. If the users are satisfied, the chief librarian will place an order for the same.

File Description	Document
Link for details of library usage by teachers and students	[View Document](#)
Link for details of learner sessions / Library user programmes organized	[View Document](#)
Link for any other relevant information	[View Document](#)

4.3.6 E-content resources used by teachers: 1. NMEICT / NPTEL 2. other MOOCs platforms 3.SWAYAM 4. Institutional LMS 5. e-PG-Pathshala
None of the above

Any One of the above

Any Two of the above

Any Three of the above

Response: Any One of the above

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document
Give links e_content repository used by the teachers	View Document
Links to additional information	View Document

4.4 IT Infrastructure

4.4.1 Percentage of classrooms, seminar halls and demonstration rooms linked with internet /Wi-Fi-enabled ICT facilities (data for the preceding academic year)

Response: 90.48

4.4.1.1 Number of classrooms, seminar halls and demonstration rooms linked with internet /Wi-Fi enabled ICT facilities

Response: 19

4.4.1.2 Total number of classrooms, seminar halls and demonstration room in the institution

Response: 21

File Description	Document
Institutional data in prescribed format	View Document
Consolidated list duly certified by the Head of the institution.	View Document
Any additional information	View Document
Links to additional information	View Document

4.4.2 Institution frequently updates its IT facilities and computer availability for students including Wi-Fi

Response:

The need of the hour is excellence in every field of operation and particularly "Information Technology". Internet Services are made available in the campus. All the students of the campus have access to information about their course of study. All the departments, library and college office are connected with Wi-Fi. There is a total of 90 computers with internet facility in the college. The Learning Resources/ Computer lab is having 10 computers with internet facility. The Central Library *has an e-library with* 40 computers for the use of faculty and students. The college has one duplicating room with two computers and two printers. Each floor is Wi-Fi enabled and students have access to the internet The bandwidth of the internet connection in the Institution is 280Mbps from the year 2017.

IT Facilities: IT Facilities are provided to all academic and non-academic blocks including the hostels. The high bandwidth is shared by the staff, faculty, and students to facilitate connecting to national and international research networks, national datasets. Connectivity serves the backbone for collaborative research with external entities, e-learning, video conferencing and high-speed data access from the network resources.

Wireless Internet (Wi-Fi): Almost 90 % of the campus living area is Wi-Fi enabled. The secure wireless network currently serves on an average of 1500 users daily throughout the campus including the hostels.

Unified Threat Management (UTM): It provides secured network access on the campus. Each campus user has a unique login id for online resource access and is controlled through a centralized user database and monitoring services. A server-based endpoint security system manages the network and provides quality service for IT resources.

Remote Access to E-Learning: Information Technology section also manages the e-learning portal (Knowledge center: Remote Access to e-resources) to all our staff, faculty and students using web-based applications.

Management Information System (MIS): MIS provides real-time data access to faculty, examination, administration and account sections for the student database.

BackBone (HIS): BackBone, the Hospital Information System Software of Father Muller Medical College Hospital is designed to manage the hospital's operation and the corresponding processing of services. The software comprises of 17 modules which are categorized based on the need of each department. The software is developed in asp.net with MS SQL as back-end. It can be accessed only within the campus intranet based on the defined user rights

The skilled IT service desk provides support for all Campus-wide IT systems, servers, networking and software round the clock. ICT section also provides services to user desktops and laptops including periodic preventive maintenance.

File Description	Document
Link for documents related to updation of IT and Wi-Fi facilities	[View Document](#)

4.4.3 Available bandwidth of internet connection in the Institution (Lease line)

?1 GBPS

500 MBPS - 1 GBPS

50 MBPS-250 MBPS

250 MBPS-500 MBPS

Response: 250 MBPS-500 MBPS

File Description	Document
Institutional data in prescribed format	[View Document](#)
Bills for any one month of the last completed academic year indicating internet connection plan, speed and bandwidth	[View Document](#)

4.5 Maintenance of Campus Infrastructure

4.5.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years

Response: 41.79

4.5.1.1 Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component year-wise during the last five years (INR in lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
126.8	130.97	116.70	120.78	127.61

File Description	Document
Provide extract of expenditure incurred on maintenance o f physical facilities and academic support facilities duly certified by Chartered Accountant and the Head of the institution	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)
Link for any additional information	[View Document](#)

4.5.2 There are established systems and procedures for maintaining and utilizing physical, academic

and support facilities - laboratory, library, sports facilities, computers, classrooms etc.

Response:

There are established systems and procedures for maintaining and utilizing physical, academic and support facilities

1. **Maintenance of Physical Facilities:** Electrician is responsible for the uninterrupted power supply and maintenance of equipment like generator sets, general lighting, power distribution system, solar panels, etc. Maintenance of water pumping plants, sewage and drainage are undertaken by support staff. Annual maintenance of all vehicles is done promptly at the end of the academic year.

2. **Maintenance of Classrooms, Multipurpose hall & Furniture:** Classrooms with furniture and teaching aids are maintained periodically. The complaints are registered with the class coordinator and are attended on a priority basis. Classrooms are cleaned at the end of the day after being utilized by students. Inventory of the item of each classroom is available. Furniture is replaced when cannot be used. Multi-purpose halls are cleaned before and after every event is conducted.

3. **Maintenance of Library & Library Resources:** The library staff is clearly instructed in the care and handling of library documents, including books, etc, particularly during processing, shelving and conveyance of documents. Library committee meetings are done regularly where the library-related policies are reviewed and reframed, if necessary,

4. **Maintenance of Computer Lab and ICT facilities:** The IT department support staff maintain the ICT facilities including computers and servers. The annual maintenance includes the required software installation, up-gradation, etc. To minimize e-waste, electronic gadgets like projectors, computers, printers, photocopiers are serviced and reused.

5. **Maintenance of Other Amenities:** The effluent treatment plants and rainwater harvesting systems are maintained by the supervisor and support staff. Amenities like canteen, stationery shop, bank and ATM facilities and reprography which are accessible for all stakeholders are maintained by respective service providers

6. **Maintenance of Sports, Games Facility and Campus cleanliness:** Cleaning of the campus is done by the housekeeping team. Toilets are cleaned twice a day. Ground-level maintenance is done annually during the vacation in addition to the ongoing maintenance done as required.

7. **Day to Day Emergency Maintenance:** Day to day maintenance includes daily running repairs like replacing light bulbs, repairing leaking water pipes, taps, valves, cleaning blocked drains, repairing locks and door handles and other minor repairs that necessitate day to day maintenance checks.

8. **Maintenance of Physical Facilities**: The service of electricians and plumbers is available round the clock in the campus. Maintenance of water pumping plants, sewage and drainage are undertaken by support staff. Annual maintenance of all vehicles is done promptly at the end of the academic year. From the year 2017, the maintenance requisition is made online.

9. **Transport:** There was a requisition form for the transport wherein the request was made and was signed by the person and the concerned HOD of the department. From the year 2017, transport requisition is made

online.

10. General store: Each department in the college has an indent book, wherein on the first and the third week of the month request is written which has to be approved by the HOD of the department, Principal and the Administrator.

File Description	Document
Link for minutes of the meetings of the Maintenance Committee	View Document
Link for log book or other records regarding maintenance works	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships /freeships / fee-waivers by Government / Non-Governmental agencies / Institution during the last five years

Response: 22.29

5.1.1.1 Number of students benefited by scholarships /free ships / fee-waivers by Government / Non-Governmental agencies / Institution during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
130	113	83	104	104

File Description	Document
List of students who received scholarships/ freeships /fee-waivers	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Consolidated document in favour of free-ships and number of beneficiaries duly attested by the Head of the institution	[View Document](#)
Attested copies of the sanction letters from the sanctioning authorities	[View Document](#)

5.1.2 Capability enhancement and development schemes employed by the Institution for students: 1. Soft skill development 2. Language and communication skill development 3. Yoga and wellness 4. Analytical skill development 5. Human value development 6. Personality and professional development 7. Employability skill development
E. None of the above

D. Any one of the above

C. Any three of the above

B. Any five of the above

Response: A. All of the above

File Description	Document
Institutional data in prescribed format	[View Document](#)
Link for additional information	[View Document](#)
Link to Institutional website	[View Document](#)

5.1.3 Average percentage of students provided training and guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 31.43

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counseling offered by the Institution in a year

2018-19	2017-18	2016-17	2015-16	2014-15
211	122	140	165	115

File Description	Document
Institutional data in prescribed format	[View Document](#)
• Copy of circular/ brochure/report of the event/ activity report Annual report of Pre-Examination Coaching centers	[View Document](#)
Link for additional information	[View Document](#)
Link for institutional website. Web link to particular program or scheme mentioned in the metric	[View Document](#)

5.1.4 The Institution has an active international student cell to facilitate study in India program etc..,

Response:

The institution does not have an international cell for the students as we do not have students from foreign countries for the last many years. The number of NRI students are very less in the college. Attracting foreign students for nursing might be quite challenging for the college as in some of the foreign countries, the system of education is quite advanced with latest technologies. Moreover, there will be other factors which will be preventing the students to join in an institution outside their country like the change of weather, life style, food habits, being away from own country etc.

File Description	Document
Link for international student cell	

5.1.5 The institution has a transparent mechanism for timely redressal of student grievances / prevention of sexual harassment and prevention of ragging

    1. **Adoption of guidelines of Regulatory bodies**
    2. **Presence of the committee and mechanism of receiving student grievances (online/ offline)**
    3. **Periodic meetings of the committee with minutes**
    4. **Record of action taken**

None of the above

Any 1 of the above

Any 2 of the above

Any 3 of the above

Response: All of the above

File Description	Document
Minutes of the meetings of student Grievance Redressal Committee and Anti-Ragging Committee/Cell	View Document
Institutional data in prescribed format	View Document
Circular/web-link/ committee report justifying the objective of the metric	View Document
Any additional information	View Document

5.2 Student Progression

5.2.1 Average percentage of students qualifying in state/ national/ international level examinations during the last five years (eg:GATE/AICTE/GMAT/GPAT/CAT/NEET/GRE/TOEFL/PLAB/USMLE/AYUSH/Civil Services/Defence/UPSC/State government examinations/ AIIMSPGET, JIPMER Entrance Test, PGIMER Entrance Test etc.,)

Response: 100

5.2.1.1 Number of students qualifying in state/ national/ international level examinations (eg: GATE/AICTE/GMAT/ **GPAT**/CAT/NEET/ GRE/TOEFL/ PLAB/USMLE/AYUSH/Civil Services/Defence/ UPSC/State government examinations/ AIIMSPGET, JIPMER Entrance Test, PGIMER

Entrance Test etc.,) year-wise during the last five years ..

2018-19	2017-18	2016-17	2015-16	2014-15
36	17	2	2	1

5.2.1.2 Number of students appearing in state/ national/ international level examinations (eg:GATE/AICTE/GMAT/CAT/NEET/GRE/ TOEFL/ PLAB/ USMLE/AYUSH/Civil Services/Defence/UPSC/ State government examinations */* AIIMSPGET, JIPMER Entrance Test, PGIMER Entrance Test etc.,) **during the last five years**

2018-19	2017-18	2016-17	2015-16	2014-15
36	17	2	2	1

File Description	Document
Institutional data in prescribed format	[View Document]
Link for Additional Information	[View Document]

5.2.2 Average percentage of placement / self-employment in professional services of outgoing students during the last five years

Response: 50.78

5.2.2.1 Number of outgoing students who got placed / self-employed year- wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
71	80	119	32	87

File Description	Document
Institutional data in prescribed format	[View Document]
Annual reports of Placement Cell	[View Document]
Link for Additional Information	[View Document]

5.2.3 Percentage of the batch of graduated students of the preceding year, who have progressed to higher education

Response: 2.38

5.2.3.1 Number of last batch of graduated students who have progressed to higher education

Response: 3

File Description	Document
Institutional data in prescribed format	View Document
Any proof of admission to higher education	View Document

5.3 Student Participation and Activities

5.3.1 Number of awards/medals for outstanding performance in sports/cultural activities at State/Regional (zonal)/ National / International levels (award for a team event should be counted as one) during the last five years.

Response: 31

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at State/Regional (zonal)/National / International levels (award for a team event should be counted as one) year-wise during the last five years .

2018-19	2017-18	2016-17	2015-16	2014-15
14	6	3	5	3

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document
Duly certified e-copies of award letters and certificates	View Document

5.3.2 Presence of a Student Council, its activities related to student welfare and student representation in academic & administrative bodies/ committees of the Institution

Response:

Student Nurses Association (SNA) unit of Father Muller College and School of Nursing was incepted in 1987. The SNA of Father Muller College of Nursing is one of the best platforms for the student nurses and it provides curricular and co-curricular programs, communicates issues and concerns relevant to nursing, encourages participation in community health-related activities and promotes legislative involvement of the nursing students. The SNA aids in the development of the whole person, his/her professional role and

his/her responsibility for the healthcare of people from all walks of life. The SNA Unit of our college strictly follows the bylaws of the Trained Nurses Association of India (TNAI). The executive board consists of President (Principal of College of Nursing), SNA Advisors (faculty of CON), Vice President, Programme Co-coordinator, Secretary, Joint Secretary, Treasurer and 3 class representatives from the student body. The term of office will be for one year

The objectives of SNA are.

1. To uphold the dignity and honor of the nursing profession.
2. To promote participation in student community affairs.
3. To involve the students in intercollegiate sports and cultural activities.
4. To promote collaborative relationships with various health organizations.
5. To bring out the talents and confidence of the students for the upliftment of self and society.
6. To inculcate the value of esprit de corps.
7. To develop leadership abilities among the students.
8. To improve the students' social contacts to enhance professional growth

All the undergraduate nursing students of the Father Muller College of Nursing are the members of SNA. SNA meetings or meetings of the executive board will be held at least once a month, with prior notification, or as deemed necessary by the President. The agenda prepared by the SNA Advisor shall be approved by the President. Copies of the committee reports are filed in the President's and Advisor's files. SNA secretary maintains the report of all the activities carried out in the SNA unit. The various committees under SNA are Programme/Cultural committee, Editorial committee, Disciplinary committee, Finance committee, Sports committee and Media Committee. SNA conducts election every year for the post of Vice President, Programme Co-coordinator, Secretary, Joint Secretary and Treasurer. The election of the office-bearers will be held at the beginning of the academic year. The class representatives will be selected by the respective class students.

Activities of SNA

The SNA actively organize and participate in extension activities, cultural fest, nurses day, sports day, institutional programs, celebration of festivals and intercollegiate competitions

Student representation in academics &administrative bodies / the academic year plan

The students are the members of the committees like Internal Quality Assurance Cell, Anti Ragging Committee, Youth Red Cross Cell, National Service Scheme and SNA. The students are free to express their concerns to their coordinators and the same will be communicated to the Principal and other faculty during co-ordinators' meetings. Their opinions are considered while planning the academic year.

File Description	Document
Any additional information	[View Document](#)
Link for reports on the student council activities	[View Document](#)

5.3.3 Average number of sports and cultural activities/competitions organised by the Institution during the last five years

Response: 7.6

5.3.3.1 Number of sports and cultural activities/competitions organised by the Institution year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
9	10	8	6	5

File Description	Document
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

5.4 Alumni Engagement

5.4.1 The Alumni Association is registered and holds regular meetings to plan its involvement and developmental activates with the support of the college during the last five years.

Response:

Alumni of Father Muller College of Nursing was initiated in the year 1997. The office of the alumni is located at the premises of Father Muller College of Nursing (FMCON), FMCI. The Executive Committee (EC) functions for five years and at the end of the tenure the next set of enthusiastic members will take up the posts. The voting system helps in considering the preference of the majority. They do strategic planning and decision making according to the mission and vision of the association. They meet once in four months as well as 15 days before any planned activity. The General Body Meeting is usually conducted on the same day of any workshop/conference organized by the Alumni as this creates an opportunity for the Alumni to gather in large numbers. All meeting minutes are documented and budget details are presented by the Treasurer during Executive Committee and General Body Meeting.

Executive Committee comprises of 10 members, 50% of members should be working within the institution. This type of arrangement helps in the smooth running of activities of the association. The Alumni bulletin is named after Florence Nightingale, with the caption' Nightingale Bulletin" This magazine highlights the events organized by the alumni and life of alumni members and their achievements. The accomplishments like promotions, accomplishments in the form of top positions in the field of nursing, awards, the success stories and articles written by the alumni are displayed. The Alumni supports various aspects of college and for the last 5 years (2014-2019) they have donated INR 9,67,089/- for various activities like organizing workshops, conferences, seminars, scholarships for the students with low family income, aid for the flood victims and celebration of the Silver Jubilee of the institutions. Every year, the Alumni Association sponsors 13 prizes and it is given to the students who have secured the

highest marks in the university examinations, and the award for best dissertation in M.Sc. Nursing. The prizes are given during the graduation ceremony.

Our Alumni are considered as effective role models and are accepted by the students. Many alumni do visit the institution during their vacation and they share their work experience with the students. They do contribute articles in an annual college magazine, which highlights how the institution has created a huge role in their personal and professional development. The senior Alumni are called as the resource persons for most of the conferences organized by the association. By using effective methods they impart their knowledge and skills with our students. Alumni members are called as experts to share their views on personal traits and development during fresher's orientation program and most of them have helped the budding nurses to understand the essence of tolerance, adjustment, self-esteem, time management, exam writing skills, self-respect, prolife virtues, etc. Alumni proposed solutions to the challenges faced by the college which are highly appreciated by the management.

File Description	Document
Link for frequency of meetings of Alumni Association with minutes	[View Document](#)
Link for audited statement of accounts of the Alumni Association	[View Document](#)
Link for details of Alumni Association activities	[View Document](#)
Lin for quantum of financial contribution	[View Document](#)

5.4.2 Provide the areas of contribution by the Alumni Association / chapters during the last five years

1. Financial / kind
2. Donation of books /Journals/ volumes
3. Students placement
4. Student exchanges
5. Institutional endowments

E. Any one of the above

D. Any two of the above

C. Any three of the above

B. Any four of the above

Response: C. Any three of the above

File Description	Document
Certified statement of the contributions by the head of the Institution	View Document
Annual audited statements of accounts. Extract of Audited statements of highlighting Alumni Association contribution duly certified by the Chartered Accountant and Head of the Institutions	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The Institution has clearly stated vision and mission which are reflected in its academic and administrative governance.

Response:

Father Muller College of Nursing is a unit of FMCI. In 1987 the Father Muller College of Nursing was begun with the graduate course and later in 1992 Post Graduation in Nursing was started.

The vision of the College is focused on creating a global leader through nursing education and research by promoting professionalism through quality and value-driven education, provision of an exciting experience to inspire the learners, training of young professionals for leadership to partake in health care needs of public and to cultivate research culture by fulfilling its mission. In the Mission Statement, the focus is on following, the activities which translate the vision statements.

Academic governance:

The administration is decentralized and delegated for the smooth running of the institution. The Principal is ably assisted by the Vice-Principal. The heads of the various departments (HOD) support and coordinate the day to day activities and other academic, co-curricular activities.

Administrative governance:

FMCI is a Registered society lead by the Bishop of Mangalore. The governing board comprises the Bishop, President of the Institutions; The Vicar General, Vice President, Director of FMCI, Secretary and other nine Ex-officio members. The institution has other eight renowned personalities in the governing board. 28 Advisory committee members also hold responsible positions in the institution. The Director leads the FMCI and conducts regular meetings with the Principal along with the other heads of the Units of FMCI.

Nature of governance:

The Management and the Principal ensure that the institution forges ahead with all the planning, to consolidate and become one of the premier institutions. The policy statements and action plans are formulated by the management. after careful consideration of all the stakeholders, The action plans for all operations will be incorporated into the institutional strategic plan. The action plans for operations are prepared under the supervision and guidance of the Principal and Heads of the departments. The college prepares a well-planned academic calendar before the start of every year. This calendar lists down all the curricular, co-curricular and extracurricular activities and events to be organized throughout the year. Various committees of the college plan out developmental activities and ensure their timely execution.

Interaction with stakeholders

There are regular interactions with the various stakeholders in the form of alumni meets, parent meetings, etc to consider their viewpoints. This ensures constant communication with the stakeholders, proper

support for policy and planning through need analysis, research inputs and consultations with the stakeholders. T

Reinforcing the culture of excellence

The Institute believes in striving for excellence in all aspects. The college faculty is well qualified as many hold post-graduate degrees, a few with doctorate and many are pursuing Ph.D. Students have obtained many ranks in University examinations. The students are trained to take initiative to act on opportunities and take responsibilities. Research projects funded by the Institution, University and other research agencies (eg: ICMR) motivated the faculty and students to initiate research studies.

File Description	Document
Link for additional information	[View Document](#)
Link for achievements which led to Institutional excellence	[View Document](#)
Link for Vision and Mission documents approved by the College bodies	[View Document](#)

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

Response:

FMCI is a registered society and Charitable Institution, headed by the Bishop of Mangalore being the President, Vicar General as the Vice-president and The Director of FMCI as the secretary of the Governing board. There are Administrators of FMMC and FMMCH who help out in smooth functioning of Medical college and Hospital.

There is a hierarchy of administrative bodies from the Principal down to the faculty. Through the decentralized administration the institution runs smoothly. The departments and committees of the college promotes the smooth functioning of the college. Every committee has a chairperson, secretary and committee members. Committee and departments have the freedom to make decision in conduct of various programs which is communicated to the Principal. The Principal assisted by Vice Principal to conduct all the programmes and the activities of the college. The Heads of the various departments support and coordinate the day to day academic activities. The activities of the department are put in action plan which is prepared in order to promote the development of the staff and students.

Committees of the college

- The Internal Quality Assurance cell (IQAC) is headed by IQAC Coordinator and other members include management representatives, members from local societies, stakeholders, alumni representative, secretary, faculty and student representative
- Head of the departments (HOD) hold the departmental meetings regularly where various issues pertaining to teaching, students, patient care and requirements are discussed and decisions are taken

- Staff Meeting is held every month based on the various agenda. Various monthly announcements and information regard to curricular and co-curricular activities of the month are shared
- Curriculum committee deals with Curricular aspects of the nursing college, its enrichment and curriculum related feedback
- Staff Development Committee conducts various professional programs for the faculty on staff empowerment and organises and observes social programmes with the faculty
- Teaching learning & Evaluation Committee monitors teaching, learning and evaluation process of the college
- Infrastructure & Learning Resources Committee deals with infrastructural requirements and resources for learning
- Media Committee cover the events of the college and display the reports on website
- Student Support & Progression Committee has sub-committees for the student support
- Sports committee emphasizes physical health of students
- Anti-ragging Committee make sure that there is zero ragging in the campus
- Mentor mentee committee plans the mentoring system and arranges mentor-mentee meetings
- Student Nurses Association focuses on the holistic development of students and conducts various co-curricular activities
- Student counselling committee guides the needy students for counselling
- Grievance redressal committee addresses the grievances of staff and students
- Career guidance cell collaborates with external agencies and carry out career related sessions
- Women cell is concerned with women empowerment and protection of women from harassment
- Institutional Research Committee (IRC) focus on promoting quality research

File Description	Document
Any additional information	[View Document](#)
Link for relevant information / documents	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1 The Institutional has well defined organisational structure, Statutory Bodies/committees of the College with relevant rules, norms and guidelines along with Strategic Plan effectively deployed

Response:

The institution has a well defined organizational structure. The strategic plan prepared by the institution is effectively deployed through depts and committees of the college.

According to the strategic plan of FMCI the goals and objectives are as follows:

Goal 1: Provide student cantered nursing education to contribute to the needs of nursing manpower development of the country

Objective 1: To make students acquire knowledge of theory and principles of nursing and allied subjects which are involved in the delivery of comprehensive nursing practice

Objective 2: To provide quality care to patients/clients at various settings such as hospital, community and other health care agencies based on the problem-solving approach and evidence-based care

Goal 2: Promote overall development in the nursing student with special emphasis on cultural, intellectual, psycho-social and spiritual aspects

Objective 2:To promote overall development in the nursing student with special emphasis on cultural, intellectual, psycho-social and spiritual aspects

Goal 3: Uphold and instill respect for life from conception to death in the staff and students

Objective 2 To practice ethical values in their personal and professional life, rendering nursing service in a committed manner with the spirit of Jesus Christ and that of the Founder Father Muller especially to the deprived of the society.

Goal 4: Move into the leadership positions in nursing, empowered to contribute towards meeting the issues and challenges confronting the nursing profession

Objective 2: To assume leadership positions in nursing service, education and administration with a high level of professional knowledge and competency.

The institution has effectively deployed the strategic plan throgh the activities of the departments and various committees

Committees of the college

- The Internal Quality Assurance Cell (IQAC) is headed by IQAC Coordinator and other members include management representatives, members from local societies, stakeholders, alumni representative, secretary, faculty and student representative
- Head of the departments (HOD) hold the departmental meetings regularly where various issues of teaching, students, patient care and requirements are discussed
- Staff Meeting is held every month based on the various agenda. Various monthly announcements and information regarding curricular and co-curricular activities of the month are shared
- Curriculum committee deals with Curricular aspects of the nursing college, its enrichment and curriculum-related feedback
- Staff Development Committee conducts various professional programs for the faculty on staff empowerment and organizes and observes social programmes with the faculty
- Teaching, Learning & Evaluation Committee monitors teaching, learning and evaluation process of the college
- Infrastructure & Learning Resources Committee deals with infrastructural requirements and resources for learning
- Student Support & Progression Committee has sub-committees for the student support

- Anti-ragging Committee make sure that there is zero ragging in the campus
- Mentor mentee committee plans the mentoring system and arranges mentor-mentee meetings
- Student Nurses Association focuses on the holistic development of students and conducts various co-curricular activities
- Student counselling committee guides the needy students for counselling
- Grievance redressal committee addresses the grievances of staff and students
- Women cell is concerned with women empowerment and protection of women from harassment

File Description	Document
Any additional information	View Document
Link for strategic Plan document(s)	View Document
Link for organisational structure	View Document
Link for minutes of the College Council/ other relevant bodies for deployment/ deliverables of the strategic plan	View Document

6.2.2 Implementation of e-governance in areas of operation

1. **Academic Planning and Development**
2. **Administration**
3. **Finance and Accounts**
4. **Student Admission and Support**
5. **Examination**

E. Any one of the above

D. Any two of the above

C. Any three of the above

B. Any four of the above

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module Annual e-governance report approved by Governing Council/ Board of Management/ Syndicate Policy document	View Document
Policy documents	View Document
Institutional data in prescribed format	View Document
Institutional budget statements allocated for the heads of E_governance implementation ERP Document	View Document

6.3 Faculty Empowerment Strategies

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

Response:

The institution has effective welfare measures for teaching and non-teaching staff as mentioned below

1. **Employee Provident fund:** Eligibility to the statutory Provident Fund and related schemes shall be determined as per the Provident Fund Act and Rules in force from time to time
2. **Gratuity benefits:** All employees, except retired and re-employed, shall be eligible for gratuity as per the provisions of the Payment of Gratuity Act 1972
3. **Provision of Medical Benefits as employees:** Teaching staff is in category C.The consultation is free and they can avail 50% of the concession on medicines and investigations. A few investigations are done free of cost. Every employee will be provided with a health file which is kept in the medical records section
4. **Maternity Benefits:** Female employees are eligible for maternity leave and benefit, as per the provisions of the Maternity Benefit Act 1961, provided that such benefits shall be restricted to the first three deliveries only. For 1st and 2nd delivery six months of paid leave, and for 3rd delivery, three months of leaves are granted.
5. **Leave for higher studies: "**Special study leave" shall be granted on full or part or no payment of his salary as per the circumstances and at the discretion of the Employer. Special study leave can be in the form of Short Term Fellowship, Long Term Fellowship or Sabbatical Leave.
6. **Highly subsidized staff accommodation/staff quarters:** The applications for requesting accommodation facility will be given by the teaching faculty, those who require the most according to the need of the applicants it is disbursed.
7. **Publications**: Credits given to publications of research papers:
8. **Special casual leave and reimbursement** facility are given for the presentation of papers, research work and conducting university examinations
9. **Leaves**: It includes 12 casual leaves, 10 commuted leaves and 24 privileged leaves per year.
10. **Staff Welfare Programs:** In the college, there is a Staff Welfare Committee which organizes picnics, celebration of festivals, birthdays and farewell programs. The non -teaching staff also particiapte in staff welfare programs.

Welfare measures for Non-Teaching staff:

1. **Provident fund:** Eligibility to the statutory Provident Fund and related schemes shall be determined as per the Provident Fund Act and Rules in force from time to time
2. **Gratuity benefits:** All employees, except retired and re-employed, shall be eligible for gratuity as per the provisions of the Payment of Gratuity Act 1972
3. **Provision of Medical Benefits as employees:** The consultation is free and they can avail 50% of the concession on medicines and investigations. A few investigations are done free of cost. Every employee will be provided with a health file which is kept in the medical records section
4. **Maternity Benefits:** Female employees are eligible for maternity leave and benefits as per the provisions of the Maternity Benefit Act 1961. Provided that such benefits shall be restricted to the first three deliveries only. For 1st and 2nd delivery 6months of paid leave and for 3rd delivery 3 months of leaves are granted
5. **Leaves**: It includes 10CL, 10 CML and 30 PL for non-teaching staff

File Description	Document
Any additional information	[View Document](#)
Link for policy document on the welfare measures	[View Document](#)
Link for list of beneficiaries of welfare measures	[View Document](#)

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

Response: 8.21

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

2018-19	2017-18	2016-17	2015-16	2014-15
9	5	5	3	2

File Description	Document
Relevant Budget extract/ expenditure statement	[View Document](#)
Policy document from institutions providing financial support to teachers, if applicable E-copy of letter indicating financial assistance to teachers	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Link for additional information	[View Document](#)

6.3.3 Average number of professional development / administrative training programmes organized by the Institution for teaching and non- teaching staff during the last five years (Continuing education programmes, entrepreneurship development programmes, Professional skill development programmes, Training programmes for administrative staff etc.,)

Response: 4.4

6.3.3.1 Total number of professional development / administrative training programmes organized by the Institution for teaching and non-teaching staff year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
4	6	4	5	3

File Description	Document
Reports of Academic Staff College or similar centers Verification of schedules of training programs	[View Document]()
Institutional data in prescribed format	[View Document]()
Link for Additional Information	[View Document]()

6.3.4 Average percentage of teachers undergoing Faculty Development Programmes (FDP) including online programmes (Orientation / Induction Programmes, Refresher Course, Short Term Course etc.) during the last five years..

Response: 85.8

6.3.4.1 Number of teachers who have undergone Faculty Development Programmes including online programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course and any other course year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
51	53	54	44	54

File Description	Document
Institutional data in prescribed format	[View Document](#)
E-copy of the certificate of the program attended by teacher	[View Document](#)
Link of AQARs for the last five years	[View Document](#)

6.3.5 Institution has Performance Appraisal System for teaching and non-teaching staff

Response:

Father Muller College of Nursing collects the faculty performance evaluation annually from the entire faculty. The management evaluates the performance of the faculty based on teaching, research, participation in teamwork, arranging co-curricular and extracurricular activities and publication works. The appraisal system motivates the staff to excel and put forth the best of their efforts. The faculty appraisal will be used for the evaluation during the promotion. In the previous years, the appraisal was conducted manually, whereas from 2018-19 it is done through MIS where the faculty do the self-appraisal, submits to HOD for their comments, and HOD submit the same to Principal for her/his observations. The Principal, after her evaluation, submits the appraisal to the Director.

Performance appraisal systems for faculty

1. Teaching related activities: This includes the number of teaching hours in theory, practical supervision of the allotted students in the clinical area, and clinical assignments of Students of General Nursing and Midwifery program, B.Sc Nursing and M. Sc Nursing students. This also includes faculty invited as a resource person for Guest lectures, CNE Programmes, Seminars, Conference, Symposiums, and Workshops, etc.

2. Publications in indexed journals & conference proceedings: Details regarding the number of publications done during the current academic year are collected here. It also includes the details of staff, those who guide the research thesis and project work along with the publication of chapters in books and publication of books

3. Presentation at local, state, national or international meetings: The number of papers and posters presented during the academic year will be considered for the promotion and thus supports the culture of research among the staff.

4. Details of students undertaking project or thesis work and department research work where the faculty are the research guides

5. Collaborative research activities – intradepartmental, university or institutional funding

6. Research awards and honours received during the year:

7. Extension and service-related activities-

8. Other assigned responsibilities- Class Coordinator, In-charge for a training programme, Chair Person or Organizing Secretary for Seminar, Conference, Symposiums, and Workshops, Organizer or Participant in Community service, health camps, special projects, etc.

9. Professional society activities

10. Participation in co-curricular and curricular activities.

11. Any other contributions made by the faculty during the year if it is not mentioned as professional or non-professional, but that helps in developing the personality.

Performance appraisal systems for non-teaching staff

The HR Department of Father Muller Charitable Institutions conducts performance appraisal of non-teaching staff by using an Assessment Check-List. It covers the objective evaluation of dedication to work, punctuality, honesty, confidentiality, the attendance of the staff, the communication aspects, etc. The scoring is done by the Principal, and recommend for Training / Extension of Probation / Confirmation / Termination / etc.

File Description	Document
Any additional information	[View Document](#)
Link for performance Appraisal System	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Response:

Father Muller Charitable Institution is a service-oriented organization, whose mission is to provide holistic health care service to all and to ensure global standards in medical education and research. Father Muller College of Nursing is a unit of Father Muller Charitable Institutions. Funds for the college are mainly mobilized through fees paid by the students and funding by the parent unit. These funds are utilized for the activities of the department, Staff and Student welfare, infrastructural development and maintenance, research work, etc. Research activities are being actively conducted by the staff and students in collaboration with Father Muller Research Centre.

Management has a well- defined structure to monitor the effective and efficient utilization of available financial resources for the development of the academic processes and infrastructure development.

- The Institutional Budget is prepared by the Finance and Accounts department every year taking into account recurring and non- recurring expenditures.
- The Institutional budget comprises of individual budgets for each unit encompassed in Father Muller Charitable Institution. The budget for each unit constitutes of Revenue budget and Capital

budget.

- The Revenue budget is prepared based on the future projections and past performance of the unit.
- The Capital and Personnel Budgets are prepared based on inputs provided by each department of the unit concerning their capital and personnel requirements during the year.
- All the departmental requirements are scrutinized and discussed at the Management level taking into consideration the planned departmental activities for the next year.
- A preliminary budget is approved for each unit at the central level which is presented to the Governing Board by the Management for its approval.
- Once the final budget is approved by the Governing Board, the same is communicated to the all the unit heads / In-charges for implementation.
- During the year, departments place requests for their capital requirements based on their planned activities and their approved budget.
- Requests are processed for purchase based on priorities set by the departments.

Purchases for routine items are processed through the respective Administrator of the Unit or by the Director based on the approving protocol for each unit. Indents for routine items are sent to the General

- Stores for purchase.
- Purchases of capital items are processed through the Purchase Committee. A minimum of 3 quotations are obtained and negotiations are held by the committee. Approved quotations are sent to the General Stores for further processing.
- All purchases go through 3 levels of approvals, first at the unit head level, next at the Administrator level and finally, payments are approved at the Director's level.

File Description	Document
Any additional information	[View Document](#)

Other Upload Files	
1	[View Document](#)

6.4.2 Institution conducts internal and external financial audits regularly

Response:

Auditing is an important aspect of the functioning of the institution; it guides the institution in various financial aspects. The institution has a centralized Finance and Accounts department where all the accounting and compliance are taken care of. Regular Internal Audit is conducted in all the units encompassed in Father Muller Charitable Institutions. Student fee collections are monitored at the college level as well as at the central level. Bank reconciliation statements are prepared on a timely basis to ensure timely collection of revenue. These collections are also audited by the Internal audit team. Any deficiencies noticed during the Internal Audit are immediately reported to the Management and corrective action is taken. The other areas covered under internal audit are payments towards the expenditure, verification of Capital Expenditure, purchase procedures, salary payment to staff, tax deduction at source from various payments made and all other connected financial functions. The Internal Audit team also ensures compliance with various statutory requirements of various government bodies. The Director is the only

authorized signatory for all payment approvals. Since there is centralized control over funds and various levels of approval for any expenditure, there is a minimized risk of audit objections.

Further, Statutory Auditors conduct audit every year. Any queries raised are resolved after discussion with the management and auditors. Statutory Auditors examine the financial statements presented to them, and after a satisfactory note from them, the financial statements are presented to the Governing Board. On approval from the Governing Board, the Auditors certify the financial statements. These audited financial statements are then filed with the respective statutory bodies including the Income-tax Department.

File Description	Document
Link for documents pertaining to internal and external audits year-wise for the last five years	[View Document](#)

6.4.3 Funds / Grants received from government/non-government bodies, individuals, philanthropists during the last five years (not covered in Criterion III)

Response: 165000

6.4.3.1 Total Grants received from government/non-government bodies, individuals, philanthropists year-wise during the last five years (INR in lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
55000	50000	20000	10000	30000

File Description	Document
Institutional data in prescribed format	[View Document](#)
Copy of letter indicating the grants/funds received by respective agency as stated in metric	[View Document](#)

6.5 Internal Quality Assurance System

6.5.1 Instituion has a streamlined Internal Quality Assurance Mechanism

Response:

IQAC system is a step towards excellence. The IQAC of Father Muller College of Nursing believes in quality maintenance, sustenance and enhancement as prescribed by the NAAC. It states the objectives every year to bridge the gap and identify the key aspects which need improvement. A feedback from the stake holders promotes planning the quality sustenance activities in teaching, learning, evaluation and research. It ensures continuous improvement in all units and aspects of the College.

Activities

1. Holds the IQAC meetings four times in a year
2. Prepare the objectives and action plan of IQAC in the beginning of every academic year.
3. Prepares the budget for IQAC programmes and forwards the same to the higher authority for approval through proper channel
4. Monitors the Programmes planned by the various committees of the institution.
5. Organize workshops/ seminars on quality related themes for the teaching faculty, students and nonteaching staff every year.
6. Conducts regular audits and takes necessary steps to implement the actions based on the audit reports
7. Facilitate the creation of a learner-centric environment conducive to quality education and faculty maturation for participatory teaching and learning process
8. Participates in feedback collection from students, parents and other stakeholders on quality-related institutional processes
9. Disseminates the information to faculty and students on various quality parameters of higher education
10. Documents various programmes/activities leading to quality improvement.
11. Compiles the documents for Annual Quality Assurance Report(AQAR).
12. Prepares and submit AQAR to NAAC every year before December of every year

File Description	Document
Link for the structure and mechanism for Internal Quality Assurance	View Document
Link for minutes of the IQAC meetings	View Document

6.5.2 Average percentage of teachers attending programs/workshops/seminars specific to quality improvement in the last 5 years

Response: 89.28

6.5.2.1 Number of teachers attending programs/workshops/seminars specific to quality improvement year-wise during last five years

2018-19	2017-18	2016-17	2015-16	2014-15
43	56	44	57	67

File Description	Document
Institutional data in prescribed format	[View Document](#)
Certificate of completion/participation in programs/ workshops/seminars specific to quality improvement	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

6.5.3 The Institution adopts several Quality Assurance initiatives The Institution has implemented the following QA initiatives : 1. Regular meeting of Internal Quality Assurance Cell (IQAC) 2. Feedback from stakeholder collected, analysed and report submitted to college management for improvements 3. Organization of workshops, seminars, orientation on quality initiatives for teachers and administrative staff. 4. Preparation of documents for accreditation bodies (NAAC, NBA, ISO, NIRF etc.,)

E. None of the above

D. Any one of the above

C.Any two of the above

B. Any three of the above

Response: A. All of the above

File Description	Document
Report of the feedback from the stakeholders duly attested by the Board of Management	[View Document](#)
Institutional data in prescribed format	[View Document](#)
AQAR submitted to NAAC and other applicable certification from accreditation bodies	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Total number of gender equity sensitization programmes organized by the Institution during the last five years

Response: 11

7.1.1.1 Total number of gender equity sensitization programmes organized by the Institution year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1	2	1	3	4

File Description	Document
Report gender equity sensitization programmes	[View Document](#)
Institutional data in prescribed format	[View Document](#)

7.1.2 Measures initiated by the institution for the promotion of gender equity during the last five years.

Response:

Father Muller College of Nursing focuses towards the overall development of students in curricular and co-curricular activities irrespective of gender, caste, creed and financial background of the students. Every year, the women cell of the college of nursing organizes programmes to sensitize the students on gender equity. Mostly, women choose nursing as a career and they need to be aware of women empowerment as they work with different genders. To have the safety and security for the students, especially female students, the following measures have been taken.

- Provision of counselling room and qualified counsellors
- Separate common rooms for boys and girls
- Lift facility
- Presence of round the clock security personnel in the campus
- Rounds by the Security officer of FMCI within the campus and checking for any issues
- Communication to police if any help is required which is required from the police
- Electronic surveillance through CCTV cameras covering the strategic locations of the campus, corridors of each floor, office rooms and classrooms of College of Nursing is under the surveillance of CCTV cameras
- Monitoring of timings for entry and exit into hostels by the floor wardens
- Display of helpline numbers on the notice board for students' access during an emergency.
- 24x7 ambulance services made available within the campus in case of emergency
- Monitoring of hostels by the floor wardens and main warden.

- Checking of vehicles and people at all exit and entry points.
- Counselling at the time of admission regarding coeducation, discipline, rules and regulations and approaches to seeking help
- Action on any sexual harassment in college or workplace as per the committee guidelines and counselling for the victim
- Mentoring system to deal with any adjustment with coeducation
- Availability of services of Qualified counsellors for gender-related issues
- Separate washrooms for boys and girls

File Description	Document
Specific facilities provided for women in terms of a. Safety and security b. Counselling c. Common Rooms d. Day care centre for young children	View Document

7.1.3 The Institution has facilities for alternate sources of energy and energy conservation devices 1. Solar energy 2. Wheeling to the Grid 3. Sensor based energy conservation 4. Biogas plant 5. Use of LED bulbs/ power efficient equipment

E. any one of the above

D. Any two of the above

C. Any three of the above

B. Any four of the above

Response: D. Any two of the above

File Description	Document
Institutional data in prescribed format	View Document
Installation receipts	View Document
Facilities for alternate sources of energy and energy conservation measures	View Document
Link for additional information	View Document

7.1.4 Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- **Solid waste management**
- **Liquid waste management**
- **Biomedical waste management**
- **E-waste management**

- **Waste recycling system**
- **Hazardous chemicals and radioactive waste management**

Response:

Solid Waste Management:

Waste Management and Recycling support the campus goal to reduce the amount of material entering the waste stream. Father Muller College of Nursing recognizes the importance of its role in working with its supply chain and others to help avoid or to minimize the generation of waste and in working with the waste management authorities. Every classroom, department, office and washrooms are provided with separate bins in which solid waste is segregated which will be taken away by the group D workers. Paper waste is collected from all the departments and classrooms which will be stored in a room that is located in the basement and once in six months it will be sold to the vendors for recycling. Also, the institution is motivating for reduced use of plastics. The employees are committed to good to reduce and manage waste effectively.

Liquid Waste Management:

Liquid waste collected from all the washrooms and washbasins is directed to the STP plant and water recycling process takes place there. Once water is recycled it is reused for watering plants and toilet flush in hostels and hospitals. Monitoring of recycles is done by the Institutional maintenance committee. Overnight leak tests by taking meter readings before and after a period of no occupancy identify any leaks and/or overflows occurring in the building.

Biomedical Waste Management:

The College of Nursing students, during their field visit, carry out various procedures like Screening for Diabetes by checking GRBS,checking anaemia by haemoglobin estimation etc. The waste which is generated during these procedures will be collected carefully by the student and discarded according to the Biomedical waste management policies in the Community lab. The biomedical waste management of the institution is managed by the vendor, Ramky Energy and Environment Ltd, Mulki, Mangalore.

Hazardous Chemical waste management:

Chemicals used to perform various procedures in the community setting is checked for the expiry date and sent to the general stores Department.

E-Waste Management:

· E-waste, collected from the college is sent to the Biomedical department and then it is segregated and given to the authorized vendor. Electronic waste from college includes computer monitors, printers, scanners, keyboards, mouse, cables etc.

Waste Recycling System:

Waste is segregated according to the latest guidelines. Colour coded bins are provided in the college campus and according to that waste is segregated. Dry waste will be sent for recycling as explained above

and wet waste is taken away by Managluru City Corporation workers. Recycled water is used for gardens and e-waste is given to the authorized vendor.

File Description	Document
Link for relevant documents like agreements/MoUs with Government and other approved agencies	[View Document](#)
Link for geotagged photographs of the facilities	[View Document](#)

7.1.5 Water conservation facilities available in the Institution:

1. **Rain water harvesting**
2. **Borewell /Open well recharge**
3. **Construction of tanks and bunds**
4. **Waste water recycling**
5. **Maintenance of water bodies and distribution system in the campus**

Any one of the above

Any Two of the above

Any Three of the above

Any Four of the above

Response: Any Three of the above

File Description	Document
Institutional data in prescribed format	[View Document](#)
Installation or maintenance reports of Water conservation facilities available in the Institution	[View Document](#)
Link for additional information	[View Document](#)

7.1.6 Green campus initiatives of the Institution include 1. Restricted entry of automobiles 2. Battery-powered vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastics 5. Landscaping with trees and plants
E. any one of the above

D. Any two of the above

C. Any three of the above

B. Any four of the above

Response: C. Any three of the above

File Description	Document
Institutional data in prescribed format	<u>View Document</u>
Link for additional information	<u>View Document</u>

7.1.7 The Institution has disabled-friendly, barrier-free environment

1. **Built environment with ramps/lifts for easy access to classrooms**
2. **Disabled-friendly washrooms**
3. **Signage including tactile path, lights, display boards and signposts**
4. **Assistive technology and facilities for persons with disabilities (*Divyangjan*) accessible website, screen-reading software, mechanized equipment**
5. **Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading material, screen reading**

E. any one of the above

D. Any two of the above

C. Any three of the above

B. Any four of the above

Response: C. Any three of the above

File Description	Document
Institutional data in prescribed format	<u>View Document</u>
Link for additional information	<u>View Document</u>

7.1.8 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socio-economic and other diversities. Add a note on how the Institution has leveraged its location for the services of the community (within 500 words).

Response:

Education: The college of Nursing is located at the heart of the city. Students are attracted from various parts of India irrespective of caste, creed and socio-economic status. Students belonging to all religious

groups are welcomed to take admission at Father Muller College of Nursing. No partiality is shown among student or staff based on their cast or socioeconomic status. As per government rules, 20% of undergraduates seats are provided to the reserved category of students.

Religious Practices: Each person has the freedom to practice his or her religion. Students of various religious groups i.e. Hindus, Christians, Muslims etc. study or stay together in the hostel. The festivals of various religious groups are celebrated in the college with harmony

Transport: The day scholars are travelling daily with the help of public or government transport whereas a well-equipped hostel facility is made available within the campus.

Community Services: There are rural and urban centers which are adopted by the institution and our students along with the faculty of various departments visit and render services as per the need of the community. To mention such services, a few are health camps, health education programmes, and awareness on various social issues, rally, radio programmes and street plays. The college has conducted several extension activities in the community as well as in the neighborhood to promote health and prevent illness. Whenever field visits are conducted, families are screened, and if there are any problems encountered, the referral will be given to the Parent Hospital irrespective of caste or socio-economic status.

Celebration of National Festivals:

National festivals are celebrated by the students in the college and the hostel, irrespective of their culture or religion. Students of various batches plan the program together. Some of the activities are celebrated along with the Student Nurses Association. The festivals which are commonly celebrated within the college campus are Holi, Christmas, Deepavali and Onam.

Chathur Vaidyabhaashaa Bodhini

It is an effort by the management of the institution to overcome language difficulties of students enrolled for medical, nursing and allied health sciences courses, while they are communicating to patients and family members. The transliteration of words is given in English for three languages- Kannada, Malayalam and Tulu.

These are the nstitutional efforts in providing an inclusive environment for all those who are a part of the institution.

File Description	Document
Any additional information	[View Document](#)
Link for supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View Document](#)
Link for any other relevant information/documents	[View Document](#)

7.1.9 Code of conduct handbook exists for students, teachers and academic and administrative staff including the Dean / Principal /Officials and support staff. 1. The Code of conduct is displayed on the website 2. There is a committee to monitor adherence to the code of conduct 3. Institution organizes professional ethics programmes for students, teachers and   the academic and administrative staff 4. Annual awareness programmes on the code of conduct are organized

E. None of the above

D. Any one of the above

C. Any two of the above

B. Any three of the above

Response: C. Any two of the above

File Description	Document
Institutional data in prescribed format	View Document
Information about the committee composition number of programmes organized etc in support of the claims	View Document
Details of Programs on professional ethics and awareness programs	View Document
Web link of the code of conduct	View Document

7.1.10 The Institution celebrates / organizes national and international commemorative days, events and festivals

Response:

A national or international awareness day or observance is a date usually set by a major organization or government to commemorate a public health or ethical cause of importance on national or international level. An international observance, also known as an international dedication or international anniversary, is a period to observe some of international interest or concern. This is used to commemorate, promote and mobilize for action.

Celebrating events and festivals in colleges have become an integral part of learning and building a strong cultural belief in students. Father Muller College of Nursing encourages students to embrace other traditions and culture just like the way they do with their own. Such celebrations bring students closer to traditional and cultural beliefs. A close bond is built between the students as they understand each other's different customs. Being a diverse country, the students need to know what each festival means, and it is only through the celebrations, he/she gets to know more about the country. Celebration of days like Republic day and Independence day make the students to become aware of their commitment to the country and brings out the patriotic feelings.

Father Muller College of Nursing organizes national days / celebrates festivals. To list a few, are as follows:

- Republic Day
- Independence Day.
- Teachers' day
- Children's day
- National Library Day
- Onam
- Deepavali
- Christmas

Celebration of these days/ festivals will help the students and staffs to understand their responsibility towards the country. Also it arouses Patriotism among all. It brings a sense of unity without giving importance to caste , religion, culture or socio economic status.

File Description	Document
Link for additional information	[View Document](#)

7.2 Best Practices

7.2.1 Describe two Institutional Best Practices as per the NAAC format provided in the Manual

Response:

Best Practice -1

Title of the Practice: Simulation Based Learning

Objective:

To enhance skill based experience in the health care settings and to provide quality patient care with competence.

The context:

Simulation- based nursing education is an increasingly popular pedagogical approach where the students will be trained to practice various skills which they need to perform in clinicals during their training at hospital. Scenario –based learning is an another pedagogical approach which provides students an opportunity to practice their clinical, decision- making and communicative skills through various real-life situational experiences. With realistic clinical scenarios, novice as well as experienced nurses could be trained, helping them to develop effective non-technical skills, practice rare emergency situations, and providing a various skills in managing life-threatening situations. Students are given opportunity as per the need and requirement of curriculum, and the activities of Scenario based learning will be planned in such a way that, it enables students to actively learn through a storyline, usually based around an ill-structured or

complex problem, which they are required to solve.

The Practice

. The students are divided into groups and guided by the expert teachers. Before creating a scenario, teachers identify what concepts or facts students need to know in order for the scenario to be meaningful, engaging, and supportive of the learning. The students work together in a supportive skills training environment, while the teachers/staff facilitate the simulation sessions. The students are informed about the topic and are instructed to review the topic in prior which is already taken in the theory class. Before role-playing, the facilitator pre-briefs the glimpse of the case and instructs the students to take various roles in the scenario, and act as if they are in the real life situations. Students are instructed to divide themselves as actors, observers, bystanders, nurses and doctors etc. While students enact their roles in the simulation studio, teachers remain in the control room where they will be able to view the entire act of students through a transparent glass window and gives necessary cues and instructions through a microphone. When students play their roles, the student observers have to note each action of their group from the corner of the studio. After the scenario, a debriefing session will be carried out in a different room

Evidence of Success:

As a pedagogical method, simulation enabled students to learn how to reconcile theory with practice through skills and scenarios. The feedback of students regarding the simulation based learning has shown that they developed confidence in performing the procedures before the clinical training. The students' performance in the examination also emphasise that the simulation based teaching has proved the desirable results. This pedagogical method has been found to be useful, beneficial and effective for students in their learning processes, and the results have been addressed as mainly positive. The students work together in a supportive skills training environment.

Problems Encountered and Resources Required:

- It is difficult to undertake larger group students at a time and since it is a small group, lot of time is required.
- Teachers have to spent ample amount of time in preparing a storyline for each topic which they planned for different batches.

Best Practice – 2

Title of the practice: Health Awareness through the Observation of Health Days

Objectives:

a.To educate the community and to create an awareness of one's own health b.To encourage people to adopt and sustain health promoting lifestyle and practices

c.To promote the proper use of health services available to them.

d.To channelize the leadership ability and team work among staff and students

The Context:

Health in one hand a highly personal responsibility and on the other hand a major public concern. Health can never be adequately protected by health services without the active understanding and involvement of community whose health is at stake. Health care for the people, to health care by the people, is a paradigm shift. For this, the role of health care providers mandated as education alone is not sufficient to achieve optimum health. The goal of WHO is to improve equity in health, reduce health risks, promote healthy lifestyle and setting, and to respond to the underlying determinants of health. The nurse being important member of the health care system plays an eminent role as nurse educator in health promotion. The theme of the health days vary each year based on the priority area to promote the health of the people.

The Practice:

All the departments of the college make a note of the health days and integrate it in the department action plan in the beginning of the academic year based on their area of application. The health days activities are planned based on the theme of the year. The health days are observed for the day or for a week. The programme package consists of health related activities, health talks, role play, street plays, distributions of leaflets, quiz, poster and collage competitions and health checkups. Radio and Television programmes on these topics are broadcasted/telecasted, and students and faculty actively participate in those programmes. This channelizes the leadership ability and team work among staff and students. These events promote health of the people and create awareness on current information on individual health care. This also improves the knowledge and practice of a student nurse and the staff in the hospital and community. Around **30 health days** are observed every year.

Evidence of Success:

The reports of the observed health days indicate that most of the population within and outside the hospital was benefited. The beneficiaries of the program have responded positively which is evident in their attendance (number of beneficiaries) and active participation. The reports of the observed days are uploaded in the institutional website and filed in the respective departmental records.

Problems encountered and resources:

Organizing the physical set up in the selected community and gathering the people of that community (area) were the common problems. The resources and financial assistance to organize the programs are supported by th

File Description	Document
Link for best practices page in the Institutional web site	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 500 words

Response:

The thrust area of the institution is the promotion of research among faculty and students. The institution has a Research center for implementing and upholding a positive culture that supports all students and faculty. The monthly meeting with the institutional research committee members, informal and formal communications, and constant reminders to utilize the institutional research grants, communicating openly and giving support have made a big difference. PG and faculty projects are supported by institutional grants. Research achievements are considered as one of the parameters for the job promotion.

Under the guidance of an M.Sc. Nursing faculty, UG students conduct research projects in small groups comprising four to five members. After the completion of the study, they publish the research study in a journal, preferably in an indexed journal. Yearly about 20-25 research projects are done by UG students as Principal investigators. PG students are encouraged to undertake intervention studies and expected to follow each step given in the research process. There are PhD and M Sc qualified faculty with long years' of experience in the field of research, to guide both PG and UG students. Every single student is independently able to carry out data entry and analysis at the end of their pilot project using SPSS software. Some research-related workshops/seminars are conducted by the college every year. Every faculty is with a research project in her hand as a Principal or co-investigator. They publish their work in national or international journals having a renowned database. The faculty projects are sponsored by external or institutional grants.

To uphold the essence of research and to ensure scientifically sound research protocols the FMCON is having an Institutional Review Committee comprising of senior teachers from various nursing departments. Every protocol is reviewed by two reviewers. After the review, the investigator is expected to carry out the suggestions and further, it is subjected to the Ethics committee for scrutinizing the ethical aspects. This process applies to all protocols including that of UG and PG students as well as that of faculty research projects. They are compliant with the ethical principles and guidelines of the Indian Council of Medical Research (ICMR). The members, responsibilities, functions and Standard Operating Procedures (SOP) are communicated to all and a copy of the same is available on the Institutional web page.

The institution has research collaboration with the School of Nursing, La source, Switzerland from 2014 onwards. The medical and nursing students visit every year to conduct collaborative research. There a few interdepartmental researches for the college.

The thrust areas of the institution for research include :

- Communicable and non-communicable diseases
- Mental health
- Maternal and Child Health
- Oncology
- Yoga

The outcomes are measured in terms of:

*Publications

*Funded projects

*Collaborative research

*Interdepartmental research

File Description	Document
Link for appropriate web page in the institutional website	[View Document](#)
Link for any other relevant information	[View Document](#)

Criterion 8 - Nursing Part

8.1 Nursing Indicator

8.1.1 Training in the clinical skills and simulation labs are organized with reference to acquisition and enhancement of skills in basic and advance procedures such as BLS/ALS, Venepuncture, ET intubation/suctioning, central line insertion procedures (PG- as per clinical specialty).

Response:

Father Muller College of Nursing is a unit of Father Muller Medical College Hospital, which is 1250 bedded super speciality hospital, a tertiary care centre. The students get an excellent opportunity for high-tech high-touch care. Before the clinical posting, students practice basic procedures in the clinical skill lab in the college. The records and reports of each lab is maintained by the lab in-charges. Periodically the labs are updated as per the needs.

Nursing Foundation Lab: Basic procedures like bed making, meeting the hygienic needs of the patient, Ryles tube insertion and feeding, injections, IV cannulization, urinary catheterization, enema, bowel wash, etc are practised.

Maternal and Child Health Nursing Lab: The lab is utilized for assessments of antenatal mothers, normal and abnormal labour, etc. The lab is equipped with mannequins, IUCD models, suturing model, drugs, pelvis, skull, etc.

Community Health Nursing Lab: The CHN lab is utilized by the students before they expose to community settings. It is equipped with community bags which contains articles needed during home visit.

Nurtition Lab: The lab equip the students with the cooking skills of therapeutic diet

Simulation and Skill Laboratory: Father Muller Simulation and Skill Centre was established in the year 2015, is committed to inculcate evidence-based simulation competence into healthcare curriculum. It provides a variety of activities using patient simulators, devices, trained persons, life-like virtual environments and role-playing with realistic case scenarios. Simulation-based interventions in nursing can train novice as well as experienced nurses, helping them develop effective skills, practice in emergency situations, and providing a variety of authentic life-threatening situations through immediate feedback, repetitive practice learning and adaptability to various learning strategies. Nursing students are provided with the opportunity to use low-fidelity simulation (LFS) to high-fidelity simulation (HFS). Hi-fidelity simulation labs are sophisticated with a mock hospital room, exam room, critical care room, operating theatre, birthing suite, etc.

Students are posted in the simulation centre as per the clinical rotation plan prepared by the teacher. All undergraduate and postgraduate students are exposed to basic and advanced procedures as per the curriculum.

Some of the procedures practised in the simulation lab are managing the patient with cardiac arrhythmias, congestive cardiac failure, respiratory distress, psychiatric emergencies, paediatric resuscitation, adult CPR, normal and abnormal labour, care of the unconscious patient, etc. Nursing simulation typically involves three parts: 1) preparation work (self-study or a classroom lecture), 2) the simulation session, and,

3) a debriefing session. In the debriefing, students review their performance and consider how nursing theory is applied to nursing practice, then receive feedback from the instructor. At the end of the session, feedback will be obtained from each student.

The simulation centre also provides courses on BLS and ACLS certified by Indian Institute of Emergency Medical Services for the final year BSc and Post Basic Nursing students. Also, the teachers are provided with orientation and training in simulation activity periodically.

File Description	Document
Student feedback on the effectiveness of the facilities.	[View Document](#)
Policy on the use of clinical skills and simulation labs in the acquisition and enhancement of skills in basic and complex procedures such as endoscopic surgery and interventional procedures.	[View Document](#)
Geotagged photographs/videos of the facilities	[View Document](#)
Any additional information	[View Document](#)

8.1.2 Average percentage of fulltime teachers who have acquired additional postgraduate Degrees/Diplomas/Fellowships/ Master trainer certifications beyond the eligibility requirements from Universities/ Recognized Centers/ /Professional bodies in India or abroad. (Eg: additional PG degree, Ph D, Fellowships, Master trainer certifications etc.)

Response: 18.64

8.1.2.1 Number of fulltime teachers with additional degrees, diplomas or fellowship during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
13	12	13	10	7

File Description	Document
Institutional data in prescribed format	[View Document](#)
Attested e-copies of certificates of postgraduate Degrees, Diplomas or Fellowships certificates	[View Document](#)

8.1.3 Students are exposed to quality of care and patient safety procedures including infection prevention and control practices as practiced by the teaching hospital in didactic and practical

sessions during their clinical postings.

Response:

The Father Muller Medical College Hospital is NABH and NABL accredited 1250 bedded hospital. By various mechanisms, the hospital strictly makes sure that the quality of patient care is not compromised. The undergraduate and postgraduate students receive adequate training from the hospital as they get exposure to various sections of the hospital, especially different ward settings and critical care areas. It is a golden opportunity for students to learn, how to give quality care to patients suffering from various disease conditions. The medical, nursing and allied health staff are duly qualified. There are about 300 doctors and 800 nurses working in the hospital. The hospital is equipped with the latest treatment modalities and diagnostic services. The supervision of faculty and nursing personnel help the students to learn from basic to advanced nursing care to patients. The exposure of B Sc, P B B Sc and M Sc Nursing students to clinical settings prepare them adequately as staff nurses with holistic development. The various manuals prepared by the hospital provide clear guidelines and information regarding the quality patient care, infection control practices, safety guidelines for the staff and students of the hospital. The students are informed about the manuals by the faculty and nursing personnel in the hospital. Moreover, the manuals are displayed on BackBone, the HIS for the reference of staff and students. The hospital infection control department conducts regular sessions to update the staff and students with infection control practices. The safety manual of FMMCH includes various aspects of safety for the patients, staff and students i.e. patient safety, lab safety, radiology safety, emergency codes and response, crisis management, safety measures related to gas, equipment, hazardous materials, waste disposal, staff education and training on safety. The students are given support if they are exposed to any kinds of risks.

File Description	Document
Any additional information	[View Document](#)
Documents pertaining to quality of care and patient safety practices followed by the teaching hospital	[View Document](#)

8.1.4 Average percentage of first year students, provided with prophylactic immunization against communicable diseases like Hepatitis-B during their clinical work in the last five years.

Response: 99.71

8.1.4.1 Number of first year students provided prophylactic immunization during last five years

2018-19	2017-18	2016-17	2015-16	2014-15
124	134	130	162	156

File Description	Document
Uploads for policies documents regarding preventive immunization of students, teachers and hospital staff likely to be exposed to communicable diseases during their clinical work.	[View Document](#)
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

8.1.5 Is the teaching hospital / clinical laboratory accredited by any National Accrediting Agency?

1. **NABH Accreditation of the teaching hospital**
2. **NABL Accreditation of the laboratories**
3. **ISO Certification of the departments / divisions**
4. **Other Recognized Accreditation / Certifications**

E. None of the above

D. Any one of the above

C. Any two of the above

B. Any three of the above

Response: C. Any two of the above

File Description	Document
Institutional data in prescribed format	[View Document](#)
e-copies of Certificate/s of Accreditations	[View Document](#)

8.1.6 Describe how the College facilities were utilized by students from other institutions (PG/UG/GNM) for administrative/educational visits and critical evaluation during the last 5 years within 500 words.

Response:

The undergraduate and postgraduate students from various parts of India visit the institution (college and hospital). On average, 6-10 colleges visit the college every year. The faculty of the Department of Administration provide the orientation to the staff and students about the institution and based on their objectives required information is provided. Written feedback is taken from visitors after the visit.

 The students visit the college usually with the following objectives:

- Know the philosophy, vision & mission of the Nursing institution
- Discuss the organizational structure and job description of the personnel
- Understand the policies of the institution.
- Learn the budget of the college and school of nursing
- Describe about the records and reports maintained in the hospital, college and school of nursing.
- Describe the pattern of planning, organizing , implementation and evaluation of the curriculum
- Recognise the student and staff welfare/development programme in the institution. Analyse staff development program in nursing institution.
- Explain the purpose and methods of performance appraisal.
- Describe the process of quality assurance and quality control.
- Realize the process of accreditation and affiliation
- Know the philosophy, vision & mission of the hospital.

- Highlight the human resource management of hospital.
- Discuss the organizational structure and job description of the personnel of the hospital.
- Enumerate the budget and auditing of the hospital.
- Understand the material management, equipment and supplies of the equipment.
- Describe the records and reports maintained in the hospital.
- Know staff welfare program of the hospital.
- Analyse staff development program of the hospital.
- Visit to the hospital and appreciate various technology advancement applied in patient care.

The students of other colleges utilize the Library facilities also for referring the literature. (Journals, Textbooks. Theses, Rare books, etc.). The students need to take additional permission from the management if they have to use library facilities.

 The nursing and medical students along with their faculty visit the college every year from Switzerland , 2014 onwards with the objectives of conducting research in community. They stay in the girls' hostel (Ave Maria Hostel) and utilize all other facilities of the college and hostel. A faculty of the college is assigned to assist them as per the need. Collected data will be presented by the foreign students before they leave.

The college is a centre for university theory and practical exams of PG and UG students

File Description	Document
List of Institutions utilizing facilities in the College	[View Document](#)
List of facilities used by other Institutions	[View Document](#)
Any additional information	[View Document](#)

8.1.7 College undertakes community oriented activities

Response:

Community health programs are called service-learning methods which connect students to the local community. It is a service-based learning method which sensitizes students to the local health needs. Our

four years BSc Nursing and 2 years PBBSc & M.Sc Nursing course offers ample of opportunities for the students to explore community, understand felt needs of the community and design as per that extension programs.

Community surveys: For the last five years the final year BSc and PBBSc Nursing students have taken up 14 community general health survey projects. Ideally, the students conduct house to house survey after mapping the community and numbering the houses in their assigned practical area. The entire survey report then presented before the department and health programs designed based on the felt needs of the community. Besides this, the PG nursing students also have conducted community-related research studies with the guidance of their research guide.

School health programs: Children as change agents been utilized by the health industry to streamline the society in a couple of occasions and several research articles do proclaim the strength of this approach. Keeping this view in mind the students of our institutes are being asked to visit the schools in the local community as a part of their field visits. For the last five years the schools located at Surathkal, Meenakali, Jeppina Mogaru, Kulai, Kadambel, Katipalla, Mullarkad, Jyothi Nagar been selected to impart health awareness programs. Most of these programs concentrate on topics like physical activity, sound mind, hygiene, Prevention of communicable diseases, healthy eating, dental care, Respiratory ailments etc. The education is imparted using skits and a variety of health songs. At the end of each program, we had a question and answer session to make learning more concrete.

Health camps, national health programs and international health days:

Students participate in the Pulse Polio Program, scrutinizing mosquito breeding places, and maternal health survey programs organized by the district health authority. Their participation is not just limited to this, they also participate in general health camps and mental health screening camps organized in remote villages. Most of these health programs are conducted in collaboration with Father Muller Medical College Hospital. The average health camps conducted in a year is 12. The teaching staff also substantially contributes their service in every general and mental health camp.

All these efforts create opportunities for the students to develop social skills, foster team spirit and nurture self-confidence.

File Description	Document
Geo-tagging / Photographs of events / activities	[View Document](#)
Any additional information	[View Document](#)

8.1.8 Number of full time faculty serving in various committees of the University/ Technical advisory group/ Core Committee members of various committees of Govt/WHO/INC/State/National Bodies during the last 5 years

Response: 8

File Description	Document
Nomination letter of the faculty or invitation letter to attend the meetings in various committees of the University/ Technical advisory group/ Core Committee members of various committees of Govt/WHO/INC/State/National Bodies	View Document
Institutional data in prescribed format	View Document

5. CONCLUSION

Additional Information :

Father Muller Charitable institution started its School Of Nursing as First School of Nursing in Private sector in Karnataka. We are towards achieving fullest level of e governance in the institution which would be user friendly to the stakeholders and employees of our institutions. Institution is striving toward establishing good number of MOU's with universities in overseas and in India. We also aim at attracting foreign students to pursue nursing education in our institution and exchange programs to learn the diverse needs of the society. We focus on making Father Muller College of Nursing a favorite destination of a parent who wishes to send his/her ward to pursue nursing education.

Concluding Remarks :

With the existence of 138 years, Father Muller Charitable Institutions strongly believe in delivering quality nursing education with the leap in advancements in technologies and expertise in accordance with challenges in field of Nursing Education. 'Search, Share and Care' being our motto, we are committed to search advancements in healthcare and trends in nursing education, and share the same to stakeholders through quality nursing education with an aim to contribute expert nursing workforce to the nation and to the world in turn we contribute building a healthy nation. An attempt to get the institution accredited provided an opportunity for the institution to have a realistic and objective self-appraisal, and helped us to identify the area of strengths as well as areas that need to be strengthened. It gave a momentum for ensuring effective teaching learning environment by means of a systematic analysis of the existing academic scenario of the institution. This gave an insight for making qualitative enrichments in all dimensions of the institution. We interpret that quality is a never ending process, and accreditations will not be the end of a process in achieving of excellence; rather it will be a breakthrough which will show us the right path to be followed in our search for knowledge, expertise, quality, commitment, and excellence in nursing profession and education.