

The Annual Quality Assurance Report (AQAR) of the IQAC

Part – A

1. Details of the Institution

1.1 Name of the Institution

National Institute of Speech & Hearing

1.2 Address Line 1

NISH Road

Address Line 2

Sreekariyam P O

City/Town

Thiruvananthapuram

State

Kerala

Pin Code

695017

Institution e-mail address

nishinfo@nish.ac.in

Contact Nos.

0471- 2944666; 2596919

Name of the Head of the Institution:

Dr. K G Satheesh Kumar

Tel. No. with STD Code:

0471-2944600

Mobile:

9847060016

Name of the IQAC Co-ordinator:

Shirly G

9447257374

Mobile:

nishiqac@nish.ac.in

IQAC e-mail address:

1.3 NAAC Track ID (For ex. MHCOGN 18879)

KLCOGN22578

1.4 NAAC Executive Committee No. & Date:

(For Example EC/32/A&A/143 dated 3-5-2004.

This EC no. is available in the right corner- bottom of your institution's Accreditation Certificate)

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

1.5 Website address:

www.nish.ac.in

Web-link of the AQAR:

<http://nish.ac.in/docs/naac/AQAR2018-19.pdf>For ex. <http://www.ladykeanecollege.edu.in/AQAR2012-13.doc>

1.6 Accreditation Details

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

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

28/05/2015

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

2018-19

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

- i. AQAR 2016-17 submitted to NAAC on 17/07/2017
 ii. AQAR 2017-18 submitted to NAAC on 07/12/2018
 iii. AQAR _____ (DD/MM/YYYY)
 iv. AQAR _____ (DD/MM/YYYY)

1.10 Institutional Status

University State Central Deemed Private

Affiliated College Yes No

Constituent College Yes No

Autonomous college of UGC Yes No

Regulatory Agency approved Institution Yes No

(eg. AICTE, BCI, MCI, PCI, NCI, RCI)

Type of Institution Co-education Men Women

Urban Rural Tribal

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

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

1.11 Type of Faculty/Programme

Arts Science Commerce Law PEI (Phys Edu)

TEI (Edu) Engineering Health Science Management

Others (Specify)

ISL

1.12 Name of the Affiliating University (*for the Colleges*)

University of Kerala &
Kerala University of Health Sciences
(KUHS)

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

Autonomy by State/Central Govt. / University

University with Potential for Excellence UGC-CPE

DST Star Scheme UGC-CE

UGC-Special Assistance Programme DST-FIST

UGC-Innovative PG programmes Any other (*Specify*)

UGC-COP Programmes

2. IQAC Composition and Activities

2.1 No. of Teachers

2.2 No. of Administrative/Technical staff

2.3 No. of students

2.4 No. of Management representatives

2.5 No. of Alumni

2.6 No. of any other stakeholder and
community representatives

2.7 No. of Employers/ Industrialists

2.8 No. of other External Experts

2.9 Total No. of members

2.10 No. of IQAC meetings held

2.11 No. of meetings with various stakeholders: No. Faculty

Non-Teaching Staff Students Alumni Others

2.12 Has IQAC received any funding from UGC during the year 2017-18 Yes No

If yes, mention the amount

NA

2.13 Seminars and Conferences (only quality related)

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

Total Nos. Nil International National State Institution Level

(ii) Themes

NA

2.14 Significant Activities and contributions made by IQAC

Introduced mailer group for NISH alumni
 Introduced Spoken English class for partially deaf DHI students
 Devised a mechanism for maintenance and purchase monitoring
 Conducted accessibility audit
 Received Rs 1.5 crore from Ministry of Social Justice & Empowerment for new CS lab and upgradation of existing CS lab.

2.15 Plan of Action by IQAC/Outcome

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

Plan of action

Sl No	Plan of action	Achievement
1	To prepare educational CD's in ISL for dual language program	Processing
2	Promote integration among hearing and deaf students	Accomplished
3	To set up an entrepreneur cell	Accomplished

4	To conduct 3 seminars, 1 - International,1-National level and 1 state level on Vestibular Evaluations, AAC and Pediatric Assessments for CI Candidacy respectively	Processing
5	To conduct a commerce fest	Accomplished
6	To start an innovative skill development course for persons living with autism and CP	Not accomplished
7	To publish a book on “Understanding Various Disabilities” with ISBN number	Accomplished
8	Minimum one publication from each unit	Under process
9	To publish a magazine	Accomplished
10	To make NISH accessible for the PwDs	Processing
11	To start an oral sensory evaluation and therapy unit	Accomplished
12	To start music therapy for EIP students	Under process
13	To conduct a pilot study for the implementation of online early intervention program	Under process
14	Procurement and Installation of Stroboscope and flexible laryngoscope	Processing
15	Establish the functioning of Vestibular Unit	Processing
16	To start sensory-Motor-Cognitive- Communication unit (SMCC) under CCND project.	Processing

17	Ceiling work to various rooms to which AC is being installed	Accomplished
18	Roof remodeling in Amruth building for new class rooms	Accomplished
19	Landscaping work for NISH campus	Progressing
20	Earth Filling work behind the three buildings	Accomplished
21	Online system for registration	Processing
22	Implementation of e -office package	Accomplished
23	To acquire and customize a single window searching software to facilitate authoritative search results among umpteen number of documents	Under process
24	Air-conditioning of staff rooms, computer labs and intervention units	Accomplished
25	To set up a Gym and Fitness centre	Equipment Installed
26	To create a platform for the smooth functioning of CCMD in collaboration with different departments at NISH	Accomplished
27	To fabricate AT solutions for NISH clients using facilities in Fablab, Technopark campus.	Processing
28	To upgrade existing lab with High end computers Virtual Desktop Infrastructure requirement	Under process
29	To redesign the system for different submissions	Under process

30	To do the needful for Accounts and administration software implementation	Processing
31	To conduct one CRE program on early literacy skills in children with hearing impairment (0 to 6 years)	Accomplished
32	Conduct awareness sessions, visits and observations to get exposure on various disabilities to DECSE students.	Processing
33	To conduct a CRE for special educators of the deaf	Accomplished
34	Create awareness about disability in public	Accomplished
35	To conduct English classes to improve the spoken English language of DISLI students	Under process
36	To give minimum one ISL session in each month to give the basis of ISL to DECSE students	Accomplished
37	To start Spoken English classes for DISLI students	Under process
38	To start counselling sessions for students not performing well	Established- still continuing
39	To conduct an orientation session for students ‘‘How teachers conduct assessments and evaluations’’	Accomplished
40	To provide a 6 months internship as teaching assistants for five BCS passed out students	Accomplished
41	To provide self-defense classes for girls and women staff in the campus.	Accomplished-still continuing
42	Study Abroad Program of Salus & Purdue University	Accomplished

43	Each unit to conduct a parental awareness program	Under process
44	Training for staff in ISL for counselling the deaf	Processing
45	Conduct a Train the Trainers seminar for ASLP Faculty	Accomplished
46	Solar panel (30kwp) installation and commissioning in NISH campus	Accomplished
47	Plastic free Campus	Accomplished
48	Additional street lights for NISH	Accomplished
49	To widen the implementation of FM system	Under process
50	To construct badminton court and football court	Accomplished

** Attached the Academic Calendar of the year as Annexure:1*

2.15 Whether the AQAR was placed in statutory body Yes No

Management Syndicate Any other body

Provide the details of the action taken

Placed before Executive Director's Core Operation Group and received their approval.

Criterion - I

Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	0	0	0	0
PG	1	0	1	0
UG	4	0	1	0
PG Diploma	0	0	0	0
Advanced Diploma	0	0	0	0
Diploma	2	0	0	0
Certificate	0	0	0	0
Others		0	0	0
Total	7	0	2	0
Interdisciplinary	-	-	-	-
Innovative	-	-	-	-

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

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	5
Trimester	0
Annual	2

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

Oral feedback is collected from Employers.. Online feedback is collected from students.

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

*Attached the analysis of the feedback in the Annexure2,3,4

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

No , there is no revision or update of regulations or syllabi of ASLP and Degree HI courses.

The DISLI course syllabus and regulations are revised and now there are eight papers - 4 practical papers and 4 theory papers - The examining body is Indian Sign Language Research and Training Centre.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

Two new departments were introduced during this year .

CCMD – Centre for Communication and Media Development

RPCC –Research and Project Consultancy Centre

Criterion -2

Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty : All faculty are working in regular basis

Regular Basis : 21 faculty in Degree (HI)
 Regular Basis : 3 faculty in Allied subjects
 Regular Basis : 29 faculty in ASLP
 Regular Basis : 3 faculty in DECSE
 Regular Basis : 1 faculty in DISLI

2.2 No. of permanent faculty with Ph.D. : All faculty are working in regular basis
 Regular Basis : 1 faculty in Degree (HI)
 Regular Basis : 3 faculty in ASLP
 Regular Basis : 1 faculty in allied

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

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
						4		4	

2.4 No. of Guest and Visiting faculty and Temporary faculty

Guest faculty – 3 in ASLP visiting faculty – 2 in ASLP Guest faculty-- 1 in DISLI Guest faculty-- 1 in Degree (HI) Temporary Faculty - 2 in Degree (HI)

2.5 Faculty participation in conferences and symposia:

Degree (HI)

No. of Faculty	International level	National level	State level
Attended Seminars/ Workshops	7		

Presented papers	2	3	
Resource Persons			3

ASLP

No. of Faculty	International level	National level	State level
Attended Seminars/ Workshops	-	9	-
Presented papers	-	3	
Resource Persons	-	3	3

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

Degree(HI) : Use of technology in class- Kahoot, Whatsappweb, QR code, splashtop, google classroom, co-teaching

ASLP

Classrooms are equipped with facilities of smart board and Wi-Fi and classes are conducted using these interactive boards and multimedia presentations.

2.7 Total No. of actual teaching days during this academic year	Degree (HI)	180 days
	DISLI & DECSE (HI)	132 days
	ASLP	180 days

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

Degree (HI) - All exams are conducted by University of Kerala
ASLP - All exams are conducted by University of Kerala and KUHS

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop	BSc-7	BCom-6	BFA-5; HEFP-9
			ASLP-3

2.10 Average percentage of attendance of students

>80%

2.11 Course/Programme wise
distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
BSc Computer Science	31	19.35%	32.25%	Nil	Nil	51.6%
BCom(HI)	8	Nil	38%	Nil	Nil	38%
BFA(HI)	3	Result awaited. Appeared for final exam in June 2019				
DECSE (HI)	0					
DISLI (HI)	0	Appearing for exam in August 2019				
BASLP	26	Nil	96.3 %	3.7%	Nil	100%
MASLP	10	Nil	100%	Nil	Nil	100%

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

Ensuring that feedback is taken from students; enquiring with student's member of IQAC regarding problems faced in teaching learning process and ensuring corrective action.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	2 ASLP , 3 Degree(HI)
UGC – Faculty Improvement Programme	4 Degree(HI)
HRD programmes	25 Degree(HI)
Orientation programmes	8 Degree(HI)
Faculty exchange programme	7 Degree(HI)
Staff training conducted by the university	1 Degree(HI)
Staff training conducted by other institutions	1 Degree(HI)
Summer / Winter schools, Workshops, etc.	6 ASLP, 15 Degree(HI)
Others	

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	0	0	0	5

Technical Staff	0	0	0	0
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Regular Basis:

Technical staff in Degree (HI)	- 3
Technical staff in ASLP	- 2
Administration	- 3
Finance	- 2

Criterion-3

Research, Consultancy and Extension

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

An attempt has been initiated to pool in the research activities at NISH, providing feedback to the staff members, in turn facilitating research culture.

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number		1		
Outlay in Rs. Lakhs		48		

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number		4	2	
Outlay in Rs. Lakhs		7,60,000	19,45,000	

3.4 Details on research publications

	International	National	Others
Peer Review Journals	3	1	
Non-Peer Review Journals			
e-Journals			
Conference proceedings	1	7	1

3.5 Details on Impact factor of publications:

Range Average h-index Nos. in SCOPUS

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

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects	3 years	SID	48,00,000	-
Minor Projects	2	CeDS	545000	545000
Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects <i>(other than compulsory by the University)</i>				
Any other(Specify)				
Total			5,345,000/-	

3.7 No. of books published i) With ISBN No. Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP CAS DST-FIST
DPE DBT Scheme/funds

3.9 For colleges
Autonomy CPE DBT Star Scheme
INSPIRE CE Any Other (specify)

3.10 Revenue generated through consultancy

Level	International	National	State	University	College
Number	1	4	3		12
Sponsoring agencies		NISH, RCI			NISH

3.11 No. of conferences organized by the Institution

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

3.13 No. of collaborations International National Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs:

From Funding agency From Management of University/College

Total

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

3.16 No. of patents received this year

3.17 No. of research awards/ recognitions received by faculty and research fellows

Total	International	National	State	University	District	College
1		1				

Of the institute in the year

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

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

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

JRF SRF Project Fellows Any other

3.21 No. of students Participated in NSS events:

University level State level
National level International level

3.22 No. of students participated in NCC events:

University level State level
National level International level

3.23 No. of Awards won in NSS:

University level State level
National level International level

3.24 No. of Awards won in NCC:

University level State level
National level International level

3.25 No. of Extension activities organized

University forum	<input type="text" value="2"/>	College forum	<input type="text" value="8"/>	
NCC	<input type="text"/>	NSS	<input type="text"/>	Any other <input type="text" value="10"/>

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

- Screening camps were conducted in various parts of Trivandrum district for the early identification and intervention of various communication disorders in collaboration with various NGOs.
- Disability certification camp was conducted to issue disability certificate for persons with various disabilities.
- Periodically conducts NISH Online Interactive Disability Awareness Seminar (NIDAS), aiming to create awareness to parents and care givers about the impact and rehabilitation strategies of various disabilities.
- Periodically conducts NIMIS to reach out with a series of talks for the Public on success stories of people who have overcome disabilities and have become role-models for others in society. These series will also have talks by pioneers and innovators who have gone beyond their call of duty to serve those with disabilities. Aim is to make the public aware regarding disabilities, impart people the knowledge to support or assist persons with disability (PwD) and to help the public to get rid of the stigma they might have about disability.
- Mr. Brett Lee, Global Ambassador for hearing screening shared his thoughts on status of hearing screening in Australia and interacted with parents of children with hearing impairment.

Criterion - IV

Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	9.75 acres	NA	Grant-in-aid, Govt of Kerala	9.75 acres
Class rooms	17	4		21
Laboratories	5	-		5
Seminar Halls	4	-		4
No. of important equipments purchased (\geq 1-0 lakh) during the current year.	-	3		3
Value of the equipment purchased during the year (Rs. in Lakhs)	-	Rs 2921364/-		Rs 2921364/-
Others	-	-		-

4.2 Computerization of administration and library

Digital repository: An open-source digital repository 'DSpace' has instituted in the Library, which is comprised of institution's academic outputs like projects, theses, dissertations etc. This facility makes easy retrieval of resources for digital reference. Theses, Dissertations, published journal articles, Clinical Conference Reports, Students'project reports, syllabus, questions papers etc. for several years are available in this platform.

DSpace Link: <http://192.168.10.27:8080/xmlui/>

Link to question papers: <http://192.168.10.27:8080/xmlui/handle/123456789/276>

Link to Clinical Conference Reports:

<http://192.168.10.27:8080/xmlui/handle/123456789/972>

Link to MASLP Dissertations:

<http://192.168.10.27:8080/xmlui/handle/123456789/262>

Plagiarism checking software: The Library has implemented an industry-standard plagiarism checking software 'Turnitin' to eliminate the potential threat of misappropriation in academic writing. Regular sessions on understanding and avoiding the vices of plagiarism are arranged for the stakeholders. By this, the institution could achieve the international standards on managing plagiarism in its academic outputs.

NLIST: NISH is a member of the UGC- INFLIBNET consortium, has licensed to access 6000+ e-journals and 135000+ e-books through its NLIST initiative. Users are given with user id and password so that they can access the resources irrespective of geographical limitations and time.

Exclusive Section for the Hearing Impaired: In order to nurture general reading habit among Persons with Hearing Impairments, the Library started a unique collection of books, rich in graphics/ illustrations. Science, history, GK, grammar, working principles etc. are dealt in simple language with

Library Statistics:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	180	Rs. 9,95,324	161	Rs.4,37,674/-	2704	Rs. 74,09,304/-
Reference Books	8	67,706	4	Rs.19,165/-	209	Rs. 11,66,628/-
e-Books	7	Rs. 76764	-	-	7	Rs. 76764/-
Journals	5	Rs 9519	-	-	5	Rs.9472/-
e-Journals	27	Rs. 25,70,154	2	Rs. 3,52,479/-	29	Rs.29,22,633/-
Digital Database	-	-	-	-	-	-
CD & Video	145	Rs 7697	-	-	145	Rs 7697/-
Others (specify)						
Academic Writing Platform: <i>APA Style Central</i>					\$ 4000	
Plagiarism Detection Software: <i>Turnitin</i>					\$ 5400	
Digital Repository: <i>DSpace</i>					Rs.20,000/-	
Digital Content Access through Collaboration : <i>NLIST</i>					Rs.5900/-	

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Other s
Existing	254	73	254	5	-	10	176	-
Added	25	-	25	-	-	-	-	-
Total	279	73	279	5	-	10	176	-

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

Internet connectivity upgraded to 100 Mbps.

4.6 Amount spent on maintenance in lakhs :

i) ICT

Rs 838786/-

ii) Campus Infrastructure and facilities

Rs 7,967,927/-

iii) Equipments

Rs 2921364/-

iv) Others

-

Total :

Rs 11,728,077/-

Criterion – V

Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

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

IQAC has taken steps to form mailer group for alumni.

It also initiated spoken English class for partially deaf DHI students.

It urged the faculty to organise more integrated programs for ASLP (hearing) and DHI (deaf) students

Conducted accessibility audit and sought financial assistance from Govt of India.

Could arrange Rs 1.5crore for setting up a new computer lab and to upgrade the existing lab.

5.2 Efforts made by the your dept for tracking the progression

In ASLP the student performance progress is assessed and monitored through ongoing formative assessments during the course. After course completion, the status of the job opportunities received by the alumni in various sectors such as hospitals, academic institutions and private clinics are learnt through professional networks such as conferences, seminars, workshops and resource faculty.

In DHI they follow continuous assessment and skill matrix.

5.3 Student details

(a) Total Number of students

UG	PG	Ph. D.	Others
Tot - 197 BASLP- 78 BCS- 52 BFA - 18 BCom- 29	MASLP -0	0	Tot= 50 DECSE - 8 DISLI- 12 HEFP - 30

(b) No. of students outside the state

15

(c) No. of international students

4

Men	No	%
	89	39.21

Women	No	%
	138	60.79

Last Year (2017 – 18)								This Year (2018 – 19)							
Course	General	SC	ST	OB C	OEC	Physically Challenged	Total	Course	General	SC	ST	OB C	OEC	Physically Challenged	Total
MASLP	6	1	0	3	0	0	10	MASLP	0	0	0	0	0	0	0
BASLP	16	2	1	9	0	0	28	BASLP	9	1		13	0	0	23
BFA(HI)	2	1	0	3	0	6	6	BFA	2	1	0	3	0	6	6
B.Sc CS (HI)	10	5	0	14	1	30	30	BSc CS	6	1	0	7	0	14	14
B.Com (HI)	10	1	0	14	0	25	25	B Com	3	0	1	3	0	7	7
DISLI	7	1	0	3	0	0	11	DISLI	2	1	0	1	0	0	4
DECSE	1	3	0	5	1	0	10	DECSE	5	0	0	0	8	2	13

Demand ratio - MASLP – Not conducted ; BASLP – LBS allotment; DECSE – AIOAT ; DISLI – AIOAT; DHI- 4.7:1

Dropout % MASLP – NA; BASLP – 1%; DECSE – 2%; DISLI – 1%; DHI – %

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

BSc(Cs)(HI) - LREP(Logical Reasoning Enhancement Programme), soft skill training by finestra - 55

BFA(HI)- Week review program - 5

No. of students beneficiaries

5.5 No. of students qualified in these examinations

NET	<input type="text" value="-"/>	SET/SLET	<input type="text" value="-"/>	GATE	<input type="text" value="-"/>	CAT	<input type="text" value="-"/>
IAS/IPS etc	<input type="text" value="-"/>	State PSC	<input type="text" value="1"/>	UPSC	<input type="text" value="-"/>	Others	<input type="text" value="-"/>

5.6 Details of student counselling and career guidance

For ASLP students, the faculty from the Dept. of Psychology provides counselling to students to motivate and encourage them towards pursuing their studies with interest and also to help them overcome any form of stress induced by the academic and clinical requirements.

For DHI students, Mentoring programme, Student counselling by Dr Sobha and Ms Chithra

No. of students benefited

65

5.7 Details of campus placement

<i>On campus (2017 -18)</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
2	20	9	8

5.8 Details of gender sensitization programmes

2 gender sensitization programs organised by Ashla, Pallium India and Ms Tiffany Brar- Attended by female students and staff.

5.9 Students Activities

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

State/ University level 35 National level 16 International level 2

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

Sports: State/ University level 22 National level 10 International level -

5.9.2 No. of students participated in cultural events

State/ University level 15 National level - International level -

No. of medals /awards won by students in events

2

-

-

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	4	24000
Financial support from government	5	64750
Financial support from other sources	-	-
Number of students who received International/ National recognitions	1	100000

5.11 Student organised / initiatives

Workshops : State/ University level National level International

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students -3

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

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

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

Mission:

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

6.2 Does the Institution has a Management Information System

Management Information System is being done in two sections viz Administration and Accounts software (AASOFT) and Academic and Clinical Software (ACSOFT). AASOFT is almost completed with HR module. Administration, finance and accounts software is under process and will be completed soon.

ACSOFT for clinical and academic matters is being done by M/s CDAC team and is under process.

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

6.3.1 Curriculum Development

In the ASLP program, the new syllabus and curriculum for B.ASLP which was introduced by the Rehabilitation Council of India in 2018-19 are being followed. The skill matrix for assessing clinical competence of the students undergoing B.ASLP course is being implemented in accordance with the syllabus and the framework for fulfilling the clinical practicum requirements has been structured and is being implemented to evaluate the student's client contact hours and clinical performance. The prescribed syllabus and curriculum requires further modifications which have been suggested and recommended for consideration to the board of studies of the University.

The Rehabilitation Council of India (RCI) has revised the syllabus and curriculum for DISLI 2018-19 and the responsibility for conduct of exams and other academic decisions was given to Indian Sign Language Research and Training Centre (ISLRTC). RCI has yet again revised the DISLI curriculum which will be implemented in the academic year 2019-20. The DISLI course will be of two years.

The revised syllabus and curriculum for BSc Computer Science (HI), BCom (HI) and BFA(HI) under the Degree(HI) program will be implemented from 2020-2021. Curriculum workshops for each program have been conducted and experts from board of studies of the Kerala University were invited to review the existing syllabus and curriculum and suggestions and recommendations have been incorporated.

6.3.2 Teaching and Learning

Effective teaching methods such as the use of google classrooms, interactive boards, small group discussions, role plays are being implemented in the lecture classes for the BASLP course to enhance learning among the students. Clinical teaching hours are dedicated to teaching students on the best clinical practices pertaining to the syllabus and curriculum. Clinical documentation prepared by students are evaluated and clinical discussions are conducted to develop the clinical competency among the students. Formative assessments are conducted to help students learn and provide feedback on the

Innovative strategies like use of Kahoot, splashtop, whatsapp web, QR code, google classroom, interactive boards, co-teaching have been implemented in classrooms. Academic counselling as well as psychological counselling was started to help students who required support and help to cope with tension, stress and progress well in their studies. Soft skill trainings were conducted for students by Finistra, a financial company in Technopark. Commerce fest was organised where sessions on career guidance, banking, stock, insurance were covered.

6.3.3 Examination and Evaluation

Examinations Management & Control (EMC) Team comprising of 6 members constituted at NISH are lok after the conduct of all examinations.

Degree HI exams are held by Kerala University for the even semesters while NISH conducts the odd semesters. DISLI examinations are conducted by ISLRTC under RCI. The exam centre for theory papers is selected by ISLRTC, mostly institutions conducting RCI approved courses. The ASLP courses both graduation and post graduation are conducted by Kerala University. BASLP course has been shifted to Kerala University of Health Sciences (KUHS) since last year and the University semester examination was held in Ananathapuri Hospital which is an approved examination centre of KUHS. Internal examinations will remain within the departments. The highlights are

- University guidelines are followed strictly regarding examinations.
- The Chief Superintendent of examination oversees the timely arrangement of the examination hall, the stock of examination sheets, takes responsibility for the question paper supply, stores the answer books and ensures a smooth transfer of the same to the university. Any problems that may arise will be addressed by the Chief and the Assistant Superintendents of Examinations. Since June 2015, question papers have been made available through online on the date of examination by Kerala University
- Academic calendar for internal examination and declaration of results.
- Systematically organized assessment and evaluation processes.
- Modification of evaluation process as per curricular requirements.

6.3.4 Research and Development (Praveena)

'Research and Project Consultancy Center' RPCC was initiated in June 2018 with an objective of promoting research projects at NISH. The Department submitted three research projects to the Social Justice Department (SJD) Kerala through Kerala Social Security Mission. Of this one project was sanctioned as a minor project under the administrative funding of Kerala Social Security Mission for an amount 495000/-. The second project, a compilation of two projects, 'Setting quality standards for registering Institutions and setting functional requirements against various posts for persons with benchmark disabilities as per RPWD Act (2016) was sanctioned by Social Justice Department, Government of Kerala' for an amount 4780000/-. The department is actively involving in setting up policy guidelines in the state.

6.3.5 Library, ICT and physical infrastructure/instrumentation

Digital repository: An open-source digital repository & 'DSpace' has instituted in the Library, which is comprised of institution's academic outputs like projects, theses, dissertations, etc. This facility makes easy retrieval of resources for digital reference. Theses, Dissertations, published journal articles, Clinical Conference Reports, Students' project reports, syllabus, questions papers, etc. for several years are available in this platform.

DSpace Link: <http://192.168.10.27:8080/xmlui/>

Link to question papers: <http://192.168.10.27:8080/xmlui/handle/123456789/276>

Link to Clinical Conference Reports: <http://192.168.10.27:8080/xmlui/handle/123456789/972>

Link to MASLP Dissertations: <http://192.168.10.27:8080/xmlui/handle/123456789/262>

Plagiarism checking software: The Library has implemented an industry standard plagiarism checking software 'Turnitin' to eliminate the potential threat of misappropriation in academic writing. Regular sessions on understanding and avoiding the vices of plagiarism are arranged for the stakeholders. By this, the institution could achieve the international standards on managing plagiarism in its academic outputs.

NLIST: NISH is a member of the UGC- INFLIBNET consortium, has licensed to access 6000+ e-journals and 135000+ e-books through its NLIST initiative. Users are given with user id and password so that they can access the resources irrespective of geographical limitations and time. Exclusive Section for the Hearing Impaired: In order to nurture general reading habit among Persons with Hearing Impairments, the Library started a unique collection of books, rich in graphics/ illustrations. Science, history, GK, grammar, working principles, etc. are dealt in simple language with pictorial support.

Section for Sign Language: To cope with DISLI Course requirements, the Library started an exclusive collection of Sign Language books.

6.3.6 Human Resource Management

The purpose of the HR department at NISH is to hire, train and develop staff and where necessary to discipline or dismiss them and to maximize the productivity by optimizing the effectiveness of employees. It provides support in the various human resource functions and to ensure that the organizational policies and procedures are implemented and any grievances of the employees are taken care of. All rules and regulations pertained to staff management is done as per the guidelines prescribed in the service rules of NISH and as per the decision of the Governing Council and Project Board from time to time. Annual performance appraisal and promotions is being done as per the decision of the Project Board.

NISH have a diverse workforce with academicians, clinicians, researchers, technical experts etc in the field of disability. Staff serve as resource persons for various workshops and programmes organised by different Government organisations, schools, colleges etc. Staff are encouraged to do staff development programs like attending training, workshops, seminars etc sponsored by NISH. Staff are entitled to avail leaves for higher education programs like PhD, international trainings in the field of expertise, paper

presentation in national and international conferences etc. Also nish provides assistance in doing MOOC courses. Special leaves is being sanctioned for doing part time PhD programs.

Several staff welfare programmes like conveyance, refreshments, social security measures like EPF, ESI, creche facility and feeding permission for young mothers, staff enrichment and motivational programs, staff tour etc.

All staff are provided with independent workstations with internet facility. Sufficient number of rest rooms with hygienic facilities are provided with napkin vending machines, incinerator etc. Also provides a comfortable and friendly environment for smooth functioning. Accessible environment is provided. Further improvisations as per Government norms is under modifications.

6.3.7 Faculty and Recruitment

All recruitments for regular positions are done against positions sanctioned by Government of Kerala. Recruitments follow the recruitment rules approved by the Project Board of NISH. Other than in sanctioned positions, recruitment is also being done for short term and long term projects, internship and volunteering opportunity for enthusiastic youngsters with a wish to serve the differently abled population.

All vacancies are published in official website of NISH and through print media, which will be followed by a test (if required) and an interview with a panel of members. the candidates once selected will be placed as per the norms approved by the Project Board of NISH. Salary packages will be as per the orders issued from the Govt. of Kerala from time to time.

6.3.8 Industry Interaction / Collaboration

- Interpreters are sent to the interview venue to enable the graduates to face interview without communication gap
- Industry visits are arranged
- Live projects are arranged for HI students

6.3.9 Admission of Students

Academics at NISH is unique in the sense that NISH has an integrated campus where students with hearing impairment and students with normal hearing share the same campus.

Program exclusively for students with hard of hearing

1. BSc. Computer Science (HI)
2. Bachelor of Fine Arts (HI)
3. Bachelor of Commerce (HI)
4. HEFP

The admission process for the Degree (HI) courses is carried out on the basis of Degree Aptitude Competency Exam (DACE). Prior to initiation of admission procedure for the Degree(HI) programs, parent-student counseling is conducted, which is advertised in all leading newspapers and on NISH's website. A model examination also included in the session. These sessions intend to provide an open platform for discussing and educating the public. Students who pass this examination can enroll themselves for the course of their choice. The dates of examinations and results are published in the NISH website. The candidates seeking admission at NISH can be registered at NISH website to get admission updates via

Email and SMS. In the year 2019, we have received 123 online applications and 111 attended for DACE. The list of students took admission for various courses are following BSc. CS – 8, BCom -6, BFA-12.

Higher Education Foundation Program (HEFP)

This enables the candidates who could not clear DACE to get ready to face DACE in the coming years. 30 students joined this program in 2019.

RCI approved professional courses

1. Bachelor of Audiology and Speech-Language Pathology
2. Master in Audiology (*Awaiting approval from KUHS*)
3. Master in Speech-Language Pathology (*Awaiting approval from KUHS*)

NISH provides two paramedical professional courses BASLP and its PG level M.Sc. Audio, M.Sc. Speech to generate skilled and efficient manpower to work effectively with persons having communication disorders. The admission to BASLP is a centralized allotment procedure and it is done by the LBS Centre for Science and Technology. 50% of the seats are merit seats and the remaining 50% seats management seats. All the seats will be filled based on the marks in the qualifying examinations. Admission to BASLP 2019 is through LBS. Candidates will be allotted NISH based on the merit.

RCI approved Diploma level courses in special education

1. Diploma in Early childhood Special Education (HI)
2. Diploma in Indian Sign Language Interpretation

DECSE and DISLI are diploma programs introduced by RCI. NISH has been approved as a recognized center for conducting the programs. For DECSE, the curriculum consists of theory and practical classes in early intervention and education of young deaf and hard of hearing children. Examination for the program is conducted by **Ali Yavar Jung National Institute for Hearing Handicapped (AYJNIHH)**, Mumbai. RCI will provide the certificate of registration. Diploma in Indian Sign Language Interpretation (DISLI) is a course recognized by the Rehabilitation Council of India (RCI) and its main aim is to prepare skilled and efficient manpower to work effectively in the field of deaf education and rehabilitation. On successful completion of the course, the candidates will be issued a certificate by the examining body nominated by RCI. Candidates are admitted to diploma programs on the basis of All the Online Aptitude test conducted by RCI. Admission conducted in three rounds based on cut off marks. The list of students admitted as follows DISLI – 13, DECSE(HI) - 9.

The dates and regulations of the admission process are advertised in newspapers across the state as well as published on the official website of NISH. The candidates seeking admission at NISH can be registered at NISH website to get admission updates via Email and SMS. In 2019 we have received 3148 online enquiries other than telephonic and email enquiries for various courses.

6.4 Welfare schemes for

- Teaching Staff and non teaching staff :
 1. Staff Buses
 2. Canteen and tea/coffee kiosk (coupon system- daily refreshment free of cost)

3. Social Security (EPF/ESI)
4. Restrooms/Sick rooms
5. Creche Facility
6. Provision of a gym for physical fitness
7. Sanitary napkin vending and disposal machines
8. Staff tour
9. Staff enrichment and motivational programs
10. Grievance redressal cell

- Students :

1. Canteen and tea/coffee kiosk
2. Insurance schemes
3. Restrooms/sick rooms
4. Sanitary napkin vending and disposal machines
5. Provision of a gym for physical fitness
6. Sports facilities
7. Scholarships
8. Grievance redressal cell
9. Public conveyance

6.5 Total corpus fund generated-

6.6 Whether annual financial audit has been done

Completed up to Financial year 2017-18 and Assessment Year 2018

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

No

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority

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

For UG Programmes Yes No

For PG Programmes Yes No

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

Reforms for the Examinations conducted by the University are being done.

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

Not applicable

6.11 Activities and support from the Alumni Association

A whatsapp group of alumni was created. Frequent sharing of relevant information is done through it.

6.12 Activities and support from the Parent-Teacher Association.

We do not have PTA. But regular PT meetings are held.

6.13 Development programs for Support staff

1. Induction program to make them aware of the functions and responsibilities
2. Provision of training programs related to hospitality services.
3. Canteen and coffee/tea kiosk

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

1. Maintenance of biogas plant.
2. waste management - Segregation on a daily basis and removal of plastic and other waste through a government-approved agency.
3. Use of renewable energy - On-grid Solar Power plant (35 Kwp) installed, a solar water heater in the kitchen
4. Rainwater harvesting system installed
5. E-waste management is taken care of by an authorized agency of the Government of Kerala
6. Green protocol compliance committee has been formed to implement green initiatives in the campus

Criteria VII

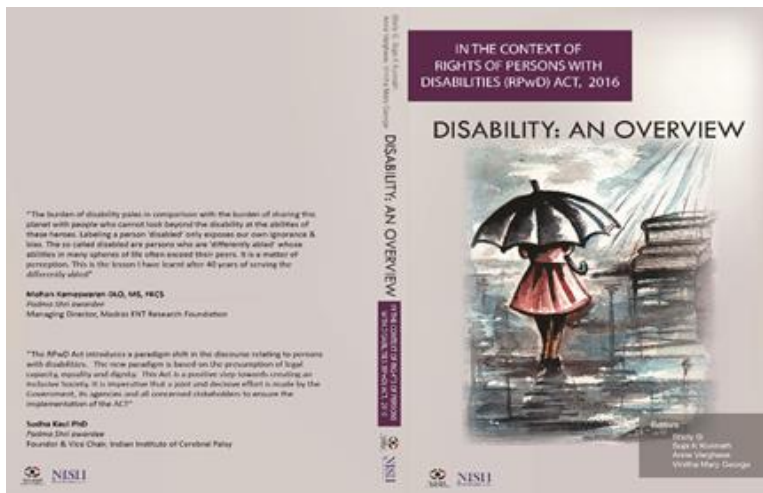
Innovations and Best Practices

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

a. New Initiatives

1. Published a book on disability

NISH, with the support of the Social Justice Department of the Government of Kerala, has brought out an academic book titled “DISABILITY: AN OVERVIEW IN THE CONTEXT OF THE RIGHTS OF PERSONS WITH DISABILITIES (RPwD) ACT, 2016.



Eminent medical and paramedical professionals have authored the chapters of this book. The book begins with a chapter on reflections on disability by orthopedic surgeon Dr. Mathew Varghese, the well-known crusader of polio in India. The next twenty-one chapters each describe one disability mentioned in The Rights of Persons with Disabilities Act, 2016. Each chapter deals with an overview of a particular disability. There is an introduction to that disability, a look at it in the Indian context, an examination of types, symptoms, prevalence, causes, diagnosis, treatment methods, treatment, intervention methods, recent trends, major contributions of researchers and details of a few national and international organizations working in the area of that specific disability. Finally, there are auxiliary chapters dealing with various subjects related to the Act like Legal aspects of the RPwD Act, Disability sensitization in the workplace, Psychological aspects of Disability, Disability: Holistic approach. We believe that this book will provide first-hand information to the beginners and will serve as a nice introductory reading for students, academicians, and researchers providing them with relevant information on disabilities, included in the RPwD Act.

2. NISH- Innovation & Entrepreneurship Development Cell

As per Kerala University's direction NISH started Innovation & Entrepreneurship Development Cell (IEDC). Kerala Startup Mission (KSUM) accorded approval to establish IEDC through a grant of Rs 2L. It was launched by Executive Director, NISH on 16th January, 2019 at 9am.

b. Higher Education (HI)

- 1) Job Orientation workshop and training by Youth4Job for DHI students and alumni.
- 2) Three BSc student finalists for IDEA Fest organised by KSUM.
- 3) Life skills workshop conducted for DHI students
- 4) Interpreters meet for DISLI alumni
- 5) BSc Computer Science students participated in Hands-on training on IOT, robotics, hardware designing and computer software
- 6) Curriculum revision workshops for faculty of BSc, BCom & BFA
- 7) Conducted commerce fest Akraya2 K18 for bcom students
- 8) Conducted soft skills program for final year students by Finistra – an IT firm at Technopark. Industrial visit was also conducted.
- 9) TECHNOPHILIA – 2019, a workshop was organized by BSc students
- 10) Workshop on 2D & 3D modeling, 3D printing, and laser-cutting at Fablab, Technopark for BSc students
- 11) Workshop on Digital Painting attended by BFA(HI) staff and students
- 12) Inclusive classes arranged for BFA(HI) students at College of Fine Arts, Trivandrum for five days
- 13) Deaf Week was celebrated from Sep. 24-28, 2018 by having Hon. Governor of the State for the inauguration and Shri. Kadakampalli Surendran for the valedictory function. As part of the observance of deaf week, prime news on Asianet News, Manorama News, Mathrabhoomi news, Kairali News channel were interpreted by DHI staff

c. Audiology Speech-Language Pathology

1. Purdue university student exchange for academic year 2019
2. Fully equipped vestibular lab for the assessment of Vestibular disorders as the incidence of co-occurring vestibular issues along with audiological problem has increased nowadays

3. Electrophysiology Lab dedicated solely for research activities facilitates students by inculcating research culture at the undergraduate level itself

4. Transformation of speech therapy rooms into theme-based communication enhancement zone named as 'Mozhicheppu'

D Neurodevelopmental Sciences

1. Initiated Parivarthan Series for parents of children with Neurodevelopmental disorders
 - a. Series-1 Parent Awareness Program on Role of parents in promoting communication and early literacy skills in children
 - b. Series-2 Parent Awareness Program on Feeding skills and oro-sensory motor skills in children with neurodevelopmental disorders

2. Organized two days workshop on Creative drama program called "Kaliyilanu Karyam" by padav creative drama group for parents and professionals as part of World Autism awareness month celebration at NISH

3. New Clinical practices were undertaken by staff
 - A. DIR Floortime level-1 certification course
 - B. Oral placement therapy certification course (level-1 and 2)
 - C. PROMPT certification course (level-1)
 - D. Sensory Integration certification course (level 1, 2, and 3)
 - E Assistive technology certification course

4. Implemented the collaborative project titled comprehensive care for Neurodevelopmental disorders is a combined effort of SCTIMST and NISH funded by Federal bank for developing sensory park and sensory room will benefit 100s of children with various Neurodevelopmental disorders

5. Conducted Applied Learning series for knowledge enhancement in the field
 - a. 9th Applied Learning Series on Neurophysiological correlates of communication disorders
 - b. 9th Applied Learning Series on Emerging trends in Neurosciences

6. Conducted a Summer camp (Reading Bustle) program for children with a specific learning disability

7.4 Contribution to environmental awareness/protection

1. A session on 'Waste Segregation and Management" was conducted on 6th June 2018
2. Training for Housekeeping Staff on 'Waste Segregation and Management" On 6th June 2018 and
3. Display Board in Campus for plastic-free us in gaining for use eco-friendly and reusable products were kept on July 2018 using Videos and PPTs in Dhyana Medicinal Plant Garden on Campus
4. Modifying waste bins in Campus was done on June 2018
5. "Community Cleanliness" Talk by Dr. T.N Seema Director of Haritha Keralam 3rd October 2018

7.5 Whether environmental audit was conducted? Yes

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

ISO Surveillance Audit

ISO Surveillance audit was conducted on 14th June, 2018. The third party auditors did not record any NCs during the audit.

Fund for Infrastructure Development: President of India sanctioned Rs 150,00,000 on 29 March 2019 for upgrading / setting up computer lab under central assistance scheme of financial assistance for the existing deaf colleges in five regions of the country.

Centre for Communication and Media Development (CCMD)

Centre for Communication and Media Development (CCMD) is a new initiative that caters to persons with different abilities. The Centre established in June 2018 has three wings:

- Communications & Awareness Creation
- Academics and News (ISL)
- Digital Media & Graphics Development.

The broad activities envisaged are:

- Preparation of press releases and communication with the media.
- Publishing of NISH online newsletter, student handbook, Annual Report etc.
- Updating of NISH website & Social Media Networks.
- Support for coordinating workshops, seminars, awareness programmes, exhibitions, etc. by various departments.
- Preparation of awareness materials (posters, booklets, leaflets, brochures, slide shows, short films, etc.).

- Development of teaching-learning materials, to support the language development of young hearing impaired (textbooks, storybooks, posters, flashcards, display boards, etc.)
- Development of therapy materials such as flashcards, communication pictures, puzzles, etc. for ASLP and NDS departments.
- Development of Indian Sign Language (ISL) - Ebooks.
- Development of visual contents for research programmes.
- Development of interactive educational contents.
- Multimedia documentation including capturing of photos & videos of events.
- Facilitate academic project opportunities for students.
- Daily news broadcast in Indian Sign Language

Department of Social Work

conducted a disability certificate issue camp in association with KSSM, on 13Aug2018 Monday. There is a facility to availing

- New disability certificate
- Renewal of certificate
- Changing the certificate to a disability identity card.

One Day workshop on 'Basic Counseling Skills and Techniques' on 10 November 2018 by (Former HOD Dept. of Counselling Psychology, Loyola College of Social Sciences, Trivandrum) and Ms Aroline. K Tom, (Assistant professor in the dept. of counselling psychology, Loyola College of Social Sciences, Trivandrum)

In association with NIPMED two day CRE programme on 'Rights of Persons with Disabilities Act 2016 (RPwD 2016)' organized on 6th and 7th December 2018 at Marigold, NISH

One Day workshop on 'Self Awareness' on 16 March 2019

A talk on "Therapeutic Alliance" by Dr. Susha Janardhanan and Ms. Aroline K Tom is organised on 7th June 2019 for BASLP Students

7.7 Plan of action for 2019-20

- | |
|---|
| <ul style="list-style-type: none"> ● Publish the Academic book by NISH |
|---|

<ul style="list-style-type: none"> ● Make NISH accessible to all ● Make NISH a PwD friendly institute ● To create videos on Visual arts topics in Indian Sign Language
<ul style="list-style-type: none"> ● Include lessons in primary school text books
<ul style="list-style-type: none"> ● Training on entrepreneurship ● Industrial visits ● Students will form an editorial team ● Conduct a mental math skills development workshop ● To impart current affairs on a regular basis to the deaf population at NISH ● To develop a newsletter bi-monthly on computer science topics ● To organize inclusive classes for BFA students ● To develop awareness in students on general topics related to commerce
<ul style="list-style-type: none"> ● One research paper from one or more therapy and diagnostics units, involving the faculty in-charge and students ● Introducing various evidence based practice in the clinical program ● To develop a MOOC on Forms of Business Organization and submit to Swayam platform
<ul style="list-style-type: none"> ● Updating the latest technologies ● Arrange 2 workshops/training programmes/Seminars for faculty
<ul style="list-style-type: none"> ● GCP and citi online training for all those involved in IEC, research activities at NISH ● To implement a web tool for searching and retrieving the most authentic and appropriate information in minimum possible time, among umpteen number of sources available on the web
<ul style="list-style-type: none"> ● Provide landscaping for a green and environment friendly campus ● Plastic free campus
<ul style="list-style-type: none"> ● Provide lightning arrester to Dhyan and Amruth building ● Ensure road safety in front of main entrance by installing speed breakers and sign boards
<ul style="list-style-type: none"> ● Conduct awareness classes about various disabilities and their management in young children with multiple disabilities ● Awareness class for LP&UP school teachers
<ul style="list-style-type: none"> ● Develop storybooks for graduating kids ● Conduct regular skill development programs ● Develop a confidential online medical record of students and staff regarding any existing medical and mental conditions along with the history of medications / guidelines for managing.
<ul style="list-style-type: none"> ● Conduct Night camp for ASLP and DHI students ● Conduct Quiz programme with integrated teams
<ul style="list-style-type: none"> ● Develop CD by recording class room sessions of EIP

- | |
|---|
| <ul style="list-style-type: none">● Conduct Eye camp |
| <ul style="list-style-type: none">● Create accessibility stories across disabilities |
| <ul style="list-style-type: none">● Create an awareness on menstrual hygiene● Create an awareness on prevention and control of infection |

Annexure: 1**Academic calendar**

		June 2018			
Date	Day	NISH Holidays & Events	DECSE	DISLI	HEFP
1	FRI				
2	SAT				
3	SUN	Holiday			
4	MON				
5	TUE	Environment day			
6	WED				
7	THU				
8	FRI				
9	SAT				
10	SUN	Holiday			
11	MON	Holiday			
12	TUE				
13	WED				
14	THU				
15	FRI				
16	SAT				
17	SUN	Holiday			
18	MON				
19	TUE				
20	WED				
21	THU				
22	FRI				
23	SAT				
24	SUN	Holiday			
25	MON				
26	TUE				
27	WED				
28	THU				
29	FRI				DACE Examination
30	SAT				
		JULY 2018			

Date		Holidays & Events	DECSE	DISLI	HEFP
1	SUN	Holiday			
2	MON				
3	TUE				
4	WED				
5	THU				
6	FRI				
7	SAT				
8	SUN	Holiday			
9	MON				Publication of DACE result
10	TUE				
11	WED				
12	THU				
13	FRI				
14	SAT				
15	SUN	Holiday			
16	MON				
17	TUE				
18	WED				
19	THU				
20	FRI				
21	SAT				
22	SUN	Holiday			
23	MON				
24	TUE				
25	WED				
26	THU				
27	FRI				

28	SAT				
29	SUN	Holiday			
30	MON				Interview HEFP & Parents' Meeting
31	TUE				
		August 2018			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	WED				Classes start Monthly Assembly
2	THU				
3	FRI				
4	SAT				Gravity Club Activity
5	SUN	Holiday			
6	MON				
7	TUE				
8	WED				
9	THU				
10	FRI			First Round Interview Aug 10th -Aug 17	
11	SAT				
12	SUN	Holiday			
13	MON				
14	TUE				
15	WED	Holiday	Independance Day		
16	THU				
17	FRI				

18	SAT				
19	SUN	Holiday		Second round interview Aug 19- Aug 27	
20	MON				
21	TUE			Onam Celebration	Onam Celebration
22	WED	ID-UI-Ad'ha (Bakrid)		ID-UI-Ad'ha (Bakrid)	
23	THU				
24	FRI	First Onam			
25	SAT	Thiruvonam			
26	SUN	Holiday			
27	MON			Onam holiday	Onam holiday
28	TUE			Onam holiday	Onam holiday
29	WED			Third round interview Aug 29 to Aug 31 Onam holiday	Onam holiday
30	THU			Onam holiday	Onam holiday
31	FRI			Onam holiday	Onam holiday
		September 2018			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	SAT				
2	SUN	Holiday			
3	MON		Classes commences	Induction program	Classes commences after Onam holidays
4	TUE				

5	WED		Monthly Assembly	Monthly Assembly	Monthly Assembly
6	THU				
7	FRI				
8	SAT				
9	SUN	Holiday			
10	MON				
11	TUE				
12	WED				
13	THU				
14	FRI				
15	SAT				
16	SUN	Holiday			
17	MON				
18	TUE				
19	WED				
20	THU				
21	FRI				
22	SAT				
23	SUN	Holiday			
24	MON				Exam
25	TUE				Exam
26	WED		Paper 1, Report Submission (Home Activities Video)		Exam

27	THU				Exam
28	FRI				
29	SAT				
30	SUN	Holiday			
		October 2018			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	MON				
2	TUE	Gandhi Jayanthi			
3	WED		Monthly Assembly	Monthly Assembly	Monthly Assembly
4	THU				
5	FRI				
6	SAT				
7	SUN	Holiday			
8	MON				
9	TUE				
10	WED		Paper V- Unit 2: Case history submission		
11	THU				
12	FRI				
13	SAT				
14	SUN	Holiday			
15	MON				

16	TUE				
17	WED				
18	THU	Mahanavami			
19	FRI	Vijayadasami			
20	SAT				
21	SUN	Holiday			
22	MON				
23	TUE		Paper 1, Report Submission (Counseling)		
24	WED				Exam
25	THU				Exam
26	FRI				Exam
27	SAT				
28	SUN	Holiday			
29	MON				
30	TUE				
31	WED				
		November 2018			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	THU	Kerala Piravi Day			
2	FRI				
3	SAT				
4	SUN	Holiday			
5	MON		Paper 4 - Practical of Unit 2 to be submitted		

6	TUE	Deepavali			
7	WED		Monthly Assembly	Monthly Assembly	Monthly Assembly
8	THU				
9	FRI				
10	SAT				
11	SUN	Holiday			
12	MON				
13	TUE				
14	WED				
15	THU				
16	FRI		Preschool Field Trip		
17	SAT				
18	SUN	Holiday			
19	MON				
20	TUE	Milad-i-Sherif			
21	WED				
22	THU		Paper 1, Report submission (Field Trip)		
23	FRI				

24	SAT				
25	SUN				
26	MON		Paper III-Unit I &IV- Practical work submission		Exam
27	TUE				Exam
28	WED				Exam
29	THU				
30	FRI		Paper II- Observation report submission		Field Trip
		December 2018			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	SAT				
2	SUN	Holiday			
3	MON				
4	TUE				
5	WED		Monthly Assembly	Monthly Assembly	Monthly Assembly
6	THU				
7	FRI		Paper 4- Practical works of Unit 3 to be submitted		
8	SAT				
9	SUN	Holiday			
10	MON		Paper 1, Report submission (Workshop)		

11	TUE				
12	WED		Practical Examination- Paper III		
13	THU		Practical Examination- Paper III		
14	FRI		Practical Examination- Paper III		
15	SAT				
16	SUN	Holiday			
17	MON		Practical Examination- Paper III		
18	TUE		Practical Examination- Paper III		
19	WED		Practical Examination- Paper III		DACE Model Exam
20	THU				
21	FRI			Christmas Celebration	Christmas Celebration
22	SAT		Christmas Vaccation starts	Christmas holidays	Christmas vacation + Semseter break start
23	SUN	Holiday			
24	MON			Christmas Holiday	Christmas Holiday
25	TUE	Christmas			
26	WED			Christmas Holiday	Christmas Holiday
27	THU			Christmas Holiday	Christmas Holiday

28	FRI			Christmas Holiday	Christmas Holiday
29	SAT			Christmas Holiday	Christmas Holiday
30	SUN	Holiday			
31	MON			Christmas Holiday	Christmas Holiday
		January 2019		Christmas Holiday	Christmas Holiday
Date		Holidays & Events	DECSE	DISLI	HEFP
1	TUE		Paper II- Unit II - Paractical work starts	Christmas Holiday	Christmas Holiday
2	WED				Semester Break
3	THU		Paper 1, Report submission (PT Meeting)		Semester Break
4	FRI		Paper II-Unit III- practical work submission		Semester Break
5	SAT				Semester Break
6	SUN	Holiday			
7	MON		Internal Assessment - Theory-Paper 1		Semester Break
8	TUE		Internal Assessment - Theory-Paper II		Semester Break
9	WED		Internal Assessment - Theory-Paper III		College reopens after Christmas holidays and Semester break
10	THU		Internal Assessment - Theory-Paper IV		
11	FRI		Internal Assessment - Theory-Paper V		
12	SAT				
13	SUN	Holiday			

14	MON		Intrernal Assessment- 1- VIVA		
15	TUE		Intrernal Assessment- 1- VIVA		
16	WED		Intrernal Assessment-1- VIVA		
17	THU				
18	FRI				
19	SAT				
20	SUN	Holiday			
21	MON		Paper V - Unit 2 (DST, VSMS and SFB Submission		
22	TUE				
23	WED				
24	THU				
25	FRI				
26	SAT	Holiday	Republic Day		
27	SUN	Holiday			
28	MON		paper 1 - Report Submission (Admission)		Exam
29	TUE				Exam
30	WED				Exam
31	THU				Parents' Meeting
		February 2019			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	FRI		Paper II- Unit III- Practical work begins		
2	SAT				
3	SUN	Holiday			
4	MON				
5	TUE				

6	WED		Monthly Assembly	Monthly Assembly	Monthly Assembly
7	THU				
8	FRI		Paper 5 - Unit 2: Psychological Testing Submission		
9	SAT				
10	SUN	Holiday			
11	MON				
12	TUE				
13	WED		Paper 1 - Report Submission (Playing)		
14	THU				
15	FRI				
16	SAT				
17	SUN	Holiday			
18	MON		Paper 4- Practical of Unit 4 to be submitted		
19	TUE				
20	WED				
21	THU				
22	FRI		Paper 5 - Report Submission (Model School)		
23	SAT				
24	SUN	Holiday			
25	MON				Exam
26	TUE				Exam

27	WED				Exam
28	THU		Paper II- Unit III- Practical work ends		
		March 2019			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	FRI				
2	SAT				
3	SUN	Holiday			
4	MON	Holiday	Paper 1 - Report Submission (Feeding)		
5	TUE				
6	WED		Monthly Assembly	Monthly Assembly	Monthly Assembly
7	THU				
8	FRI		Paper II- Unit III- Report submission		
9	SAT				
10	SUN	Holiday			
11	MON		Paper 4 - Practical of unit 2 to be submitted		
12	TUE				
13	WED				
14	THU				
15	FRI		Paper II- Unit II- Practical work ends		
16	SAT				
17	SUN	Holiday			
18	MON				
19	TUE				

20	WED				
21	THU				
22	FRI		Paper III-Unit II- Practical work final submission		
23	SAT				
24	SUN	Holiday			
25	MON		Paper 1 - Report Submission (Case Study)		
26	TUE				
27	WED				Exam
28	THU				Exam
29	FRI				Exam
30	SAT				
31	SUN	Holiday			
		April 2019			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	MON	Holiday			
2	TUE				
3	WED		Monthly Assembly	Monthly Assembly	Monthly Assembly
4	THU				
5	FRI				
6	SAT				
7	SUN				
8	MON	Holiday			
9	TUE		Paper 1 - Handouts 1 & 2 submission		
10	WED				
11	THU				
12	FRI				

13	SAT				
14	SUN	Holiday			
15	MON				
16	TUE				
17	WED				
18	THU				
19	FRI				
20	SAT				
21	SUN	Holiday			
22	MON				
23	TUE				Exam
24	WED				Exam
25	THU				Exam
26	FRI		Paper III-Practical work -final submission		Field Trip
27	SAT				
28	SUN	Holiday			
29	MON		Paper 1 - Handouts 3 & 4 submission		
30	TUE		Paper II- Practical work -Final submission-		
		May 2019			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	WED		Holiday		
2	THU				
3	FRI				
4	SAT				
5	SUN	Holiday			
6	MON				
7	TUE				

8	WED		Monthly Assembly	Monthly Assembly	Monthly Assembly
9	THU				
10	FRI				
11	SAT				
12	SUN	Holiday			
13	MON				
14	TUE				
15	WED				
16	THU				
17	FRI				Tour
18	SAT				
19	SUN	Holiday			
20	MON		Internal Assessment-II-Theory		
21	TUE		Internal Assessment-II-Theory		
22	WED		Internal Assessment-II-Theory		
23	THU		Internal Assessment-II-Theory		
24	FRI		Internal Assessment-II-Theory		
25	SAT				
26	SUN	Holiday			
27	MON		Internal Assessment II-VIVA		DACE Model Exam
28	TUE		Internal Assessment II-VIVA		

29	WED		Internal Assessment II-VIVA		
30	THU				
31	FRI				Parents' Meeting End of HEFP Classes
		June 2019			
Date		Holidays & Events	DECSE	DISLI	HEFP
1	SAT				
2	SUN	Holiday			
3	MON				
4	TUE				
5	WED		Monthly Assembly	Monthly Assembly	
6	THU				
7	FRI				
8	SAT				
9	SUN	Holiday			
10	MON				
11	TUE				
12	WED				
13	THU				
14	FRI				
15	SAT				
16	SUN	Holiday			
17	MON				
18	TUE				
19	WED				
20	THU				

21	FRI				
22	SAT				
23	SUN	Holiday			
24	MON				
25	TUE				
26	WED				
27	THU				
28	FRI				
29	SAT				
30	SUN	Holiday			

Annexure:2

Course and Instructor Evaluation 2018-19- Report

NISH collects feedback to evaluate how its service provision is viewed by its most important group of stakeholders, namely its students. Besides providing students with an opportunity to comment on the quality of the teaching and learning environment at NISH, feedback ensures that the management and faculty are made aware of problems perceived or encountered by students, and provides an opportunity for the conduct of self-evaluation and revision, where necessary.

During their course of study at NISH, students are asked to provide feedback both with regard to the course content they are following, and also with regard to their instructor and the teaching learning experience. **Course and Instructor evaluation** is conducted during each semester. Towards the end of the lecturing period, students are invited to complete an online evaluation form. Anonymity and Confidentiality of the evaluation process is strictly maintained to ensure that the students are not adversely affected by the feedback they submit.

The results of the feedback are communicated to the lecturers individually through the HoDs. The main issues highlighted during any feedback exercise are discussed with the respective Heads of Department and necessary corrective actions are taken, as necessary.

Below are the questions as presented to students, to which students responded on a five point scale ranging from “strongly disagree” to “strongly agree”.

Content

1. The content of the course was adequate and topics were covered in sufficient detail to make you top class professionals

Practical session

2. The practical sessions were well guided and monitored to make you confident practitioners

Subject knowledge of the instructor

3. The instructor has in depth and up to date knowledge in the subject taught and is able to clear all your doubts

Preparation for the lecture

4. The instructor comes well prepared for the lecture and uses materials and instructional **technology that enhances student learning**

Stimulating participation and encouraging questions in class

5. The classes are interactive and the instructor initiates discussions and asks for feedback

Readiness to clarify doubts outside class time

6. The instructor is approachable and is regularly available to assist you in clearing doubts outside class time

Treatment given to students

7. Tests are evaluated fairly and there is no apparent bias in dealing with students. Equal opportunity is given to all of you

Presentation abilities

8. The instructor is able to confidently deliver the lecture and communicates clearly concisely and effectively

Time management

9. The instructor was able to finish portions before the end of the semester, without last minute rush and without leaving portions untaught

Overall rating of the instructor

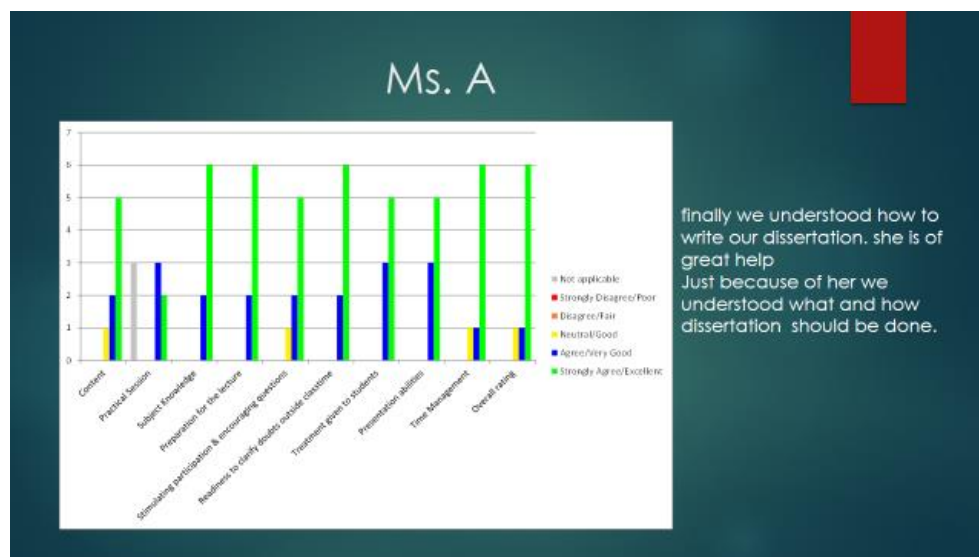
10. How would you rate this instructor looking at everything concerning the personality, professional knowledge, general attitude and class management

Other Comments

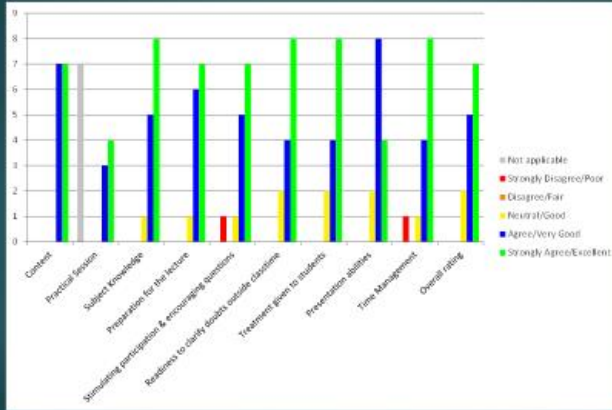
What do you think the instructor need to do to be an excellent teacher and the course to be a wonderful course?

General Feedback 2018-19

Overall, responses from the students during the year 2018-19 indicated moderate to high levels of satisfaction with the quality of teaching, instruction, and learning experience. Many responses indicated that students felt their lecturers were/are knowledgeable, skilled, enthusiastic, committed, and prepared. Comments were also typically made concerning lecturers’ willingness and ability to answer their doubts and employ effective teaching methods, resources and technologies into teaching in ways that enhance student learning.



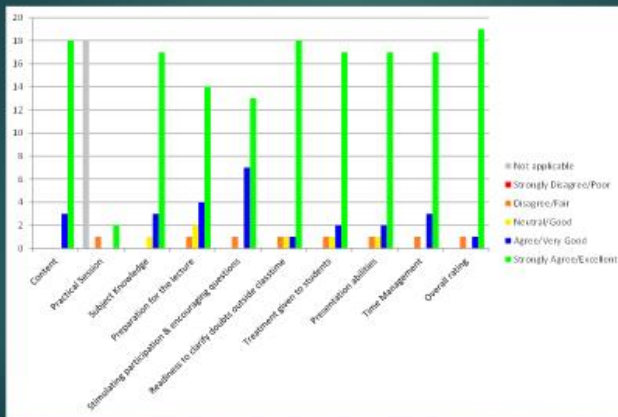
Ms. A



Was able to complete the portions well on time

She is too gud

Ms. A



She always motivates students to work

Annexure :3

Feed back -Alumni

1. Focused English training required.
2. Need soft skill training.
3. Internship while doing the course.
4. Take sufficient steps to improve the fluency of Sign language in teachers.

Actions taken

- 1.As the suggestion was focused English training, the alumni was informed of the start of the Higher Education Foundation Program (HEFP). It is a one year stand alone program conducted by NISH for Deaf & Hard of Hearing students who cleared Plus two. A syllabus has been made for teaching English, Maths & ISL
2. Another suggestion made was having mock interview and sessions on workethics to be introduced. NISH has included soft skill training sessions by IT companies for final year students.
3. Suggestion made was to offer internship at NISH after course. So for BSc Computer Science (HI) and BCom (HI), we have taken students as unpaid interns after completing their course.
4. To improve the fluency of sign language in teachers, ISL classes have been started for DHI teachers.

Annexure:4

Feedback from the Employers

NISH collects feedback from the employers of the alumni orally. After taking the feedback from the employers annually ,appropriate changes have been made in the curriculum . Based on the feedback received from the employers, an English class was started for the deaf employers working in various IT companies in Trivandrum called CENT . This class was focused on improving the reading and writing skills the deaf students.

One of the suggestions given by employers: More emphasis should be given to English reading and writing skills

Action taken: Started CENT class for the deaf employees (alumni of NISH) in various IT companies in Trivandrum district.