

Minutes of the 35th Meeting of the Internal Quality Assurance Cell (IQAC) Council of CHRIST (Deemed to be University) held at 03.00 pm, Friday, 03 January 2025, at the Council Room, Ground Floor, Central Block, Bangalore Central Campus of the University.

In the Chair: Dr Fr Joseph C C, Vice Chancellor
Secretary: Dr Alex P Joseph, Director, IQAC

Members Present

Members and Invitees were present as per the attendance list.

Leave of Absence

Leave of absence was granted to the following members:

- Dr Anitha Suseelan
- Mr Tanvir Singh

Declaration of Quorum:

The meeting commenced after the Secretary confirmed that the required quorum was met. Dr Fr. Joseph C. C., the Chairperson, warmly welcomed the members and invitees to the Council meeting.

In his opening remarks, he highlighted the impressive performance of the School of Engineering and Technology in the recent NBA accreditation. The Vice Chancellor extended his congratulations to the Director, Dean, Associate Dean, and all members of the School of Engineering and Technology for this achievement.

1. To consider and approve the minutes of the 34th Meeting of the IQAC Council held on 19th August 2024 and to consider matters arising thereon

The meeting commenced with a formal review of the minutes of the 34th IQAC Council Meeting held on 19th August 2024. The minutes had been shared with all council members in advance, and after careful evaluation, they were approved without modifications.

2. To consider and approve the action taken report

The council was presented with a comprehensive report on the actions taken based on the resolutions of the previous meeting. A key focus area was the implementation of mental well-being initiatives for faculty and staff. The Centre for Counselling and Health Services (CCHS) has expanded its offerings by introducing structured counselling sessions, wellness workshops, and dedicated support for teaching and non-teaching staff. Ms Ashley and Dr Asha provided insights into these initiatives, emphasising the availability of online counselling services, therapy workshops, and stress management programs for the University staff.

A significant point raised during the discussion was the increasing prevalence of cyber threats and their psychological impact. Members recommended integrating cybercrime awareness programs within the mental well-being framework. The council agreed that educating faculty and students on digital safety and the psychological effects of cybercrimes is essential in today's evolving technological landscape.

3. To take note of the Internal Academic Audit 2023-24:

Dr Nithila Vincent presented a detailed report on the Internal Academic Audit for 2023-24. The audit was conducted between 7th and 28th November 2024, covering 57 departments across six campuses. A total of 108 faculty auditors assessed departments based on various parameters, including compliance with the

Annual Quality Assurance Report (AQAR), the first-year review of the Strategic Plan implementation, and national and international ranking metrics.

The audit instrument comprised six criteria with 47 metrics, totalling 600 points. The Strategic Plan review focused on four key areas: transformational teaching and learning for global competence, impactful research, innovation, and enterprise, positive organizational culture for a gainful campus life, and meaningful societal engagement.

The audit findings highlighted strong performance in teaching-learning, student engagement, and capacity-building initiatives. However, critical areas for improvement were identified, including: research quality and reputation, consultancy and industry income, scholarships from private bodies, PhD completion rate, external research funding, entrepreneurial ecosystem, internationalisation, perception enhancement, digital content development, and the integration of Sustainable Development Goals (SDG) within the curriculum and research.

Based on these observations, the Council recommended implementing targeted interventions.

Dr Alex Joseph informed the Council that the interim academic audit for 2024-25 is scheduled for March 2025, allowing departments to assess their preparedness for the final audit.

4. To take note of the Human Resources Office initiatives

Dr. Georgie Kurian presented the initiatives and structural changes undertaken by the Office of Human Resources during the current year. Previously known as the Personnel Office, its functions have been reorganized into three key areas: HR Operations, HR Strategy, and Human Resource Development. This transformation, effective June 1st, was guided by a benchmarking study that identified four key focus areas: strategic partnership with the University, organizational change management, staff representation, and administrative services. Additionally, HR coordinators have been appointed across campuses to serve as primary contacts for faculty and staff.

Several studies were conducted on organizational culture, succession planning, and performance appraisals, leading to policy enhancements such as flexible work arrangements, workload adjustments, and new leave policies for non-teaching staff. Further developments include the introduction of an 11-month leadership training program, a revised performance management system, and a research incentive policy. A talent acquisition coordinator has been appointed to enhance recruitment, with training on the interview process also planned. Efforts are underway to reduce employee attrition by 5% next year through improved work experiences and trust-building initiatives.

Key initiatives introduced by HR include academic leadership training programs, flexible work arrangements, and a revamped performance appraisal system. Additionally, a research incentive policy has been launched to support faculty in securing external research funding, obtaining patents, and achieving national or international recognition. These initiatives aim to foster a more productive work environment while enhancing faculty satisfaction and retention.

The council members emphasised the importance of standardising training programmes across all campuses to ensure consistency in faculty induction and professional development.

5. To take note of the Christ Alumni engagements and initiatives

Brig. Jagadeesh B. G., Director of Alumni Engagement, briefed the Council on the ongoing efforts of the University to strengthen alumni engagement. A significant milestone was the successful launch of an alumni chapter in New York, with plans to establish additional chapters in key global locations. To enhance connectivity and networking, the University is introducing an alumni website and a mobile application, enabling former students to remain actively engaged with the institution. He also provided an overview of other achievements and initiatives undertaken by the Office of Alumni Engagement.

Mr. Jugnu Uberoi, President of the Christ Alumni Foundation, emphasised the importance of faculty participation in alumni outreach initiatives. He noted that faculty members often serve as primary points of connection for alumni, and their active involvement in organising department-specific alumni engagement activities could significantly strengthen mentorship programs and fundraising efforts. He also highlighted those greater alumni contributions could play a pivotal role in advancing University development projects.

6. Other Matters

Mr. Vijayan M. S. emphasised the importance of enhancing student employability by aligning the curriculum with industry trends. Key strategies included integrating AI-driven learning, strengthening industry collaborations, and expanding placement support. He proposed partnerships with MSMEs to provide students with hands-on consultancy experiences and suggested that faculty engage with industry experts to equip students with job-ready skills, ultimately aiming to improve placement success and industry preparedness.

Ambassador Venu Rajamony congratulated the University leadership on the substantial progress achieved across various fronts. He commended the institution's efforts in increasing faculty and student mobility and strengthening global partnerships. However, he also emphasized the need for further strategic initiatives to position CHRIST as a globally recognized institution.

Ms. Ritu Raj P., the student representative, provided positive feedback on various institutional initiatives including the implementation of LCA.

The Council congratulated the Internal Quality Assurance Cell (IQAC) for its structured approach to maintaining academic quality, compliance, and institutional excellence. Dr Fr Joseph C. C., Vice Chancellor, acknowledged the improvements made in the audit processes and the overall functioning of the IQAC.

The Chairperson concluded the meeting by expressing gratitude to Dr Alex Joseph, Director of IQAC, and the Office of IQAC for their significant contributions to the achievements of the University in various areas. He also extended his thanks to IQAC Advisors, Prof. Joseph Injodey and Prof. Chandrasekharan K. A., as well as members of the IQAC Council, including Amb. Venu Rajamony, Mr. M. S. Vijayan, and Mr. Jugunu Uberoi, along with all others present, for their valuable support.



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