The Annual Quality Assurance Report (AQAR) of the IQAC

Part – A

AQAR for the year | 2012-13 |

1. Details of the Institution

1.1 Name of the Institution | AKKINENI NAGESWARA RAO COLLEGE |

1.2 Address Line 1 | Post Box-20 |

Address Line 2 | Gudivada |

City/Town | Gudivada |

State | ANDHRA PRADESH |

Pin Code | 521301 |

Institution e-mail address | anrcollege@rediffmail.com principalanrcollege@gmail.com |

Contact Nos. | 08674-241449, 242145 |

Name of the Head of the Institution: | Dr. S. Sankar |

Tel. No. with STD Code: | 08674-241449 |

Mobile: | 9440860444 |

Name of the IQAC Co-ordinator: Dr. J. Satyanarayana

Mobile:

| 9441371337 |

IQAC e-mail address: iqacanrc@gmail.com

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

OR

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/38/172 dt. 02-02-2006

1.5 Website address: www.anrcollege.edu

Web-link of the AQAR: http://www.anrcollege.edu/AQAR2012-13.doc

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

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1st Cycle	B^{++}	82.7	2006	2006-11
2	2nd Cycle				
3	3rd Cycle				
4	4th Cycle				

1.7 Date of Establishment of IQAC :   DD/MM/YYYY   15/03/2005

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

   i. AQAR 2012-13 submitted to NAAC on 30/12/2015

1.9 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)

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 ☐

1.10 Type of Faculty/Programme

Arts √   Science √   Commerce √   Law ☐   PEI (Phys Edu) ☐

TEI (Edu) ☐   Engineering ☐   Health Science ☐   Management √

Others   (Specify)   .

1.11 Name of the Affiliating University *(for the Colleges)*   KRISHNA UNIVERSITY

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

Autonomy by State/Central Govt. / University   NIL

University with Potential for Excellence   NIL   UGC-CPE   NIL

DST Star Scheme	NIL	UGC-CE	NIL
UGC-Special Assistance Programme	NIL	DST-FIST	NIL
UGC-Innovative PG programmes	NIL	Any other (*Specify*)	NO
UGC-COP Programmes	NIL		

2. IQAC Composition and Activities

2.1 No. of Teachers — 6

2.2 No. of Administrative/Technical staff — 2

2.3 No. of students — 2

2.4 No. of Management representatives — 1

2.5 No. of Alumni — 2

2. 6 No. of any other stakeholder and

     community representatives — 1

2.7 No. of Employers/ Industrialists — 1

2.8 No. of other External Experts — 1

2.9 Total No. of members — 16

2.10 No. of IQAC meetings held — 3

2.11 No. of meetings with various stakeholders: No. 5   Faculty 3

     Non-Teaching Staff Students 1   Alumni 1   Others

2.12 Has IQAC received any funding from UGC during the year?   Yes ___   No √

     If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

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

Total Nos. [1] International [ ] National [1] State [ ] Institution Level [ ]

(ii) Themes

Extending the Academic Library Services to the Public

2.14 Significant Activities and contributions made by IQAC

Organised a UGC sponsored National Seminar on "Extending the Academic Library Services to the Public"
Conducted a Faculty Development Program for newly recruited faculty
Workshop on Employability Skill Development

2.15 Plan of Action by IQAC/Outcome

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

Plan of Action	Achievements
Organising a Seminar in Library and Information Science	Organised a National level Seminar on "Extending Academic Library Services to the Public"
Orientation to students on alternative Medical Therapy	Created awareness to students on the efficacy of Homeopathy and its Provings.

 * *Attach the Academic Calendar of the year as Annexure.*

2.16 Whether the AQAR was placed in statutory body   Yes [√]   No [ ]

Management [√]   Syndicate [ ]   Any other body [ ]

Provide the details of the action taken

Resolved to encourage more staff members to take part in Seminars and Workshops and publish Research Papers.
Students to be trained to aim for 100% marks in Science subjects

Part – B

Criterion – I

1. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes		Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD					
PG	1 aided	3 SF		3	1 aided
UG	3 aided	2 SF	1	3	3 aided
PG Diploma					
Advanced Diploma					
Diploma					
Certificate					
Others					
Total	4	5	1	6	4

Interdisciplinary					
Innovative					

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

Pattern	Number of programmes
Semester	4 PG Programmes
Trimester	
Annual	6 UG Programmes

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

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

Please provide an analysis of the feedback in the Annexure

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

Syllabus in P.G. courses revised

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

NO

Criterion – II

2. Teaching, Learning and Evaluation

2.1 (a) Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
26	19	7	0	0

(b) Total No. of faculty in self-financed courses

Total	Asst. Professors	Associate Professors	Professors	Others
44	32	11	1	0

2.2 No. of permanent faculty with Ph.D.

8

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
0	3	0	2	0	0	0	0	0	5

2.4 No. of Guest and Visiting faculty and Temporary faculty

10		00		44

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	0	20	
Presented papers	4	22	
Resource Persons			

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

Trained students to attend Talent Tests at the National level

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

180

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

NIL

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

02

2.10 Average percentage of attendance of students

76

2.11 Course/Programme wise distribution of pass percentage:

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
P.G.						
MBA	89	20	80	0	0	100
MCA	76	75	25	0	0	100
MSc Chemistry	22	0	77	0	0	77
M Com.	28	0	71	25	0	96
U.G.						
B.Sc. MPC	48	-	56	15	8	79
B.Sc. CBZ	9	-	45	22	11	78
B.Sc. MPCS	30	-	83	7	3	93
B.Sc. MSCS	26	-	73	4	4	81
B.Com.	42	-	19	29	28	76
B.A.	20	-	15	15	40	70

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

Collection of student performance data and adopting need based measures for improvement.

2.13 Initiatives undertaken towards faculty development

Faculty / Staff Development Programmes	Number of faculty benefitted
Refresher courses	02
UGC – Faculty Improvement Programme	01
HRD programmes	00
Orientation programmes	NIL
Faculty exchange programme	0
Staff training conducted by the university	02
Staff training conducted by other institutions	NIL
Summer / Winter schools, Workshops, etc.	NIL
Others	NIL

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	46	0	1	44(self-finance courses)
Technical Staff	01	03	0	2 (self-finance courses)

Criterion – III

3. Research, Consultancy and Extension

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

Encourage staff members to complete their Research work

Organised National level Seminar on Extending Academic Library Services to the Public

3.2   Details regarding major projects: NIL

	Completed	Ongoing	Sanctioned	Submitted
Number				
Outlay in Rs. Lakhs				

3.3   Details regarding minor projects: NIL

	Completed	Ongoing	Sanctioned	Submitted
Number				
Outlay in Rs. Lakhs				

3.4   Details on research publications: NIL

	International	National	Others
Peer Review Journals	16	2	0
Non-Peer Review Journals			
e-Journals			
Conference proceedings			

3.5   Details on Impact factor of publications: NIL

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

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

NIL

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects				
Minor Projects				
Interdisciplinary Projects				
Industry sponsored				

Projects sponsored by the University/ College				
Students research projects *(other than compulsory by the University)*				
Any other(Specify)				
Total				

3.7 No. of books published   i) With ISBN No.   [4]   Chapters in Edited Books   [0]

ii) Without ISBN No.   [2]

3.8 No. of University Departments receiving funds from **NOT APPLICABLE**

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

DPE [ ]   DBT Scheme/funds [ ]

3.9 For colleges **NIL**   Autonomy [ ]   CPE [ ]   DBT Star Scheme [ ]

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

3.10 Revenue generated through consultancy   **Rs.17,000/-**

3.11 No. of conferences

organized by the Institution

Level	International	National	State	University	College
Number		1			
Sponsoring agencies		UGC			

3.12 No. of faculty served as experts, chairpersons or resource persons   [03]

3.13 No. of collaborations   International [ ]   National [02]   Any other [ ]

3.14 No. of linkages created during this year   [05]

3.15 Total budget for research for current year in lakhs: NIL

From Funding agency [ ]   From Management of University/College [ ]

Total   [ ]

Type of Patent		Number
National	Applied	NIL

3.16 No. of patents received this year

	Granted	NIL
International	Applied	NIL
	Granted	NIL
Commercialised	Applied	NIL
	Granted	NIL

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

Total	International	National	State	University	Dist	College

3.18 No. of faculty from the Institution   04
who are Ph. D. Guides
and students registered under them   10

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): NIL

JRF   SRF   Project Fellows   Any other

3.21 No. of students Participated in NSS events:

University level 100   State level

National level   International level

3.22 No. of students participated in NCC events:

University level 117   State level 03

National level 17   International level

3.23 No. of Awards won in NSS: **NIL**

University level   State level

National level   International level

3.24 No. of Awards won in NCC:

University level 01   State level 0

National level 0   International level 0

3.25 No. of Extension activities organized

University forum   College forum

NCC | 06 | NSS | 02 | Any other | |

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

-           NCC-06

-           NSS-02

Criterion – IV
4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	23.43acres	--	--	23.43acres
Class rooms	64	--	--	64
Laboratories	21	--	--	21
Seminar Halls	03	--	--	03
No. of important equipments purchased ($\geq$ 1-0 lakh) during the current year.				
Value of the equipment purchased during the year (Rs. in Lakhs)				
Others				

4.2 Computerization of administration and library

Using ICT in Library transactions in PG library

4.3 Library services:

U.G.	Existing		Newly added		Total	
	No.	Value Rs.	No.	Value Rs.	No.	Value Rs.
Text Books	48322	3480933	315	49222	48637	3530155
Reference Books	4278	386769	35	5469	4313	392238
e-Books						

			59	18239	59	18239
Journals			59	18239	59	18239
e-Journals						
Digital Database						
CD & Video	131	11150	20	1580	151	12730
Others (specify)						

P.G.	Existing		Newly added		Total	
	No.	Value Rs.	No.	Value Rs.	No.	Value Rs.
Text Books	25824	6065283	433	105925	26257	6171208
Reference Books	2870	673920	48	11769	2918	685689
e-Books	163		14		177	
Journals			113	123770	113	123770
e-Journals			DELNET N-LIST	11500 5000	DELNET N-LIST	11500 5000
Digital Database						
CD & Video	1513		74		1587	
Others (specify)						

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Depart-ments	Others
Existing	234	120	(80)	40	45	09	20	--
Added	--	--	--	--	--	--	--	--
Total	234	120	(80)	40	45	09	20	--

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

> Strengthening of English Language Laboratory
>
> Internet Access on the Campus through Wi-Fi

4.6 Amount spent on maintenance in lakhs:

i) ICT [ ]

ii) Campus Infrastructure and facilities [1.42]

iii) Equipments [1.90]

iv) Others

Total:

3.32

Criterion – V
5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

> The College Handbook of Information and Calendar is updated periodically to provide information about Courses, Fee Structure, Scholarships and Support Services

5.2 Efforts made by the institution for tracking the progression

> Students' performance and progress is tracked through monitoring attendance and conducting regular college level and University level examinations.

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
551	390	0	0

(b) No. of students outside the state

NIL

(c) No. of international students

NIL

Men

No	%
547	58

Women

No	%
394	41

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
317	236	16	532	01	1102	253	202	14	471	01	941

Demand ratio   1:1   Dropout % U.G – 6% , P.G – 1%.

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

> A Workshop was organised on "Employability Skill Development" by inviting the Training and Placement Officer of VR Siddhartha Engineering College, Vijayawada.

200

No. of students beneficiaries

5.5 No. of students qualified in these examinations: **NIL**

| NET | | SET/SLET | | GATE | | CAT | |
| IAS/IPS etc | | State PSC | | UPSC | | Others | |

5.6 Details of student counselling and career guidance

Two Soft Skill Development programs of 60 hours duration for MBA students.

One 15-day Employability Skill Development program for final year PG students

No. of students benefitted   250

5.7 Details of campus placement

On campus			Off Campus
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
12	325	105	62

5.8 Details of gender sensitization programmes

Women's Day celebrated

Motivated girl students to take part in extension activities through enrolment in NCC and NSS activities

5.9 Students Activities

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

State/ University level   14   National level   00   International level   00

No. of students participated in cultural events

State/ University level   00   National level   00   International level   00

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

03   00   00

Sports: State/ University level   National level   International level

Cultural: State/ University level | 00 | National level | 00 | International level | 00 |

5.10 Scholarships and Financial Support

	Number of students	Total Amount Received by the Institution (in Rs.)	Total Amount Received by the Students (in Rs.)
Financial support from institution			
Financial support from government	738	1,53,60,187	21,31,377
Financial support from other sources	46		55,250
Number of students who received International/ National recognitions			

5.11   Student organised / initiatives: **NIL**

Fairs   : State/ University level [ ]   National level [ ]   International level [ ]

Exhibition: State/ University level [ ]   National level [ ]   International level [ ]

5.12   No. of social initiatives undertaken by the students   **NIL**

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

> Our Vision is to provide quality education to the students from agrarian background.
>
> Our Mission is to cater to the societal needs by shaping the students to be leaders in their chosen fields.

6.2

> The college has a well established management information system for academic and administrative functioning. All student information was computerized and placed in net.

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

6.3.1 Curriculum Development

As an affiliated college we follow the curriculum prescribed by the University but our teachers supplement to the curriculum through add-on, certificate courses.

6.3.2 Teaching and Learning

Meaningful learning is initiated through guided teaching, assignments, group discussion, seminars, debates, Power point presentations, ▯quiz, lectures etc.

6.3.3 Examination and Evaluation

College Level examinations are conducted periodically and the performance of the students is analysed and remedial measures are taken. Similarly after the announcement of the public examination results the remedial classes are conducted for students on need basis.

6.3.4 Research and Development

The college encourages the staff to undertake research activities and some of our staff have been acting as research guides. Several teachers have availed themselves of UGC Faculty Development Program for M.Phil. / Ph.D. and some have been working for their research degrees on a part time basis.

6.3.5 Library, ICT and physical infrastructure / instrumentation

The college has two libraries to cater to the UG and PG student requirements. There are sufficient number of class rooms with adequate furniture. The science laboratories, the English Language Laboratory and the Computers' Laboratory are well equipped to handle the student needs as per the curriculum. We have two seminar halls and a big auditorium for guest lectures and meetings. The Gymnasium and sports facilities cater to the needs of the students. There are separate hostels for men and women students. The College has a student co-operative stores, a canteen, day scholars' dining rooms.

6.3.6 Human Resource Management

There is optimum utilisation of human resources both from the teaching and non-teaching wings. Training is given to students by organising guest lectures by inviting experts from outside. Our staff members also serve on various administrative committees of the college for better coordination among the staff and administration.

6.3.7 Faculty and Staff recruitment

> Staff recruitment in Aided Courses is done as per the norms of the Government. In self-financed courses vacancies are advertised in news papers and staff members are recruited on merit basis after an interview.

6.3.8 Industry Interaction / Collaboration

> The MBA, MCA departments have collaboration with industries and other departments also collaborate with universities and professors for research and organising seminars/workshops.

6.3.9 Admission of Students

> Admission of students is undertaken as per merit and the rules of reservation issued by the Government. In P. G. Courses the admissions are made on the basis of the CET conducted by the Universities or the APSCHE.

6.4 Welfare schemes for:

Teaching	Financial support and leave facility for research, presenting papers. Need based training for fresh recruits. Endorsing Housing Loan and clean loan facilities from the bank on the campus.
Non teaching	Computer training for administrative works. Endorsing Housing Loan and clean loan facilities from banks.
Students	Medical Examinations. Merit-cum-Means scholarships Remedial Classes Placement training and support.

6.5 Total corpus fund generated

Year	U.G		P.G	
	Face value of the Amount Rs.	Interest Accrued Rs.	Face value of the Amount Rs.	Interest Accrued Rs.
2012-13	1152482.00	110565.00	141947.00	13685.00

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

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

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

Academic			Yes	Management
Administrative			Yes	Management

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?

> The affiliating university looks into the reforms needed in examinations. Annual examination system is followed for UG Courses and Semester pattern for PG Students.
> But the college undertakes formative assessment of the student through periodical internal / class / monthly tests and assignments. Summative assessment at the end of the semester / academic year is used to start need based remedial classes, giving additional inputs etc.

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

> ANRCOSA is our Alumni Association. It provides a large number of scholarships for students. It also invites Alumnus of the college or reputed persons for giving Guest Lectures to our students. There are several alumni employed in our college and also occupying responsible positions in the college committee. They work for the overall development of the college

6.12 Activities and support from the Parent – Teacher Association

> Parent – Teacher Meets are conducted for sorting out the academic and other problems of students.

6.13 Development programmes for support staff

> Orientation to Non-Teaching staff in Computer skills including the operation of Bio-centry mechanism

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

> Sapling plantation undertaken to increase the greenery on the campus and contributed to the reduction of CO_2 levels.

Criterion – VII

7. 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.

New avenues of employment through organising short term training programs in Animation

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

A National Seminar in Library and Information Science successfully organised.
Awareness created about alternative Medical Therapies like Homeopathy

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

Awareness on "Right to Information Act" in association with Eenaadu group

Importance of physical training highlighted to our students by hosting University level Inter-Collegiate Weight lifting and Body Building Competitions

Provide the details in annexure (annexure need to be numbered as i, ii,iii)

7.4 Contribution to environmental awareness / protection

Awareness Lectures on Bio-diversity and need for protecting all biological systems

7.5 Whether environmental audit was conducted?   Yes √   No

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

Strengths
    Extension Lectures, Talent tests
Weaknesses
    Retirement of a large number of senior staff and the vacancies could
    not be filled up as per the Government restrictions
Opportunities
    Support from Alumni
Threats
    Decreasing demand for courses in biological sciences in UG & PG

8. **Plans of institution for next year**

Increasing the output of research guidance by our Research Directors

Name: **Dr. J. SATYANARAYANA**   Name: **Dr. S. SANKAR**
  Coordinator, IQAC   *Chairperson, IQAC*

   Signature of the Coordinator, IQAC   *Signature of the Chairperson, IQAC*

_____***_____

Annexure I

Abbreviations:

CAS	-	Career Advanced Scheme
CAT	-	Common Admission Test
CBCS	-	Choice Based Credit System
CE	-	Centre for Excellence
COP	-	Career Oriented Programme
CPE	-	College with Potential for Excellence
DPE	-	Department with Potential for Excellence
GATE	-	Graduate Aptitude Test
NET	-	National Eligibility Test
PEI	-	Physical Education Institution
SAP	-	Special Assistance Programme
SF	-	Self Financing
SLET	-	State Level Eligibility Test
TEI	-	Teacher Education Institution
UPE	-	University with Potential Excellence
UPSC	-	Union Public Service Commission

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