Jai Hind Sindhu Education Trust's
Manghanmal Udharam College of Commerce
Pimpri, Pune - 411017

NAAC Re-Accreditation 2016

Re-Accreditation Report

Submitted To
National Assessment and Accreditation Council
[NAAC]
Bangalore
2016

Preface

Education is the foundation of character building and progress of members in any society. For an all-round prosperity and holistic growth, education is established to be a valuable contributor. With this underlying philosophy and rationale, in the year 1949, post partition of 1947, Jai Hind Primary School was set up by the philanthropist Late Shri Atur Sangtani in the refugee camp of Pimpri, as a Sindhi Linguistic Minority Institution.

The primary objective was extending education and building values among the community, whose members had fled post partition with just clothes and bearing the trauma of being deeply displaced, were in dire need of stability and understanding. The Jai Hind Sindhu Education Trust floated, soon graduated to founding a Higher Secondary School, Junior College and later in the year 1983, a Senior College of Commerce called Manghanmal Udharam College of Commerce.

In the heart of the Industrial township of Pimpri Chinchwad, this group of English medium institutions filled a vacuum for students desirous of pursuing education and opting for Commerce, being in the trading profession.

The College is now a fairly well recognized institution for imparting B.Com, M.Com, BBA, and BCA courses affiliated to University of Pune (now SPPU) in this industrial town. Its qualified staff under the able guidance of an all women management team headed by Mrs. Nalini Gera, imparts academic and value education to its about 1300 students hailing from various backgrounds.

In the past, the College has been accredited twice and earned B Grade. This RAR is being prepared for the third cycle of NAAC.

Thank you,

Dr. Mrs. Vijayalakshmi Nambiar
Principal

Jai Hind Sindhu Education Trust's
Manghanmal Udharam College of Commerce Pimpri
Pune – 411017
Established in July 1983
Affiliated to Savitribai Phule Pune University (SPPU)
State University
Accredited at the 'B Grade Level' by NAAC

Date:
To
Dr. Ganesh Hegde
Assistant Advisor
National Assessment and Accreditation Council
P.O. Box No. 1075, Opp.: NLSIU
Nagabhavi, Bangalore – 560072

Subject: Intimation regarding uploading of RAR: Cycle 3 (Up to April 2016) on website

Sir,
The College is pleased to present the Reaccreditation Report (RAR) (Cycle 3) of the Jai Hind Sindhu Education Trust's, Manghanmal Udharam College of Commerce, Pimpri, Pune for your perusal. As required by NAAC, the Report contains the following:

1. Preface
2. Executive Summary
3. SWOC Analysis of the Institution
4. Post Accreditation Initiatives
5. Profile of the Institution
6. Criterion-wise Analytical Report
7. Evaluative Report of the Departments
8. Compliance Report
9. Declaration by the Head of the Institution

Thanking you,
Yours sincerely,

Dr. Mrs. Vijayalakshmi Nambiar
Principal

Contents

VISION

To become an education center of excellence in commerce with emphasis on entrepreneurship aimed at generating knowledge for the well-being of the society.

MISSION

To provide quality and excellent commerce education for all round development to create responsible citizens and to provide this knowledge to students of all strata of the society, inculcating in them values of hard work, sincerity and commitment.

OBJECTIVES

1. To provide Commerce and Technical education with an interdisciplinary approach.

2. To reserve 50% seats for the students of Sindhi minority in view of the minority status.

3. To encourage girls to enroll and to continue higher education.

4. To create awareness of quality and excellence in the functioning as a team and develop into a pace setting institution.

THE COMMITTEES

<table>
<tr><td colspan="3">MANAGING BODY

Jai Hind Sindhu Education Trust</td></tr>
<tr><td>Sr. No.</td><td>Name</td><td>Designation</td></tr>
<tr><td>1.</td><td>Mrs. Nalini Gera</td><td>President</td></tr>
<tr><td>2.</td><td>Mrs. Sunita Mirchandani</td><td>Vice President</td></tr>
<tr><td>3.</td><td>Mrs. Aneeshya Aurora</td><td>Secretary</td></tr>
<tr><td>4.</td><td>Mrs. Ripple Mirchandani</td><td>Treasurer</td></tr>
<tr><td>5.</td><td>Mrs. Saroj Mirchandani</td><td>Member</td></tr>
<tr><td>6.</td><td>Mrs. Aruna Jethwani</td><td>Chairperson, College Committee</td></tr>
<tr><td>7.</td><td>Mrs. Geeta Bhojwani</td><td>Member</td></tr>
<tr><td>8.</td><td>Mrs. Shobhna Mirchandani</td><td>Member</td></tr>
<tr><td>9.</td><td>Mrs. Nita Chhabria</td><td>Member</td></tr>
</table>

LOCAL MANAGEMENT COMMITTEE

Sr. No.	Name	Designation
1.	Mrs. Nalini Gera	President, JHSE Trust
2.	Mrs., Aneeshya Aurora	Secretary, JHSE Trust
3.	Dr. Rajkumar Hirwani	Member, Director, URDIP
4.	Mr. Dharmesh Mangwani	Member, Chairman, Aqua Pharm Pvt. Ltd.
5.	Mr. Rajan Navani	Member, Chairman, Jetline India Pvt. Ltd.
6.	Dr. Parveen Prasad	Member, Teacher Representative
7.	Dr. Geetha Sivaraman	Member, Teacher Representative
8.	Ms. Pushpa Pamnani	Member, Teacher Representative
9.	Mrs. Madhubala Bathiya	Member, Non-teaching Representative
10	Principal Dr. (Mrs.) Vijayalakshmi Nambiar	Member, Secretary
11	Mrs. Aruna Jethwani	Management Representative

NAAC STEERING COMMITTEE

Sr. No.	Name	Designation
1	Principal Dr. (Mrs.) Vijayalakshmi Nambiar	Chairperson
2	Dr. Vinita Basantani	Coordinator
3	Dr. Dnyaneshwar Shirode	IQAC Coordinator
4	Dr. Varsha Borgaonkar	Member
5	Dr. Parveen Prasad	Member

INTERNAL QUALITY ASSURANCE CELL

Sr. No.	Name	Designation
1	Prin. Dr. Mrs. Vijayalakshmi Nambiar	Chairperson
2	Dr. Dnyaneshwar Shirode	IQAC Coordinator
3	Dr. Mrs. Varsha Borgaonkar	Member
4	Mr. Shakur Sayyed	Member
5	Ms. Pushpa Pamnani	Member
6	Mrs. S.T. Nadar	Member
7	Dr. Vinita Basantani	Member
8	Mr. Vishal Amolik	Member
9	Mrs. Sunita Desale	Member
10	Mrs. Leena Sable	Member
11	Mr. Sanjay Gandhi	Parents' Representatives
12	Mrs. Tiwari	
13	Mr. Rahul Salunke	Alumni Representative
14	Mr. Sudhakar Bagul	Industry Representative
15	Ms. Ruchi Gandhi	Students' Representatives
16	Mr. Premshankar Tiwari	
17	Mrs. Aruna Jethwani	Management Representative

EXECUTIVE SUMMARY

Manghanmal Udharam College of Commerce was established in the year 1983 by Jai Hind Sindhu Education Trust with the goal of encouraging girls to enroll and continue the pursuit of higher education. The College is a minority institution, affiliated to the Savitribai Phule Pune University (SPPU) and adheres to the curriculum as outlined in the syllabus designed by the University. It was established with the vision 'To become an education center of excellence in commerce with emphasis on entrepreneurship aimed at generating knowledge for the well-being of the society'. The mission statement of the college is, 'To provide quality and excellent commerce education for all round development, to create responsible citizens and to provide this knowledge to students of all strata of the society, inculcating in them values of hard work, sincerity and commitment'. The curricular, co-curricular and extra-curricular activities of the College are consciously aligned with the vision and mission.

Criterion 1: Curricular Aspects

1.1. Curriculum Design and Development:
Curricular planning and development is the key aspect of quality enhancement. The College has been making conscious efforts to cater to the changing needs of the economy and society by introducing new courses at various levels, providing new avenues and using new techniques to make its students competent at global levels.

The College conducts B.Com, B.B.A., B.C.A. and M.Com courses of SPPU. For effective planning of the curriculum, the college administers measures such as preparing academic calendar for curricular, co-curricular and extra-curricular activities, preparing time table, designing teaching plans by individual teachers and so on. In order to effectively implement the curriculum, the College provides well equipped labs, classrooms with LCDs and library with e-facility. The syllabus is completed as per the University norms. For an effective transaction of the curriculum, the College organizes student enrichment programs apart from adopting student centric methods in teaching.

1.2. Academic Flexibility:
The College provides academic flexibility to the students by offering a wide range of new programs, which are both, University approved and autonomous. The College provides core and elective options in each program to help students in their career promotion. The post graduate program of M.Com.is evaluated through a credit grade system.

There is freedom for the students in a given framework to select a special subject at the degree level. Various autonomous courses are introduced by the college like - Awareness in Insurance Management, Event Management, Awareness in Cyber Law, Awareness in Business Law and Ethics, Awareness in Accident Claims, Tally, Spoken English, Fashion Designing, Know Your Constitution, Yoga, Health and Nutrition and Direct Taxes, Personality Development Workshops/Seminars, Self-Defense Workshops , Lectures on Women Rights-Duties and Laws and so on. These different courses help to enrich the curriculum.

1.3. Curriculum Enrichment:

Teachers contribute their valuable inputs in the syllabus re-structuring workshops organized by the University. Teachers are encouraged to attend Faculty Development Programs, Short Term Courses related to their respective subjects or research and so on. Teachers are motivated to use innovative methods and impart value building while conducting co-curricular activities. For example, NSS, Students Welfare, Vidyarthini Manch and various functional committees strive to develop a sense of social and cultural commitment. In order to further enhance research skills, values and general awareness, various workshops, guest lectures, competitions and sessions related to environmental awareness are organized.

1.4. Feedback System:

On revision of the syllabi, teachers are involved in drafting of the syllabus of various subjects by offering suggestions, giving feedback and participating in the workshops. Faculty participation in orientation/refresher courses, involvement in seminars of Regional / National/International level, and special guidance on ICT teaching technology, have resulted in their exposure to recent advances and changes of the curriculum innovative initiatives. Teachers take into consideration feedback received from the students, parents and other stakeholders and communicate the same to the University. This helps to cater to the needs of the present generation.

Criterion II: Teaching-Learning and Evaluation

2.1. Student Enrollment and Profile:

The admission process is transparent. As the College is a Sindhi Linguistic Minority institution, 50% of seats are reserved for Sindhi students. Admissions are done as per the rules laid down by the University. The College does not offer admission under Management quota. In terms of gender analysis, about 65 % of the students are girls.

Around 1400 students were admitted in the academic year 2015-16.

2.2. Catering to Student Diversity:

Strict measures are undertaken to promote anti-discrimination and anti-ragging among students. As there are more girl students, steps are taken to ensure that no harassment or ragging takes place. Ramps and other facilities are provided for differently abled students. Weak students are given remedial coaching and advance learners are given extra support. The College provides special attention to students with a disadvantaged background. A planned approach towards time table, lesson plans, orientation programs etc. caters to the diverse needs of students. Such strategies have resulted in minimizing the dropout rate, which is 0.26 % and 0.1% for the last two academic years respectively.

2.3. Teaching-Learning Process:

Academic calendar is prepared well in advance and displayed. A proactive IQAC monitors the implementation of the academic calendar, use of ICT tools and working of various College Committees. The teachers adapt to the varied needs of the students while extending innovative teaching and learning practices. After identifying the strengths and weaknesses of students, the College conducts remedial coaching classes in various subjects like Accountancy, English,

Mathematics, Auditing and Taxation. For the all-round personality development of students, a number of activities are organized like intercollegiate competitions, namely, Reflexion, Quizzes, Essay and Elocution Competitions, Role Plays, Debates and Web Designing Competitions. Industrial visits, Book Exhibitions and Extra-Curricular activities further enhance competencies of students.

In addition to these, activities of the Commerce Association and Literary Association provide ample opportunities for students to enrich their knowledge and skills.

2.4. Teacher Quality:

The College has a team of qualified, competent and dedicated teachers. They keep pace with the latest developments and research in order to make learning an enriching experience for the students. The College has been continually making efforts to enhance their status as teachers and academicians. The college organizes several workshops and seminars for teachers and students. They are also deputed to other institutions to participate in conferences in order to keep pace with the recent trends. Out of 22 full time Teachers, 8 are Ph.D.s, 1 has submitted her thesis and 5 are pursuing Ph.D.

2.5. Evaluation Process and Reforms:

The College follows both formative and summative methods of assessment. In addition to the mandatory University evaluation methods, the College carries out regular and continuous assessment in order to identify strengths as well as lacunae of students. The College has in place, a practice of appraisal by students and self-appraisal (PBAS) by teachers themselves in order to enhance the quality of teaching learning process. IQAC monitors the College Examination Committee, which ensures total transparency in the conduct of examinations. There are written and practical examinations and viva-voce. Examination reform systems include evaluation, re-valuation, moderation and photo copy of answer sheets for College examinations as is done in the University examinations.

2.6. Students performance and learning outcomes:

The efforts of the College, faculty, staff and students are reflected in the students' outstanding performance not only at University examinations but in all their future endeavors as well.

This is reflected in good passing percentage of students in examination. One student stood first in the University examination. There are many academic distinction holders. Value added courses add to their knowledge and skills. Effective leadership, proactive IQAC, hardworking teachers and students help in facilitating teaching, learning and evaluation in a conducive environment.

The College has its past students who are professionals and business persons working in different fields.

Criterion III: Research, Consultancy & Extension

3.1. Promotion of Research:

In order to inculcate and develop a research culture, the College undertakes special workshops for its students and teachers regularly in areas of Research Methodology. Besides, a research committee headed by the Principal and comprising Ph.D. qualified members strategizes and designs plans to encourage participation and writing of research papers in conferences and journals. The college also publishes a peer reviewed inter disciplinary journal titled Sameeksha: Shodh, which invites research papers from all over the country along with teachers of the College. For the development of research skills among the students, there is an in house Journal titled Vision Think Tank. Local, State Level and National Level Seminars are hosted by the College where researchers of repute are invited as Speakers and Chairpersons. Out of 22 full time Teachers, 8 are Ph. D., 1 has submitted thesis and 5 are pursuing Ph.D. Two teachers are doing Minor Research Projects and three have applied for the same to the university.

3.2. Resource Mobilization for Research:

The College has a budget allocation for areas related to research. Teachers are provided with Library facilities, internet and office support for the completion of research projects. One Major Research Project and three Minor Research Projects are completed. Two Minor Research Projects are in progress.

3.3. Research Facilities:

The College has a well-equipped library with Reference Books, e-journals, magazines, text books and INFLIBNET software. There is also an online subscription of N List where many journals are available to facilitate an atmosphere of research. The College also has a tie up with libraries like Jayakar Library of SPPU, Library of Gokhale Institute of Politics and Economics (Deemed University) and British Library. Teachers are provided duty leave to visit the same for their research work.

3.4. Research Publications and Awards:

All the faculty members are keen to publish their research papers in renowned research journals and publications. Every year, faculty members publish their research papers in varied journals. Some of the faculty members are on the editorial boards of journals. At the same time, some of them have received best paper awards.

3.5. Consultancy:

Collaboration with Industry is also a continuous activity through MOUs, Industry Visits, Workshops and inviting industry experts as guest speakers and for judging competitions. The academia and industry interface helps the students in getting exposure to real situations and employment.

3.6. Extension Activities and Institutional Social Responsibility:

Extension and Community development is also an important focus through events and activities. Through the cells of NSS, Students Welfare etc. extension activities are undertaken regularly. The College has adopted Sudawadi village, where activities like free   medical

checkups and treatment, social and economic surveys, counseling, water and environmental conservation, sensitization against female foeticide, tobacco and liquor use, distribution of cycles to girl students, self-defense for girls, traffic awareness, blood donation, Workshops and lectures are also conducted around the areas of women empowerment, education, sensitivity training for women, guidance to Self Help Groups etc. Cleaning campaigns in and around Pimpri area and Railway station and community development activities are also undertaken.

3.7. Collaborations:
The College conducts programs in association with organizations like the Rotary Club of Akurdi, Entrepreneurship Club of India, Maratha Chamber of Commerce Industry and Agriculture (MCCIA) etc. The College has also tie ups with National Council for the Promotion of Sindhi Language of Govt. of India, and Indira Gandhi National Open University.

Criterion IV: Infrastructure and Learning Resources

4.1. Physical Facilities
The College is situated in the heart of the industrial City of Pimpri-Chinchwad. It is a good campus with 5 acres of land and the built up area is 1460.80 sq. mt. In terms of teaching/ learning facilities, the College has well-furnished well ventilated, well lit 12 class rooms; 2 Air Conditioned seminar halls and one big auditorium. It is also fitted with one smart board, CCTV at strategic locations, generator back up, water purifiers and coolers; separate rooms for all functional activities, boys' and girls' common room, examination room, staff room etc. are also available.
Participation in sports for the overall development of students and to enhance their learning of life skills like accepting defeat and team work, is also considered significant by the College. The College has a well-designed basketball court which apart from hosting internal tournaments is also used to host local and district basketball tournaments.
There is an attached cricket ground for hosting class level tournaments. The indoor facilities include carom and table tennis.

4.2. Library as a Learning Resource:
The College has a Library Advisory Committee to plan and implement systems relating to up gradation of the library and its optimum use. The total area of the Library is 1079 Sq. Ft. The Library also has been optimized and updated with digitalization to equip students' convenience and learning through reading and browsing. The OPAC software, INFLIBNET giving access to more than 9000 journals, additions to books and journals which now total 16,353 and 32 titles, 4 Kindles, are all oriented towards motivating the students to read reference books, do research, and spend more time in the library. Computers with internet facility are available for students as well as the teachers (6 in the library and 14 in various rooms). There is an enclosure in the library for undertaking quiet research work and also an extra floor (100 seating) which houses reading facilities if the number of students is too large.
The library services include lending of reference books, photo copying and new arrival counter.

4.3. IT Infrastructure:

The College is conscious of facilitating a digital learning environment for its students as well as teachers. In order to keep abreast with the changing digitalized world, it has all classrooms equipped with Smart Board and LCDs for an interactive and audio visual learning. There is also a provision of a LED to enhance learning aids and expose students to videos and films related to their syllabus and deepen understanding. All computers are connected through LAN. The College has 86 computers, 3 Laptops, 15 LCDs, 13 Printers, 1 Heavy Duty Printer, 3 Scanners and so on.

4.4. Maintenance of Campus Facilities:

Cleanliness of the College and gardening work is done by the employees. Security is provided by an outside professional agency. The College maintains various campus facilities like maintenance of Generator, UPS and Water Cooler by providing annual maintenance contracts. CCTV, Fire-fighting equipment are also maintained. Plumbing, electrical repair, sanitation etc. are undertaken through outside agents as and when called for.

Suggestion box, comments by students, alumni, peers, parents and visitors also helps in improving maintenance of the facilities.

CRITERIA V: Student Support and Progression

5.1. Students Mentoring and Support:

The College is very conscious of facilitating an atmosphere of congenial learning through an administration of mentoring system for students that aids to develop their motivation and morale. For the financially weak students, scholarships have been acquired by a software company called Cybage Software Pvt. Ltd. Also the library related Book Bank scheme, earn and learn schemes implemented by both office and library etc. are of good help to students. Sports kits are provided to sportspersons. Various committees like NSS, Students Welfare, cultural etc. are engaged in conducting activities related to social awareness.

Academic support is received by students from guest lectures, industrial visits, competitions, value added courses, career guidance, placements and counseling. The College has an anti-ragging committee in compliance with UGC regulations. Parent-Teacher meetings play a good role in resolving the difficulties of students. Alumni also support students in various ways.

5.2. Students Progression:

Apart from the regular B.Com, BBA, BCA and M.Com Program, the college offers various autonomous courses in the areas of Constitution, Law, Fashion, Sports and Yoga, German, Sindhi, Event Management, Communication. The college is also a recognized Centre for IGNOU and holds contact programs. After completion of graduation, many students who wish to enter into job field are provided guidance for employment through Job Fairs, Career Counseling and guidance by experts.

Being situated in the vicinity of the predominantly Sindhi business community, the college lays emphasis on building entrepreneurship skills through seminars, workshops, lectures, simulations in collaboration with Entrepreneurship Club.

5.3. Student Participation and Activities:

The College conducts Intra College and Inter College competitions for students to hone their skills in communication, leadership, team working, creativity, writing, academic reading and comprehension. Many of the college students have won prizes in different inter collegiate competitions like elocution, dance and singing, sports etc. One student represented Maharashtra at the Republic Day Parade at Delhi.

CRITERIA VI: Governance, Leadership and Management

6.1. Institutional Vision and Leadership:

The vision, mission and objectives of the college are reflected in functioning of the college. There is participatory, decentralized mechanism in decision making and delegation of duties. Governance and Leadership of the College are as follows:

➢ The Management i.e. the Jai Hind Sindhu Education Trust consists of President, Vice-President, Secretary, Treasurer and members.

➢ College Committee consists of President, Vice-President, Secretary, Treasurer and Members, Chairperson of College Committee, Principal and Staff representative.

➢ Local Managing Committee is constituted as per the University norms. It consists of a diverse mix of industrialists, academicians, consultants etc. It designs strategies with inputs from the Principal and teachers for a better functioning of the college.

➢ Principal is assisted by Senior Faculty, Administrative Head, Heads of Departments / Coordinators. Thus delegation of powers and allotment of duties are carried out smoothly.

6.2. Strategy, Development and Deployment:

The College has a perspective plan for its development. The perspective plan is developed after a detailed discussion among various committee members. There is a regular review of the various programs and policies, in order to align the same with the syllabus, competitive spirit and digitalization culture. This philosophy is in congruence with the vision and mission of the organization for developing a holistic personality of students and an entrepreneurial spirit among stakeholders. There is a free flow of information. It helps in formulation of policies and strategies. The Principal is in constant communication with the members in the college, through her interaction during tea breaks, IQAC and Staff meetings. This complements the focus on renewed strategies for a more effective working. This technique also helps in dissemination of the right information to the Management, LMC and other stake holders.

6.3. Faculty Empowerment Strategy:

Leadership qualities of the teachers are developed by engaging them as members or coordinators of different committees and seminars. The human resource management policies too are focused on flexibility and creation of an atmosphere of empowered and friendly working in order to optimize the maximum talent of each member. All decisions are collectively made and shared with the Management in their meetings of LMC (Local Managing Committee) and CMC (College Managing Committee).

Programs, workshops, seminars, extension activities are all centered on stakeholder skill and knowledge enhancement, environment and community development.

Performance appraisals apart from the standard dimensions mentioned by the University, are also evaluated according to the contemporary corporate standards and changing knowledge and competencies demanded from the faculty and other members.

The research culture is reinforced through publication of a peer reviewed journal, Sameeksha: Shodh, a student centered magazine as a compilation of their surveys, Vision Think Tank, and deputation of teachers in various conferences and seminars. Moreover, teachers are also encouraged to organize national and state level seminars and invite academicians and researchers for the same. Industry and academic interaction is constantly encouraged through Job Fairs, Guest Lectures, Workshops, Industry visits and so on.

6.4. Financial Management and Resource Mobilization:

Administrative division of the College looks after activities related to financial matters. The Management has appointed an Internal Auditor and External Auditors for monitoring financial transactions. Resources come in the form of Government Grants for salary, and grants from UGC and University.

6.5. Internal Quality Assurance System (IQAS):

The College has established an internal quality assurance system, which is liaised through IQAC. The primary aim of the IQAC is to develop a system for conscious, consistent and catalytic action towards quality sustenance and quality enhancement. IQAC reviews all activities of the College relating to quality initiatives in respect to academic, research, administration, faculty development, student support and community services. IQAC has undertaken preparation of AQAR annually. All the activities are monitored under the umbrella of IQAC.

CRITERION VII: Innovations and Best Practices

7.1. Environment Consciousness:

For developing awareness on environmental and social issues, the College has initiated several programs. Like sensitization and awareness programs on environment issues like global warming, energy conservation, use of alternate sources of energy, use of less energy consuming devices like LED lights, protection of clean environment and planting of trees are some of them. Through NSS, Nature Club and Students Welfare Committee, efforts are made to spread the message in the society by means of skits, street plays, poster competitions, exhibitions, door to door campaign etc. The college celebrates different days like ozone day, world black out day, no pollution day and no car day.

7.2. Innovations:

Some of the innovations introduced are: ICT tools in education like LCDs, Smart boards etc. learner centric approaches are in the form of Role Play, Biblio-know how, Teacher-Student Interactive Library etc. The College felicitates best outgoing students from B.Com. M. Com, BBA and BCA by awarding Finolex sponsored Trophy. In order to promote Sindhi Language, Institute of Sindhology Trophy is also awarded.

7.3. Best Practices:

The College has initiated many best practices like Entrepreneurship Cell, Personality Enrichment Program, Music Appreciation Club, student centric practices, women empowerment talks, promotion of research culture for students etc.

For instance, Entrepreneurship Cell namely Renaissance, inculcates the values of entrepreneurship among learners. The cell imparts different entrepreneurial skills to students by organizing guest lectures, workshops and seminars conducted by entrepreneurs. The success of the cell is reflected through students starting their own business.

Another best practice of the college is conduct of Personality Enrichment Program of the students. This helps learners to get acquainted with the various elements of personality development. So far, the college has conducted training programs like Finishing School, EduBridge Training Course and Personality Development for Girls along with Soft Skills.

SWOC Analysis

STRENGTHS

1. Convenient location for students in PCMC area. About half a km from Pimpri railway station
2. Innovation in teaching /learning
3. ICT enabled class rooms and seminar halls.
4. Progressive, transparent, participative and supportive management.
5. Safe and conducive environment for learning, thus making it a college of choice for female students who constitute around 65% of the total number.
6. Qualified teachers, of whom, some are research guides, have authored books and published research papers and reviewed articles in periodicals and journals. A few of them are recipients of Awards.
7. A recognized IGNOU center.
8. Majority of students hailing from a business background lends a distinct advantage to a commerce college.
9. Well-equipped Library and other support facilities.

WEAKNESSES

1. Lack of Academic Flexibility.
2. Few industry collaborations

OPPORTUNITIES

1. Research and Consultancy with Industry situated in the vicinity.
2. Placement potential high due to proximity with PCMC industrial belt.
3. Scope for Commerce graduates in the emerging service economy.
4. Digital capitalization for better knowledge access to the students.
5. MoU based collaborations with industry.

CHALLENGES

1. Student teacher ratio is high as per government admission policy.
2. Convincing students to avail of various government scholarships.
3. Developing reading habit among students.

POST-ACCREDITATION INITIATIVE

The following measures have been undertaken by the College, on the basis of NAAC recommendations.

Academic:
- ➢ The College has started autonomous Short term Courses in the following areas: General Awareness in Law and Awareness in Motor Accident Claim, Cyber Law, Tally, Fashion Awareness, Direct Taxes, Sindhi Language and Spoken English.
- ➢ The College is a recognized **IGNOU center** for MBA, M.A. (English), M. A. (Economics), B. A., P. G. Diploma in International Business, Bachelors Preparatory Course, and Certificate Courses in Business Studies, Functional English and Teaching of English.
- ➢ The College is a Centre of **National Council of Promotion of Sindhi Language**, New Delhi, Ministry of H. R. D., Government of India for conducting a Certificate Course in Sindhi Language.
- ➢ **UGC Soft Skills Programs:** The College offers UGC Soft Skills programs in the form of Certificate, Diploma and Advanced Diploma Courses, to the First, Second and Third year students respectively.

Research:
a) 4 teachers were awarded Ph. D. while 1 has submitted her Ph. D. thesis. Thus, out of 22 full time teachers, 8 are Ph. D, 1 has submitted the thesis and 5 teachers are registered for Ph. D.

b) Teachers have authored books, written research articles/papers at the National and International level Seminars/ journals and books. The following table lists the number of research publications during the last 6 years:
- ➢ Conference proceedings: 60
- ➢ Research journals: 36
- ➢ Books (Single Author) : 2
- ➢ Books (co-Author): 5
- ➢ E- Book: 1

c) Research projects:
   Completed:
   - ➢ Major Research Projects: 01
   - ➢ Minor Research Projects: 01

   On-going:
   - ➢ Minor Research Projects: 02

   Applied: 03

d) **Seminars/Conferences/Workshops organized:**
   - ➢ National: 3
   - ➢ State: 7
   - ➢ Local: 32

e) Publications:
1. The College publishes its own peer reviewed national research journal Sameeksha-Shodh (ISSN: 2348-2362) where papers/articles are invited from research scholars in specific subjects.
2. Publication of conference / seminar proceedings: The College has published proceedings of 3 National seminars (with ISBN)
3. The College publishes an in-house research journal Vision Think Tank for students.

f) Details of teachers attending faculty development related programs:
1. Refresher Course: 8
2. Orientation Course: 2
3. Faculty Development Course: 4

Competitive Examinations Cell:
➤ The College provides need based guidance and coaching to the students for competitive exams like MPSC and Banking Examination

Staff Academy:
➤ Renowned speakers are invited to deliver lectures under the auspices of Staff Academy.

Gender Sensitization:
➤ Cells like Vidyarthini Manch, NSS and Students' Welfare and through activities like films and documentary screening.
➤ Government initiative Jagar Janivancha- Rally, Poster Competition, Power Point Presentation, Debate and Elocution competitions organized to sensitize students about gender issues.
➤ Special attention is paid to their needs in the form of:
  a) Health & Sex education- Experts from the respective fields interact with girl students and deliver lectures on issues like cancer awareness.
  b) Self-Defense Training workshop organized for girl students.
  c) Yoga Demonstration by experts to create health awareness among students.
  d) Health check-ups and hemoglobin tests regularly organized for girl students.
  e) Students sent to cluster colleges to participate in activities under the auspices of Nirbhaya Kanya Abhiyan.

Infrastructure:
➤ All the class rooms and seminar/conference halls are ICT enabled.
➤ A basket-ball court was constructed in the year 2014.

Placement Cell:
➤ The College has a Placement Cell to provide guidance to students with regards to their career and placement. The Placement Cell works as a liaison between the potential employers and students. The placements are in the areas of finance, marketing, accounting, IT, office management and advertising. These are the following activities:
  a. Annual Job fair
  b. Placement camps in response to the employers' request

    c. Lectures on Career Counseling by outside experts as well as in-house faculty.
    d. Workshop on CV writing and interview skills by Edubridge, a Training organization.

Alumni:

The Alumni Association established, meets annually. It supports the College in the following ways:

➢ Organizing National Seminars
➢ Placements
➢ Guest lectures
➢ Sponsoring Prizes.

Networks with local, national and international level organizations:

a) National level: IGNOU.
b) Organizations: National Council for Promotion of Sindhi Language, Ministry of H.R.D. Government of India, New Delhi and Rotary Club of Akurdi.
c) Local: Linkages and MOUs with Industry:

➢ Kalyani Lemmerz Pvt. Ltd. Chakan
➢ Stella Engineers, Pimpri
➢ Sun Automation, Pimpri
➢ Protocontrol Instruments Pvt. Ltd. Bhosari
➢ Deeksha Exports Pvt. Ltd. Chakan

Finolex Trophy for Best out-going students of B.B.A., B.C.A. and M. Com. has been instituted by Finolex. Best Sportsman Award has also been introduced.

Scholarships:

a) The College has an MOU with Cybage Khushboo Scholarship program of Cybage Software Pvt. Ltd. for funding fees for needy students of B. B. A./ B. C. A.
b) Cash prizes from Jai Hind Sindhu Education Trust, for the victorious students in Sports, Co-curricular and Extra- curricular activities.

Literary Club:

Literary Club has been formed. Various activities like Book Review, Poetry Recitation, Debate, Elocution, Essay Writing and Poster competitions in English, Sindhi, Hindi and Marathi language are conducted. Sindhi Shahadat Day, Matrubhasha Diwas, Hindi Diwas and Marathi Day are also celebrated.

Library:

Following activities were introduced:

a. Book Readers' Club
b. A Teacher-Student Interactive Library
c. Quote of the Day
d. Increase your Vocabulary
e. A Special Day announcement on the white board
f. Biblio Know how.

Outreach Activities:
- ➢ Short term course on General Awareness in Law and Awareness in Motor Accident Claim (Open for community members)
- ➢ The College, along with Adult, Continuing Education and Extension department and University of Pune conducted one day seminars on :
  a) Youth Education
  b) Employment and Entrepreneurship
  c) Unorganized Labour
  d) Women Empowerment
  e) Women as Entrepreneurs' and 'Women in Media'
  f) Cooking, Soap making and Perfume making workshops
  g) Visit to orphanages
  h) Cleanliness drives under Swachch Bharat Abhiyan

Environment Awareness:

Nature Club aims at-
- ➢ Creating environment awareness among the students.
- ➢ Helping them understand social responsibility.

The following activities were undertaken by the student volunteers:
a] Tree Plantation b] Cleanliness Drive c] Environment Awareness Workshops/Seminars d] Campus Beautification e] Field Visits f] Guest Lectures

No-Vehicle Day on campus is observed by students and teachers every year. The NSS committee and students of our College take initiative and encourage everyone to come on bicycle or by public transport, thereby contributing to conservation of fuel and pollution free environment. **World Green Consumer Day, National Pollution Control Day, World Environment Day, International Ozone Day, International Water Day, Earth Hour** are celebrated by the club.

Profile of the Institution

1. Name and address of the college:

Name	**Jai Hind Sindhu Education Trust's Manghanmal Udharam College of Commerce.**
Address	Jai Hind High School Campus, Gate No. 5, Jamtani Chowk, Pimpri,
City	Pune 411017.	State	Maharashtra
Website	www.mucollege.org		

2. For Information

Designation	Name	Telephone No. & Fax	Mobile	Email
Principal	Dr. Mrs. Vijayalakshmi Nambiar	(020) 65107016	9422010261	vijinambiar30@gmail.com mucc17@rediffmail.com
Steering Committee Coordinator	Dr. Vinita Basantani	(020) 65107016	9405429484	basantanis@rediffmail.com

3. Status of the Institution
Affiliated College: Yes
Constituent College: No
Any other (Specify): NA

4. Type of Information
a. By Gender   **b. By Shift**
i. For Men: No   i. Regular: Yes
ii. For women: No   ii. Day: No
iii. Co-education: Yes   iii. Evening: No

5. It is a recognized minority institution?
Yes. The College is Linguistic (Sindhi) Minority College.

6. Source of Funding
1) Government: No
2) Grant-in-aid: Yes
3) Self-Financing: Yes
4) Any other: No

7. **Date of Establishment of the College: July 1983**

   b) University to which the College is affiliated / or which governs the college (If it is a constituent College): Savitribai Phule Pune University

   c) Details of UGC recognition

Under section	Date, Month & Year
i. 2 (f)	17 October 1997
ii. 12(B)	17 October 1997

   (Certificate of Recognition u/s 2 (f) and 12 (B) of the UGC Act is enclosed)

   d) Details of recognition / approval by statutory / regulatory bodies other than UGC (ACITE, NCTE, MCI, DCI, RCI, etc.): Not Applicable

8. **Does the affiliating / approval Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated College?   Yes**

   If yes, has the college applied for availing the autonomous status?   **No**

9. **Is the College recognized?**

   a. By UGC as a College with Potential for Excellence (CPE)?   **No**
   b. For its performances by any other governmental agency?   **No**

10. **Location of the campus and area in sq. mts:**

Location	Urban
Campus area in sq. mts.	20234.30
Built up area in sq. mts.	1460.80

11. **Facilities available on the campus:**

1	Auditorium/Seminar complex **with infrastructural facilities**	Yes
2	**Sports Facilities:** a) Playground b) Swimming pool c) Gymnasium	a) Yes b) No c) No
3	**Hostel** a) Boys hostel b) Girls hostel c) Working women's hostel	a) No b) No c) No

4	**Residential facilities** for teaching and non-teaching staff	No
5	**Cafeteria**	Yes
6	**Health Centre** First aid, In-patient, Out-patient, Emergency Care Facility, Ambulance	No The College has a medical room and first-aid kit is also available in the gymkhana. The students and teachers can avail the facility of a Government Hospital, which is opposite the College.
7	**Facilities** like banking, post office, book shops	The College is located in the heart of Pimpri town. All these facilities are available nearby.
8	**Transport facilities** to cater to the needs of students and staff	Public Transport Bus Stop and Auto rickshaw stand are at the College gate. Railway Station is also very close by.
9	**Animal House**	Not Applicable
10	**Biological Waste Disposal**	Not Applicable
11	**Generator** or other facility for management / regulation of electricity and voltage	Yes
12	**Solid Waste Management Facility**	Municipal Corporation facility is available.
13	**Water Waste Management**	Municipal Corporation facility is available.
14	**Water Harvesting**	Under Consideration

12. Details of Programs offered by College (Give data for current academic year: 2015-2016)

Program Level	Name of the Course	Duration in years	Entry Qualification	Medium of Instruction	Sanctioned Student Strength	No of Students Admitted
Under Graduate	B.Com.	3	12th Pass	English	1080	929
Under Graduate	BBA	3	12th Pass	English	240	162
Under Graduate	BCA	3	12th Pass	English	240	109
Post Graduate	M.Com.	2	Graduate	English	120	110

13. Does the college offer self-financed Programs? Yes
If yes, how many: 03 (BBA, BCA & M.Com.)

14. New programs introduced in College during the last five years, if any?   No

15. List the Departments: (respond if applicable only and do not list facilities like Library, Physical Education as departments, unless they are also offering academic   degree

awarding programs. Similarly, do not list the departments offering common compulsory subjects for all the programs like English, regional languages etc.)

Particulars	UG	PG	Research
Commerce	B.Com. BBA BCA	M.Com.	-

16. Numbers of programs offered under (Programs means a degree course like BA, BSc., MA and M.com)

Sr. No.	System	Program
1	Annual	B.Com.
2	Semester	BBA, BCA, M.Com.

17. Number of Program with

Sr. No.	System	Number
1	Choice Based Credit System	1 (M.Com.)
2	Inter / Multidisciplinary Approach	-
3	Any other (specify and provide details	-

18. Does the college offer UG and /or PG programs in Teacher Education?   No

19. Does the College offer UG or PG program in Physical Education?   No

20. Number of teaching and non-teaching positions in Institution

	Total Sanctioned Post	Recruited
Teaching (Grant in aid)	15 Full Time 01 Part Time	14 Full Time, 01 Part Time
Teaching (Non Grant)	07	07
Non-Teaching (Grant in aid)	13	11
Non-Teaching (Non Grant)	10	10

Positions	Teaching Faculty						Non-Teaching Staff	
	Professor / Principal		Associate Professor		Assistant Professor			
	M	F	M	F	M	F	M	F
Sanctioned by the UGC / University State Government	-	1	1	3	5	5	7	4
Yet to recruit	-	-	-	-	1		2	
Sanctioned by Management / Other authorized bodies Recruited	-	-	-	-	-	7	3	7
Yet to recruit	-	-	-	-	-	-	-	-

21. Qualification of the teaching staff:

Highest Qualification	Professor / Principal		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Female	
Permanent Teachers							
Ph.D.	-	1	-	3	2	1	7
M.Phil.	-	-	-	-	-	-	-
PG	-	-	1	-	2	4	7
Temporary Teachers							
Ph.D.	-	-	-	-	-	-	-
M. Phil.	-	-	-	-	-	1	1
PG	-	-	-	-	-	6	6
Part – Time Teachers							
Ph.D.	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	1	-	1
CHB							
Ph.D.	-	-	-	-	1	-	1
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	3	-	3

22. Numbers of Visiting Faculty/Guest Faculty engaged with the college: (grantable and non-grantable):   04

23. Furnish the numbers of students admitted to the college during the 4 years.
(Grantable and non-grantable)

Categorie	Year 2010-11			Year 2011-12			Year 2012-13		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SC	20	32	52	12	18	30	22	33	55
OBC	14	21	35	25	20	45	17	30	47
ST	1	0	1	0	0	0	0	0	0
VJNT	1	2	3	0	3	3	7	5	12
Open	472	725	1197	276	583	859	615	675	1290
Total	508	780	1288	313	624	937	661	743	1404

Categorie	Year 2013-14			Year 2014-15			Year 2015-16		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SC	44	71	115	67	54	121	37	70	107
OBC	30	79	109	58	69	127	40	97	137
ST	2	1	3	3	3	6	2	2	4
VJNT	4	5	9	0	3	3	1	2	3
Open	425	720	1145	344	779	1123	378	681	1059
Total	505	876	1381	472	908	1380	458	852	1310

24. Details on the students enrollment in college during 2015-16 (Grantable & non grantable)

Types of students	UG	PG	Total
Students from the same state where the College is located	1198	109	1307
Students from other states of India	02	01	03
Total	1200	110	1310

25. Dropout Rate in UG and PG (average of last two batches)
- ➢ Academic Year 2013-14: 0.26%
- ➢ Academic Year 2014-15: 0.1%

26. Unit cost of education
- ➢ Including the salary component : Rs. 22335/-
- ➢ Excluding the salary component: Rs. 3600/-

27. Does the college offer any program/s in distance education mode (DEP)?   No

Is it a recognized Centre of offering distance education program of another university?	Yes
Name of University which has granted such registration.	Indira Gandhi National Open University, New Delhi (IGNOU)

Number of program offered	09
Programs carry the recognition of the Distance Education Council	Yes

28. **Provide Teachers - student ratio for each of the courses offered**

Name of the Program	Student-Teacher Ratio
B.Com.	58:1
BBA	32:1
BCA	36:1
M.Com.	14:1

29. **Is the college applying for accreditation: Cycle 3**

30. **Date of accreditation *(applicable for Cycle 2, Cycle 3, Cycle 4 and re-assessment only)**

Cycle	Date	Accreditation Outcome /Result
Cycle 1	21/03/2003	B Grade
Cycle 2	28/03/2010	B Grade

31. **Numbers of working days during the last academic year: 290**

32. **Number of teaching days during the last academic year: 200**
    (Teaching days means days on which lectures were engaged excluding examination days)

33. **Date of establishment of Internal Quality Assurance Cell (IQAC): 12/02/2001**

34. **Details regarding submission of AQAR to NAAC:**

Sr. No.	Academic Year	AQAR Submission Date
1	2010-2011	24/02/2011
2	2011-2012	27/09/2012
3	2012-2013	04/10/2013
4	2013-2014	12/01/2015
5	2014-2015	05/08/2015
6	2015-2016	26/08/2016

Criterion I: Curricular Aspects

1.1   Curricular Design and Development

As a Commerce College affiliated to Savitribai Phule Pune University (SPPU), the College follows the curriculum designed and developed by the University. The College offers B.Com, BBA and BCA as Under Graduate (UG) and M.Com. as a Post Graduate (PG) program respectively. The University has adopted a Choice Based Credit System under the semester pattern for the PG program. In case of the UG programs, the University prescribes an annual and semester system for selected courses. The University undertakes curriculum revision periodically with inputs from teachers through syllabus revision workshops.

In order to enhance the skills of the students, the College offers a number of skill development programs of a short duration as value addition courses. The contents of the same are developed by the teachers of the College.

1.1.1   State the Vision, Mission and Objectives of the institution, and describe how these are communicated to students, teachers, staff and other stake holders?

Manghanmal Udharam College of Commerce was established in the year 1983 by Jai Hind Sindhu Education Trust with a specific objective of providing education to students of the Sindhi community. The College, situated in the heart of Pimpri, imparts Commerce education to the undergraduate (B.Com./BBA/BCA) and post graduate (M.Com) students. The College is a recognized IGNOU Study Center for MBA, M.A. (English), M. A. (Economics), B. A., P. G. Diploma in International Business, Bachelors Preparatory Course, and Certificate Courses in Business Studies, Functional English and Teaching of English. The College is affiliated to Savitribai Phule Pune University (SPPU) and has been reaccredited with B Grade by NAAC in the year 2010. The College has a total strength of around 1400 students.

The Motto of the college is **Discipline -Honesty - Industry**.

VISION

To become an education center of excellence in commerce with emphasis on entrepreneurship aimed at generating knowledge for the well-being of the society.

MISSION

To provide quality and excellent commerce education for all round development to create responsible citizens and to provide this knowledge to students of all strata of the society, inculcating in them values of hard work, sincerity and commitment.

OBJECTIVES:

1. To provide Commerce and Technical education with an interdisciplinary approach.
2. To reserve 50% seats for the students of Sindhi minority in view of the minority status.
3. To encourage girls to enroll and to continue higher education.
4. To create awareness of quality and excellence in the functioning as a team and develop into a pace setting institution.

Modes used to communicate Vision and Mission to students and stakeholders:

➢ Vision and Mission statements are permanently displayed at the entrance, in the Principal's office, Staff Room, Library and on the website of the College. (http://www.mucollege.org/about_us_mucc.html#)

➢ Vision and Mission statements are also stated in the prospectus and College Magazine. All programs organized for the students and teachers reflect the Vision and Mission of the College.

➢ Parents and alumni are made aware of the Vision and Mission of the College through various programs, events and meetings.

Modes of Communication
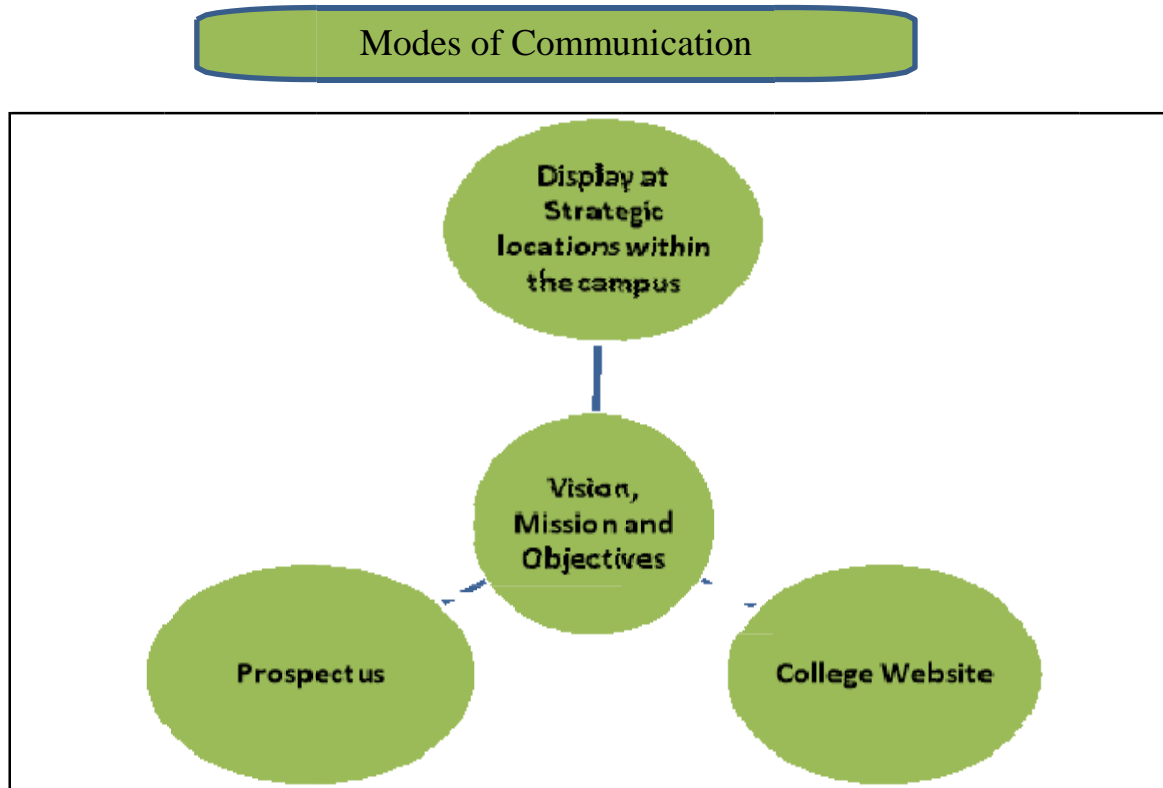
➢ **The objectives are achieved in the following manner:**

1. All the teachers strive hard to make the College a Learning Centre of repute.
2. The College undertakes continuous efforts to impart knowledge and skills that are required for making the students employable by organizing seminars, guest lectures, industrial visits and conducting skill development workshops/programs/lectures in the subjects opted by the students and in the areas of Communication skills, Spoken English and Personality Development
3. Being a Sindhi Minority Institute, the College gives priority to Sindhi community students for admission. The percentage of girls has always been higher as compared to boys.

1.1.2 How does the institution develop and deploy action plans for effective implementation of the curriculum? Give details of the process and substantiate through specific example(s).

The College adheres to the syllabus prescribed by the University. Teachers from different departments participate in various seminars and workshops organized by the University for the same.

Effective implementation of the curriculum from the syllabus to the classroom is possible through effective planning. The teachers have always been observing the practice of maintaining teaching plans. The College develops and deploys action plans for effective implementation of the curriculum in the following ways:

1. Emphasis on effective implementation of the curriculum begins from the very first day of the academic year through preparation of Lecture Plans by every Department. A calendar is prepared annually in coordination with all the departments of the College to plan the academic and co-curricular activities.

2. In the beginning of the academic year, teachers prepare teaching plans considering the available working days and examination schedules. Attendance of the students is recorded in the Attendance Sheet.

3. The teachers use various teaching methods like Demonstrations, Power Point presentations, Role Plays, Simulation and Group Discussion for making lectures more interactive. The notices of practicals for undergraduate students and continuous assessments (choice based credit system) for postgraduate students (M.Com) are displayed on the notice boards regularly.

4. Academicians and experts from Industry are invited as guest speakers. Field visits and Surveys are made by students as a part of practical projects in the subjects of Costing, Banking, Marketing, Business Entrepreneurship and Environmental Science. Some of the renowned academicians and experts are:

No.	Name	Designation
1	Dr. Rajani Gupte	Vice Chancellor, Symbiosis International University
2	Dr. Beig	Scientist G – Indian Institute of Tropical Meteorology, Pune & Govt. SAFAR Project
3	Dr. Vinod Shah	M.D. Gastrology, Renowned Social Activist of Janseva Foundation
4	Dr. M. C. Uttam	ISRO Cell, SPPU, Pune
5	Mr. M. Ansari	Member, IRDA, GOI
6	Dr. Shrikar Pardeshi	IAS, Commissioner PCMC
7	Dr. Parveez Masood	Senior Regional Director, IGNOU
8	Mrs. D. Vijayalakshmi	Chair Professor, Life Insurance, National Insurance Academy
9	Dr. A. K. Singh	Professor of Translation Studies, IGNOU, New Delhi
10	Dr. Hitesh Raviya	Asso. Prof. The M. S. University of Baroda, Gujarat
11	Dr. Lekhwani	Deccan College, Pune
12	Dr. Govardhan Sharma	Sindhi Poet & Member, Sindhi Sahitya Academy, Maharashtra
13	Dr. V. N. Bhalerao	Head, Dept. of Hindi, Savitribai Phule Pune University
14	Mr. Rajan Lakhe	Marathi Poet
15	Mr. Kumar Gera	Former President, JAYCEE World

5. Teachers are motivated to participate in Orientation Programs, Refresher Courses, Faculty Development Programs, lecture series, workshops, and training programs. This helps teachers to adopt innovative techniques in the teaching-learning process.

6. Teachers are encouraged to participate in conferences, seminars, and workshops to enhance their subject knowledge, which they share with the stakeholders. Students are given exposure to experience based learning through the media of Research Projects, Industrial Training, Exhibitions, Field Visits and Surveys.

1.1.3. What type of support (procedural and practical) do the teachers receive (from the university and /or institution) for effectively translating the curriculum and improving teaching practices?

Many of our teachers participate in syllabus restructuring, workshops, seminars, publish books and papers in peer reviewed journals. The management and the principal support and encourage by granting duty leave and by adjusting the teaching schedule.

1. **Syllabus re-structuring:** Teachers get formal training by participating in Orientation and Refresher courses organized by UGC. This helps them to effectively translate the curriculum and improve teaching practices. Teachers also get training through quality enhancement workshops. The College has developed a research culture in all the departments. The research is supported and encouraged not only by developing infrastructure but also by creating a conducive environment for research. Current developments in the subjects are shared through the seminars at various levels.

2. **Workshops:** Seminars and workshops are organized by the University for discussing changes in the syllabus. This takes place once in three years at the University level. Teachers participate and make suggestions for revision to incorporate latest developments in the respective subjects.

3. **Publication of Books by Teachers:** Some of our teachers have written text books in their subjects - Business Mathematics and Statistics, Business Economics, Business Communication, Cost and Works Accountancy, Organization Behaviour, Human Resource Management and Business Organization.

4. **Guest lectures and Industrial visits:** In order to bridge the gap between theory and practice, the College acts as the mediator between University and teachers & students and Industry. For effectively translating curriculum and improving teaching practices, guest lectures, seminars and industrial visits are organized. Around 90 guest lectures, 20 industrial visits and 36 seminars were organized during the last six years.

5. **ICT:** All classrooms are ICT enabled. The college has installed LCDs in all the classrooms. Smart Board has been installed in one of the classrooms. HD Television is also used for demonstrations and for showing movies related to corporate culture, women empowerment, leaderships skills and so on.

6. **Library:** N List and e-journal facility makes research journals and other reputed reference publications available to the teachers and the students.

7. **Teachers as Recognized Ph.D. Guides**: Many teachers are recognized post graduate teachers and are engaged in post graduate teaching. Three faculty members are recognized Ph.D. Guides at various centers across Pune.

8. **Research Grants:** Teachers are motivated to apply for and obtain research grants from SPPU. They are provided flexibility in time schedule and other administrative help in completing the projects.

9. **Healthy Practices**: Annual Presentations by the Principal, Teacher Evaluation by the students are some of the ways by which the College endeavors to maintain and improve the academic standards. Exit Questionnaires are also administered to the outgoing students and suggestions given are incorporated in the following academic year.

1.1.4 **Specify the initiatives taken up or contribution made by the institution for effective curriculum delivery and transaction on the curriculum provided by the affiliating University or other Statutory Agency.**

The College takes continuous efforts to enhance quality of delivery of curriculum to the students. The College has taken a number of initiatives in this direction. These are listed below:

1. **ICT facility:** To implement effective curriculum delivery, the College provides well equipped labs, classrooms and library facilities. All the classrooms are ICT enabled to facilitate teaching using Power Point Presentations, Recorded lectures, Audios and Visuals. The College has also received tape recorders along with audio cassettes from the University, which are used to develop the listening skills of students. The College also has an E-Library facility for students and teachers.

2. **Innovative Teaching Practices:** Some of the innovative teaching practices include:
   a. Paper Presentations
   b. Sales Demonstration
   c. Quiz Competitions
   d. Group Discussions
   e. Surveys
   f. Visits to Industries
   g. Case Studies
   h. Display of Charts
   i. Lectures by Chartered Accountants, Cost Accountants, Company Secretaries, Company Managers, Lawyers, Bank Managers and Senior Academicians are organized to update students' knowledge in different subjects.

3. **Alumni**: Alumni share their industrial and professional expertise with the present students.

4. **Competitions:** Different competitions are organized to enhance the subject knowledge. For instance, Project Competition is organized every year for BCA students. Experts from the industry are invited to evaluate the projects and guide the students.

5. **Career Counseling and Guidance:** Special Career Counseling sessions are organized for the students to share various job opportunities. Career Guidance lectures are also organized to help students crack various competitive examinations. The College library has a good collection of reference books related to competitive examinations.

6. **Nature Club:** Nature Club is formed to spread awareness about Environment. For instance, seminars on the topics like Green Environment, Climate Change   and

Monsoon Variation have been organized where scientists from Indian Institute of Tropical Meteorology were invited. International days focusing on environment are also observed in the College.

7. **Entrepreneurs Club:** Entrepreneurs Club is set up to enhance the entrepreneurial abilities of the students. E-week, guest lectures and visits are some of the activities of the club.
8. **Educational tours**: Educational tours to RBI, Bombay Port Trust, Stock Market, Ralegan Siddhi and various industries is a regular feature.
9. **Seminars:** The College organizes seminars for both students and teachers at National, State, District and Local level.
10. **Spoken English Course:** Spoken English Course is conducted for students of F.Y. B. Com.
11. **Remedial Teaching:** Remedial Teaching is provided for slow learners.
12. **Culfest:** This forum encourages students to participate in various cultural competitions like Dance, Singing, Fashion, Mehendi, Flower Arrangement, Salad Dressing and many more.

1.1.5 How does the institution network and interact with beneficiaries such as industry, research bodies and the University in effective operationalization of the curriculum?
The College regularly invites experts from industry, research institutions and Universities for interacting with students and delivering guest lectures. Subject experts and other authorities are also invited to the College to guide the teachers. The College interacts with industry, university, research bodies, etc. for research activities. The College has signed MoUs with Kalyani Lemmerz, Stella Engineering, Sun Automation and Entrepreneurship Club. Many others are also in the pipeline. The College is an Authorized Center for National Council for Promotion of Sindhi Language (NCPSL), Ministry of H.R.D. Government of India, New Delhi and Study Centre of Indira Gandhi National Open University (IGNOU). The College organizes various activities in association with Rotary Clubs too.

1.1.6 What are the contributions of the institution and/or its staff members to the development of the curriculum by the University? (Number of staff members/departments represented on the Board of Studies, student feedback, teacher feedback, stakeholder's feedback provided, specific suggestions etc.)
1. Being affiliated to the Savitribai Phule Pune University, it has to follow the syllabi set by the University. However, teachers are in a position to put forth their valuable suggestions and contribute towards curriculum development through the Board of Studies(BOS). Workshops on revision of syllabus are held by the University and the concerned teachers participate, deliberate and give their feedback in such workshops.
2. One of the faculty members is a member of BOS in Physical Education and Sports. He provides valuable inputs in curriculum development.
3. Exit forms are filled in by the outgoing students and suggestions made by them are incorporated.
4. Parents are made aware of the curriculum through Parent-Teacher meeting which is held in the first term of the academic year. The curriculum details are uploaded on the

college website. http://www.mucollege.org/courses_mucc.html# Such interactions bring about a healthy and fruitful exchange of ideas among the stakeholders. Parents are also made aware of the objectives of the curriculum and expectations of the College from the students during the orientation program.

5. The Members of the Managing Committee also provide valuable feedback during Local Managing Committee and College Managing Committee meetings.

6. The College has a system of taking informal feedback from various stakeholders regarding curriculum development. The college has a separate visitors' book, where experts express their feedback in writing. The book is kept in the library.

7. Personnel from different fields and experts from industries are also invited on various occasions like seminars, conferences, various competitions, quizzes and meetings. They provide their valuable suggestions and feedback to make teaching-learning process more practical oriented.

1.1.7 Does the institution develop curriculum for any of the courses offered (other than those under the purview of the affiliating university) by it? If 'yes', give details on the process (Needs, Assessment, design, development and planning) and the courses for which the curriculum has been developed.

Yes, the college has introduced many Autonomous Short Term Courses for which the syllabus is designed by the teachers. The college studied the needs of various courses through the exit forms, which are filled in by outgoing students. Their valuable suggestions regarding introducing new courses related to current topics are taken into consideration to introduce new autonomous courses in the college. The list of courses is as under:

1. Insurance Management
2. Event Management
3. Cyber Law
4. Business Law and Ethics
5. Accident Claims
6. Know Your Constitution
7. Yoga, Health and Nutrition
8. Direct Taxes
9. Spoken English
10. Tally ERP 9
11. Fashion Awareness
12. Certificate Course in Sindhi Language Learning
13. Certificate Course in German Language
14. UGC sponsored Career oriented Program in Soft Skill:
    a) Certificate: Speaking Good English, Communication Skills & Personality Development
    b) Diploma: Management, Communication Skills & Personality Development
    c) Advanced Diploma: Management, Communication Skills & Personality Development

Awareness Courses

- Insurance Management
- Event Management
- Cyber Law
- Business Law and Ethics
- Accident Claims
- Know Your Constitution
- Yoga, Health and Nutrition
- Direct Taxes

Practical Courses

- Spoken English
- Certificate Course in German
- Certificate Course in Sindhi Language Learning
- Communication Skills
- Tally ERP 9.0
- Fashion Designing

UGC Soft Skill Training Program

- Certificate: Speaking Good English, Communication Skills & Personality Development
- Diploma: Management, Communication Skills & Personality Development
- Advanced Diploma: Management, Communication Skills & Personality Development

A) AWARENESS COURSES

Need of the Course	➢ It was felt necessary to create awareness among students in the areas of Insurance Management, Event Management, Cyber law, Business Law and Ethics, Accident Claims, Direct Taxes, Know Your Constitution and Yoga, Health & Nutrition.
Assessment	➢ The College has introduced an assessment system for all the courses except Know Your Constitution and Yoga, Health & Nutrition. ➢ The examination is conducted after the completion of the course. ➢ Certificates are awarded on the successful completion of these courses.
Design	➢ Syllabus is designed in such a way that students get basic knowledge in these areas. ➢ These courses help to create basic awareness among students.
Planning	➢ In the beginning of the academic year, the concerned coordinator prepares an action plan for executing the course and conduct of the examination.

B) SPOKEN ENGLISH AND COMMUNICATION SKILLS:

Need of the Course	➢ Many students find it difficult to communicate through English language. Most of the Competitive exams require knowledge of English and therefore short terms courses in English have been started.
Assessment	➢ Assessment system is continuous and informal,
Design	➢ The Course includes the teaching of: ➢ Aspiration ➢ Weak forms ➢ Accent ➢ Intonation
Planning	➢ The Course is designed for F. Y. B. Com. students.

C) TALLY AND FASHION AWARENESS

Need of the Course	➢ Most of the accounting is done through Tally software. So the College introduced this course. ➢ Many students are interested in fashion designing, so the College started a course in Fashion Awareness.
Assessment	➢ The College has introduced an assessment system for Tally. There is no formal assessment for Fashion Awareness Course.
Design	➢ The latest version of Tally is taught to the learners. ➢ Beauticians, Hair Stylists and Jewellery Making Experts, etc. are invited for Fashion Awareness Course.
Planning	➢ The Course is designed for F. Y. B. Com. students.

D)   UGC SPONSORED CAREER ORIENTED PROGRAM IN SOFT SKILL:

Need of the Course	➤ To develop the soft skills of the students and ➤ To enhance opportunities of employability, the college has introduced a career Oriented Program in Soft Skill for the First, Second & Third year students
Assessment	➤ The College has introduced an assessment system for this course, which is conducted after the completion of the course.
Design	➤ Certificate: Communication Skills, Personality Development, Speaking Good English ➤ Diploma: Communication Skills, Personality Development, Management ➤ Advanced Diploma: Communication Skills, Personality Development, Management
Planning	➤ 30-40 Students are selected for Certificate course who then progress to Diploma and Advance Diploma.

1.1.8   How does institution analyze / ensure that the stated objectives of curriculum are achieved in the course of implementation.

1. The syllabus of every subject has stated objectives and the concerned teachers are well aware of those objectives. According to the stated objectives, teachers select appropriate teaching methodology for effective delivery of curriculum in the classrooms.

2. Regular internal assessment tests are held in different ways, e.g. presentation by students, assignments, projects, class tests etc. to ensure that the stated objectives are achieved. Result analysis is done regularly to assess the students. The feedback from students enables the concerned teachers to understand the deficiencies in the course implementation and to locate the areas which need further attention. Remedial lectures are also conducted for the slow learners. With these measures, the necessary improvement is brought about and it is ensured that the objectives of the curriculum are achieved to the maximum extent.

1.2   Academic Flexibility

1.2.1   Specifying the goals and objectives and give details of the certificate/ diploma/ skill development courses etc. offered by the institution.

The College offers certain Certificate Courses in keeping pace with the emerging needs of the job market and the global scenario. These have been introduced by the College with the following objectives:

1. To bridge the gap between academia and industry
2. To provide the students employability skills
3. To enrich the syllabi of the university
4. To provide value-based education and imbibe respect for diversity.

Sr. No.	Name of the Course	Objective	Class (Students' Profile)
1	Insurance Management	To create awareness about Insurance	First year B. Com.
2	Event Management	To create awareness about event management	Second year B. Com.
3	Cyber law	To create awareness about Cyber laws and security	Second year B. Com.
4	Business Law and Ethics	To create awareness about various business laws	Third year B. Com.
5	Accident Claims	To help students to understand legal aspects of accident claim	Open for all (including community)
6	Tally ERP 9	To give practical knowledge of Tally ERP 9	First year B. Com.
7	Spoken English	To help students develop better English speaking skills	First year B. Com.
8	Fashion Awareness	To create awareness about various aspects of Fashion	First year B. Com.
9	Know Your Constitution	To create awareness about the Constitution of India	Third year B. Com.
10	Yoga, Health and Nutrition	To help students to know the importance of yoga, health and nutrition	Open for all
11	Direct Taxes	To create awareness about direct taxes	Third year B. Com.
12	UGC sponsored Career oriented Program in Soft Skill	To help students to acquire various soft skills and help to develop their personality	B. Com.
13	Communication Skills	To help students to develop communication skills.	All students
14	Certificate Course in Sindhi Language Learning	To help learning Sindhi Language	Open for all (including community)
15	Certificate Course in German Language	To help learning German Language	All Students

1.2.2 Does the institution offer programs that facilitate twinning / dual degree? If 'yes', give details.

In case of a few courses, twinning is possible. At present the college has a plan to have tie-up with few institutes, which offer certain autonomous courses. The college has started IGNOU study center, which facilitates students to enroll themselves for various courses.

1.2.3 Give details on the various institutional provisions with reference to academic flexibility and how it has been helpful to students in terms of skill development, academic mobility, progression to higher studies and improved potential for employability. Range of core/ elective options offered by the University and those opted by the College; choice based credit system & range of subject options; courses offered in modular form; credit transfer and accumulation facility; lateral vertical mobility within and across programs and courses; enrichment courses.

The College provides a range of program options within the given framework.

1. **Core and Elective Options:** The College offers 4 electives for the B. Com. Course.
   At the First Year B.Com. level, in addition to the core subjects (Compulsory English, Economics (Micro), Financial Accounting, Business Mathematics & Statistics and Marketing & Salesmanship), the electives offered by the college are: Banking & Finance and Organizational Skill Development, and Additional English, Hindi and Sindhi.
   At the Second Year B.Com. level, in addition to the core subjects (Business Communication, Corporate Accounting, Business Economics, Business Management and Elements of Company Law), the electives offered by the college are: Cost and Works Accounting, Banking and Finance, Business Entrepreneurship and Marketing Management.
   At the Third Year B.Com. level, the core subjects are Business Regulatory Framework, Advanced Accounting, Indian and Global Economic Development/International Economics and Auditing and Taxation. The electives at this level are Paper II and Paper III of all the electives offered at the second year level.

Subject	S.Y.B.Com.	T.Y.B.Com
Cost & Works Accounting	Paper I	Paper II & III
Banking and Finance	Paper I	Paper II & III
Marketing Management	Paper I	Paper II & III
Business Entrepreneurship	Paper I	Paper II & III

   For M. Com., apart from the core subjects (Management Accounting, Strategic Management, Financial Analysis and Control & Industrial Economic Environment), the electives offered by the College are: Cost Accounting & Cost System and Business Administration. The University has implemented the Choice Based Credit System to all P.G. courses with effect from the academic year 2013-14. The System allows the students to opt for certain elective subjects in the second year of the course. Additional Ten credit points are compulsory along with the main subject courses. They are, Human Rights (2 Credits), Introduction to Cyber Security and Information security (4 Credits) and Skill Development (4 Credits).
   For BBA, the electives offered at the third year are Finance and Marketing .

2. **Flexibility to students to move from one discipline to another:** The present University affiliation system provides limited horizontal flexibility to the students to move from one discipline to another at under graduate level. Students can pursue their further studies in various disciplines like Law, Journalism, Humanities and Education.

3. **A Wide Range of Courses:** College offers courses in B.Com, BBA, BCA and M.Com. In addition, some autonomous certificate courses are also introduced.
4. **Courses offered in modular form:** All autonomous certificate courses are modular courses.
5. **Credit transfer and accumulation facility:** Credit transfer and accumulation is available within the framework of credit-system as per the University norms.
6. **Lateral and vertical mobility within and across programs and courses:** Students can take admission to various certificate courses while pursuing their graduation or post-graduation and take admission to a P.G. Diploma Course while pursuing P.G. courses.
7. **Enrichment Courses:** Communication Skills, Spoken English Course and UGC sponsored Career oriented Program in Soft Skills help students to develop their personality.

1.2.4 **Does the institution offer self – financed programs? If 'yes', list them ,and indicate how they differ from other programs, with reference to admission, curriculum, fee structure, teacher qualification, salary etc.**

The College offers various independent self-financed programs; These courses have been introduced on a permanently no grant basis. Semester system for **BBA & BCA and Choice Based Credit System for M.Com.**is set by the University.

1. **Admissions:** Admissions to these courses are given on the basis of merit. The reservation policy of the government is applicable. Admissions given to students from other states are as per the University norms.
2. **Curriculum guidelines**: Curriculum is designed by the University and Examination pattern is also set by the University. Teachers of certain courses are encouraged to supplement the curriculum with topics which are career oriented and necessary for employment.
3. **Fees:** Fees charged are as prescribed by the University.
4. **Teacher Qualifications:** Qualifications for teachers are laid down by the University and the selection of teachers is as per the University rules and regulations. Experienced teachers/renowned researchers from academic fields and industry are invited as visiting faculty.
5. **Salary:** Salary is paid as per rules.

1.2.5 **Does the College provide additional skill oriented programs relevant to regional and global employment markets? If 'yes' provide details of such program and the beneficiaries.**

The College provides a number of courses which aim at enhancing students' skills of varied nature and have great relevance for the regional as well as global employment market. These are short term autonomous courses, which are fully designed and conducted by the College including soft skill development programs. Other activities undertaken for overall development of students are: Personality Development Workshops, Industrial Tours, Entrepreneurial Development Programs, Fashion Awareness course, and lectures on women rights, duties and laws.

No.	Name of the Course	Objective	Class (Students' Profile)
1	UGC sponsored Career oriented Program in Soft Skill	To help students to acquire various soft skills and help to develop their personality	B. Com.
2	Communication Skills	To help students to develop communication skills.	All students
3	Spoken English	To help students develop better English speaking skills	First year B. Com.
4	Tally ERP 9	To give practical knowledge of Tally	First year B. Com.
5	Accident Claims	To help students to understand legal aspects of accident claim	Open for all (including community)
6	Business Law and Ethics	To create awareness about various business laws ERP 9	Third year B. Com
7	Cyber law	To create awareness about Cyber laws and security	Second year B. Com.
8	Fashion Designing	To create awareness about various aspects of Fashion	First year B. Com.
9	Know Your Constitution	To create awareness about the Constitution of India	Third year B. Com.
10	Yoga, Health and Nutrition	To help students to know the importance of yoga, health and nutrition	Open for all
11	Direct Taxes	To create awareness about direct taxes	Third year B. Com.
12	Insurance Management	To create awareness about Insurance	First year B. Com.
13.	Event Management	To create awareness about event management	Second year B. Com.
14	Certificate Course in Sindhi Language Learning	To help learning Sindhi Language	Open for all (including community)
15	Certificate Course in German Language	To help learning German Language	All Students

1.2.6 **Does the University provide for flexibility of combining the conventional face to face and distance mode of education for students to choose the courses/ combination of their choice? If 'yes', how does the institution take advantage of such provision for the benefit of students?**
NA

1.3   Curriculum Enrichment

1.3.1   Describe the efforts made by the institution to supplement the University's curriculum to ensure that the academic programs and Institution's goals and objectives are integrated.

The College has been undertaking various supplementary and innovative activities in line with the Mission Statement of the College to achieve academic effectiveness and excellence. Following are some of the efforts in that direction:

➢ The College offers various skill-oriented activities for the students to improve their employability skills.

➢ Short-term autonomous courses create awareness about various subjects.

➢ To promote research and for developing a research aptitude among students and teachers, the College has launched 'Vision Think Tank' for the students and an annual Interdisciplinary National Peer Reviewed Journal 'Sameeksha: shodh' for teachers across the country.

➢ Industrial exposure is provided through regular industrial visits and lectures by experts.

➢ Towards continuous efforts to impart quality education, the College adopts innovative teaching practices to enhance the delivery of the University curriculum.

➢ For sharing current updates, subject teachers invite resource persons from the Industry.

➢ Recorded lectures are shown in the classroom for Marketing and Office Management subjects, to help the students with expert views.

➢ To make special efforts for over all development of students' personality, inculcating the values of hard work, sincerity and commitment, the College supplements academic programs through extension activities conducted by NSS, NCC and Sports Committees respectively.

➢ Different activities like Group Discussion, Debate, Essay Writing and Elocution Competitions, Quizzes help to increase students' knowledge.

➢ Student wellness activities include medical check-up, haemoglobin check-up and a course in Yoga and Nutrition.

➢ The College cultivates the attitude of patriotism and social responsibility through celebration of Independence Day, Republic Day, Constitutional Day, Good Governance Day, Gandhi Jayanti, NSS Day, Environment Day, Sadbhavana Day, Matrubhasha Divas, and Hindi Divas. The college also organizes activities like Swachch Bharat Abhiyan, No Vehicle Day, Tree Plantation, Making of Shadu Ganapati Idols and so on.

1.3.2   What are the efforts made by the institution to modify, enrich and organize the curriculum to explicitly reflect the experiences of the students and cater to needs of the dynamic employment market?

The University has the discretion for making changes in the existing syllabus. Any such modification is effected by the University after every 3 years through the Academic Council wherein the affiliated college teachers are invited to   contribute   their suggestions through related workshops and BOS members. Such changes are then implemented on final approval by the Senate.

However, the College makes continuous efforts to modify, enrich and organize the curriculum to cater to needs of the employment market. Guest lectures and industrial visits are organized for the students. Students actively participate in Mock Interviews, Presentations, Group Discussions and Role Plays. Court visits and a Moot Court simulation acquaints students with court proceedings through participation and observation.

The other efforts made by the College to modify, enrich and organize the curriculum to cater to the needs of employment market are through the following measures:

1. Organization of Seminars, Workshops and Guest lectures for the students. The college has organized three national seminars on topics like Sports & Medicine, Sindhi Identity, Culture & Lore and Culture & Communication. The college has also organized various state and local level seminars and workshops.

2. Conduct of different Autonomous Courses for the development of students. The college runs more than ten autonomous courses.

3. Organization of Industrial visits for hands on training to impart practical knowledge and skills to the students. Industries like Kalyani Lemmerz, Infosys, Kate Milk Products, Parle G, Mothers' Recipe, Mapro, Khadi Udyog and so on were visited.

4. Organization of Co-curricular and Extra-curricular activities for the overall personality development of the students.

5. Adopting innovative methods in teaching-learning process. The teachers make use of Role Plays as well as show students various movies and audios for better understanding of the subject.

6. Facilitating Career Guidance, Counseling and Job Fairs to shape the career of the students.

1.3.3 **Enumerate the efforts made by the institution to integrate the cross cutting issues such as gender, climate change, environmental education, human rights, ICT etc., into the curriculum?**

The College has established several cells and committees to take care of these diverse and socially relevant issues. These committees responsibly spread the message of the cross cutting issues through organization of street plays, debates, skits, seminars and discussions.

➢ **Gender Sensitivity**: The College addresses gender sensitivity and human rights issues under the auspices of Vidyarthini Manch and the National Service Scheme. Debate and Elocution on gender sensitization, rally for social responsibility under Jagar Janivancha, Street Plays on social issues like 'save the girl child' and 'ban drinking and smoking' have also been organized.

➢ **Women Empowerment**: Special guidance lectures for the girl students, programs on women employment, self-defence training , lectures on legal provisions for women and their safety are regularly organized by the College. The College has established an active Anti-ragging committee cell and Cell against sexual harassment.

➢ **Environmental Education**: All the students of Second Year B.Com., as a part of their environment syllabus, undertake projects on topics such as global warming, solar energy, rain water harvesting, ban on plastic bags, pollution. These are supplemented with guest lectures, films, Solid Waste Management workshops etc. A State level seminar was also organized on Environmental issues.

➢ **ICT:** The College offers a Certificate Course in Tally ERP. Students prepare Power Point Presentations as a part of their Practical Examination. Apart from this, the students are allowed to use computers kept in the library.

1.3.4 **What are the various value-added courses / enrichment programs offered to ensure holistic development of students?**

The College is conducting Value-addition Courses and Certificate courses in Skill Development, to extend vocational skills. The core values like sense of belongingness, gender equality, mutual understanding, team spirit, patriotism and dignity of labour are inculcated through various programs.

Outreach programs help holistic development of the students. Demonstration on Fire Fighting, Workshops on Health, Personality Development Workshops, Environment Protection Sessions, Lectures & programs on Women Empowerment, Workshops and Lectures on Adult Education, Senior Citizen and Demonstrations for Self Defense have changed the outlook of the students.

The soft skills programs of the College and mock interviews have helped students to build confidence in facing the challenges in the real world. The Placement cell initiated career guidance lectures, career exhibitions, interaction with industrialists, have helped students choose a career in line with their capabilities. Competitive examination guidance sessions for MBA, UPSC and MPSC examination have been organized regularly for students. Several companies visit the College for campus interviews and select the students for appropriate positions.

Every year, conferences and seminars are also organized by the College. Students' involvement in the same help to develop life skills.

Sports are considered an important area of focus. Several competitions are organized at various levels-classes, local, state and national in games like cricket, hockey, football, volley ball, basketball, carom, chess, table tennis, athletics, boxing and so on. These help to build team working and leadership skills.

Enrichment Programs offered for the holistic development of the students:

➢ **Orientation Program:** The College organizes an orientation program every year for the new students. The Principal along with the IQAC Coordinator address the students and provides details about the history of the college, culture, and teaching & evaluation process and so on.

➢ **Co-curricular and extracurricular activities**:

➢ The college has different associations like Commerce, Economics, Literary and Culfest which organize various activities like web designing, project competitions, poster competitions, debate, quiz, rangoli, Mehendi competitions, elocution and essay writing competitions, Swachchh Bharat Abhiyaan, for the overall development of the students. Also, under the SPPU organized research competition called Avishkar, the College deputes trained students to participate in the same.

➢ **Student Welfare Activities**: Under the guidance of the Students Welfare Officer, various activities are conducted. They are as follows: Personality Development Workshops, Self Defence for Girls, Career Guidance Lectures, Traffic Safety Awareness Workshop, Yoga Demonstrations, Disaster Management Workshop, Nature Club events, as well as Remedial Coaching in subjects like Mathematics, Economics and English. Students welfare activities like earn and learn scheme and medical insurance by the university help students to support their education. The

college ensures that all government freeships and scholarships are availed by the needy students. The college also provides payment of fees in two to three installments. The college organizes medical as well as hemoglobin check-up drive regularly. Personal Psychological Counselor is available for students on monthly basis. Remedial lectures and bridge courses also help the weaker students of the college. Extra coaching is provided to advanced learners.

➢ **Social/ Community Welfare Activities:** In order to develop a sense of social responsibility and social commitment, the College had adopted Sudawadi Village, Tal. Maval for five years. After completion of five years, in the year 2014-2015, the College adopted another village, namely, Jambavade Village from the same taluka.
➢ The following activities were undertaken during the ten day camp held last year.
➢ Volunteers visited villagers' houses to interact and get firsthand information about the various problems faced by them
➢ A Visit to Bhandara Dongar, religious place dedicated to Saint Tukaram was also organized where students cleaned the area surrounding the temple.
➢ As a part of shramdaan, cleaning of drainages and road was undertaken, and an awareness camp was conducted for villagers regarding health and other socio-economic issues.
➢ Socio-cultural activities and educational and entertainment programs were conducted for school children of the primary school.

1.3.5 **Citing a few examples enumerate on the extent of use of the feedback from stakeholders in enriching the curriculum? How does the College obtain feedback on curriculum? (From students, alumni, parents peers, industry/employer, community)**
➢ **Feedback from Students:** Exit forms are filled by the outgoing students and suggestions made by them are institutionalized. Also a Suggestion Box is placed in the library and at regular intervals, the committee evaluates the same.
➢ **Feedback from Alumni, Parents, Peers, Industry / Employer and Community:** The College has a system of taking informal feedback from various stakeholders regarding curriculum enrichment.
➢ **Alumni** participate in the enrichment of curriculum by sharing their industrial experience **Industry Experts** are invited as guest speakers and they express their views on how to bridge the gap between curricular aspects and its relevance to the needs of the industry.
➢ **Feedback from the Community** is recorded in the visitors' book as and when they visit the College to attend various programs. Outreach activities are another source of collecting feedback.
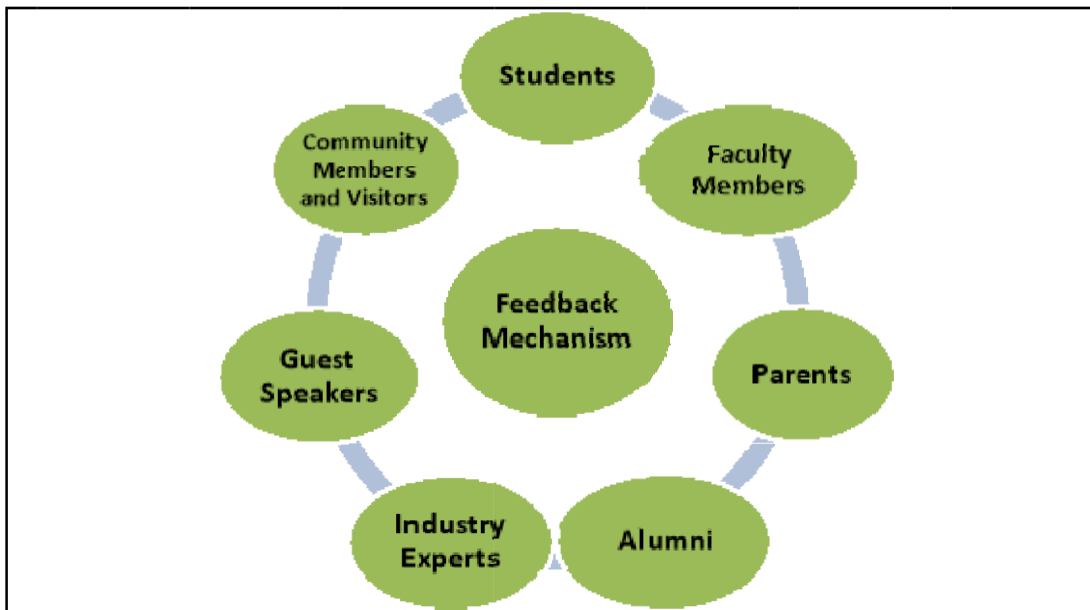
1.3.6 How does the institution monitor and evaluate the   quality of its enrichment programs?

The enrichment programs are monitored by the concerned coordinators appointed for each course. The coordinator ensures the smooth and effective conduct of the   course through availability of adequate infrastructure and other resources. During the enrichment program, various visits are organized like visit to RBI, Pune &Pimpri   Court, Retail Stores, Malls and different industries. Informal feedback helps to improve the program in future. External faculty and students participating in such programs   share their views, which help to monitor the same.

IQAC, Staff Meetings, Local Managing Committee Meetings and College   Management Committee Meetings conduct regular meetings to discuss about various academic and administrative areas which serve as a regular monitoring mechanism. Students' feedback and suggestions from stakeholders are also taken into account.

1.4   Feedback System

1.4.1 What are the contributions of the institutions in the design and development of the Curriculum prepared by the University?

1. **Teachers' contribution**: The only way for college teachers to contribute towards the design and development of the curriculum of the University is to get elected or co-opted in the Board of Studies for allocated subjects. Over the last five years, one member represented the college on Board of Physical Education and Sports. Teachers suggest changes regarding changes in the curriculum to the Board of Studies.
2. **Syllabus Restructuring Seminars**: The teachers contribute to the curriculum development by participating in the restructuring of the syllabus workshops.

1.4.2 Is there a formal mechanism to obtain feedback from students and stakeholders on Curriculum? If 'yes', how is it communicated to the University and made use internally for curriculum enrichment.

Every year, students provide their feedback about teaching-learning process. Exit Questionnaires by Students, Parent and Alumni representation on the IQAC are some of the mechanisms used to obtain feedback on the curriculum.

Informal feedback on the curriculum is also obtained from various stakeholders and the same is communicated to the University for consideration .

1.4.3 How many new programs/courses were introduced by the institution during the last four years? What was the rationale for introducing new courses/programs?

The college regularly monitors the needs of introducing various new courses through the exit forms, which are filled in by outgoing students and some of the suggestions made by guest speakers and experts. Their valuable suggestions are taken into consideration to introduce new courses in the college. The list of courses is as under:

1. **Tally ERP 9 Course:** The college has introduced this course for making students job ready. Tally ERP 9 has all the features required for high performance business management including audit and statutory compliance services.
2. **A Certificate course in Fashion Awareness:** The course enables students to learn different dimensions of fashion. It motivates the students to be self-employed.
3. **A Certificate course in Direct Taxes:** The course in Direct Taxes is intended to enable students to get deep knowledge about various Taxes.
4. **Certificate Course in German:** The course in spoken German is intended to enable students to communicate in German. This course was introduced on students' demand.
5. **A Certificate course in Motor Accident Claim:** The course provides information about preliminary steps on how to proceed with the formalities on happening of the incident.
6. **A Certificate course in General Awareness in Law:** The course is aimed at creating awareness about law in general.
7. **A Certificate course in Cyber Law:** The course is aimed at creating awareness about the cyber law and security in general.

Criterion II:
Teaching -Learning and Evaluation

2.1 Student Enrolment and Profile:

The College ensures transparency in the admission process. Being a Sindhi Minority College 50 % of the seats are reserved for the Sindhi students. Out of the balance 50 %, admission is reserved for SC 13 %, ST 7%, DT 3%, NT 8% and OBC 19 % as per the Govt. rules and the remaining seats are allotted to the fresh applicants on the basis of merit .Here preference is given to students from Jai Hind Junior College (our sister institute).

Special attention is paid to slow learners, advanced learners, differently-abled students through remedial coaching and personalized coaching. The academic calendar is prepared and implemented. Teaching methods are student centric through the media of seminars, tutorials, quiz, debates, students' projects and special lectures.

Value added courses and a good number of co-curricular and extra-curricular activities help in enhancing the performance of the students.

2.1.1 How does the college ensure publicity and transparency in the admission process?

The College website displays detail information regarding the various courses available, the course outline and the process of admission. The prospectus is provided with the admission form which contains information about the College and the various courses offered. Banners are displayed for promoting admissions. Also, advertisements are broadcasted on PCMC Cable TV network.

There is complete transparency in the admission procedure. As the College is a Sindhi linguistic minority institution, 50% seats are reserved for the Sindhi students. The admissions are given as per the rules laid down by the University. The lists of candidates admitted to the college are displayed on the notice board as well as on the college website from time to time. The College does not offer admission under the management quota. The College has also formed an admission committee to ensure complete transparency. The admission committee comprises of following teachers:

➢ Dr. Mrs. Varsha Borgaonkar
➢ Dr. Mrs. Geetha Sivaraman
➢ Ms. Pushpa Pamnani
➢ Mrs. S. T. Nadar
➢ Mrs. Rekha Chetwani
➢ Mrs. Leena Modi

The admission committee works hand in hand with office bearers during the admission process. All the applications received are scrutinized by the committee members along with office bearers. While admitting students, the committee takes care of reservation policy of the government. The Principal and members of the admission committee   along

with officer bearers meet regularly to review the progress of admissions to various courses.

2.1.2 **Explain in detail the criteria adopted and process of admission (Ex. (i)merit (ii) common admission test conducted by state agencies and national agencies (iii) combination of merit and entrance test or merit, entrance test and interview (iv) any other) to various programs of the Institution.**

1. **Admission to the First Year B. Com. Course:** Being a Sindhi minority College 50 % of seats are reserved for the Sindhi students. Out of the remaining, 50 % admission is reserved for SC 13 %, ST 7%, DT 3%, NT 8% and OBC 19 % as per Govt. rules and the remaining seats are allotted to the fresh applicants on the basis of merit. Although, preference is given to students of Jai Hind Junior College (our sister institute).
2. **Admission to the first year BBA and BCA:** Admission to the first year BBA and BCA is open to Arts, Commerce and Science students on the same basis as B. Com.
3. **Admission to M Com.:** The admission to M. Com. is on merit basis.
4. **Process of Admission :**
   ➢ Receipt of application form
   ➢ Scrutiny of application as per eligibility criteria and Govt. rules
   ➢ Declaration of merit list on the College Notice Board and College Website
   ➢ Verification of Certificates and Documents
   ➢ Counseling
   ➢ Admission.

During the admission process, the admission committee verifies the various documents like caste certificate, leaving certificate, mark list and so on of students. At the same time, committee counsel students in selection of optional subjects at various levels. From this academic year, the college has started with online admission process. So the details were displayed not only on the college notice board but also on the college website.

2.1.3 **Give the minimum and maximum percentage of marks for admission at entry level for each of the programs offered by the college and provide a comparison with other colleges of the affiliating university within the city/district.**

Following are the averages of the minimum and maximum percentage of marks for admission to various courses for the academic year 2014-15.

College	M. U. College		M. P. College		D. Y. Patil College		Ramkrishna More College	
Program	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
B.Com.	35	90.31	35	84.15	37	90.02	37.54	71.38
BBA	45	88.3	-	-	40	79.08	39.33	76.77
BCA	45	81.69	45	77.69	41.83	81.85	42.50	76.62
M.Com.	44	76.67	62	75.41	46.72	71.41	47.25	79.67

2.1.4   Is there a mechanism in the institution to review the admission process and student profiles annually? If 'yes', what is the outcome of such an effort and how has it contributed to the improvement of the process?

The Admission Committee interacts with the students during the admission time and takes note of any suggestions, for making it more effective in the future. The teachers provide individual counseling to the students for selecting optional subjects at all levels. The following changes have been implemented for facilitating an effective and transparent admission process:
- ➤ Fees paid in the college bank account through a challan.
- ➤ Ample choice of electives.
- ➤ Inclusion of students excelling in sports.
- ➤ Provision of ramps for physically challenged students.
- ➤ Detailed information made available on the College website.

Following measures are undertaken to ensure transparency in the process:
- ➤ Rules of admission are displayed
- ➤ Reservation of weaker sections, women and physically challenged are complied with.
- ➤ Admission records are maintained on a daily basis
- ➤ List of documents required. along with the fee structure and discipline rules are displayed
- ➤ Display of anti-ragging and Ban Smoking policy.

Admission process review:
Admission process is carried out as per the University guidelines. The Admission Committee is established which monitors the admission process in the following ways:
- ➤ Issuance of guidelines regarding admission
- ➤ Schedule of admission process
- ➤ Ensuring reservation policy
- ➤ Publication of admission list on the Notice Board and college website.

Student Profile Review
The admission process is carried out in a systematic and transparent manner by taking into account all the relevant rules and guidelines. Being a Sindhi minority college, majority of the college students are from business background. The College also has students from middle as well as lower middle class families. The College has around 65 % of girl students.

Every year, the College receives good number of applications. In the last academic year, for first year commerce, the College received 630 applications, out of which 360 were admitted. The demand ratio of the same is 1: 1.75. The course wise demand ratio is stated in point no. 2.1.6.

2.1.5 **Reflecting on the strategies adopted to increase/improve access for following categories of students, enumerate on how the admission policy of the institution and its student profiles demonstrate/reflect the National commitment to diversity and inclusion: SC/ST, OBC, Women, Differently abled, Economically weaker sections, Minority community, Any other.**

The College follows honest and transparent policies for admission to students. Even though the College is a Sindhi minority institution, its admission policy is governed by inclusivity, and it strictly follows the admission guidelines laid down by the Government. To ensure equity, the College strictly adheres to the social reservation of the state Government in admission to all its courses.

1. **Students from Disadvantaged Community:** Reservation norms are strictly followed. Quota of reserved seats is made available to the students belonging to a particular category. Scholarships and freeships are offered to motivate them to study. Book bank facility is also available to these students.

2. **Women:** The environment of the College is conducive for women. So, this College is considered to be first priority among parents of girls. As a result, around 65% of the total students are girls.

3. **Differently-abled:** As per the Government rules 3% quota is reserved for Differently-abled students. The College provides them special facilities like ramps, wheel chairs, writers, enlarged question papers and extra time of 30 mins. for visually impaired students during the examination. A separate room is provided to these students during examinations. The college also has western toilets to cater to the needs of differently-abled students. The college has a plan to purchase books in Braille language for visually impaired students.

4. **Economically Weaker Sections:** As per the State Government Rule, EBC facility is provided to economically weaker students, under which they avail fee concessions. Also, they are provided financial honorarium through earn and learn scheme, scholarships and freeships as per the government rules. Book bank facility is also available to these students.

5. In accordance with the Government rules, SC/ST/OBC candidates get their fees refunded from the Social Welfare Office.

6. **Sports Personnel:** As per the rules, 3% admissions are reserved for sports personnel at the entrance level. Their academic performance also is taken into consideration. Students excelling in sports are given special concessions

7. **Any Other:** The College also gives preference to wards of employees at the time of admission.

   There is no discrimination based on caste, creed, culture, gender or religion and all are offered equal opportunities to grow and develop into able, responsible citizens.

Percentage of seats for the reserved category candidates- The College is a Sindhi linguistic minority and therefore 50% seats are allotted to the Sindhi students. Out of remaining, 50% seats are reserved as under:

Category	Percent
SC	13
ST	7
DT	3
NT	8
OBC	19
Total	**50**

	Year 2010-11			Year 2011-12			Year 2012-13		
Categories	Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
SC	20	32	52	12	18	30	22	33	55
OBC	14	21	35	25	20	45	17	30	47
ST	1	0	1	0	0	0	0	0	0
VJNT	1	2	3	0	3	3	7	5	12
Open	472	725	1197	276	583	859	615	675	1290
Total	**508**	**780**	**1288**	**313**	**624**	**937**	**661**	**743**	**1404**

	Year 2013-14			Year 2014-15			Year 2015-16		
Categories	Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
SC	44	71	115	67	54	121	37	70	107
OBC	30	79	109	58	69	127	40	97	137
ST	2	1	3	3	3	6	2	2	4
VJNT	4	5	9	0	3	3	1	2	3
Open	425	720	1145	344	779	1123	378	681	1059
Total	**505**	**876**	**1381**	**472**	**908**	**1380**	**458**	**852**	**1310**

2.1.6   Provide the following details for various programs offered by the institution during the last four years and comment on the trends. i. e. reasons for increase / decrease and actions initiated for improvement.

Program		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
B.Com.	**No. of Applications**	560	575	601	605	655	630
	No. of admissions	360	360	360	360	360	360
	Demand Ratio	1: 1.56	1: 1.60	1: 1.67	1: 1.68	1: 1.82	1: 1.75
BBA	**No. of Applications**	34	32	36	26	37	50
	No. of admissions	34	32	36	26	37	50
	Demand Ratio	1: 1	1: 1	1: 1	1: 1	1: 1	1: 1
BCA	**No. of Applications**	53	75	34	43	80	54
	No. of admissions	53	75	34	43	80	54
	Demand Ratio	1: 1	1: 1	1: 1	1: 1	1: 1	1: 1
M.Com.	**No. of Applications**	72	70	74	77	71	72
	No. of admissions	60	60	60	60	60	60
	Demand Ratio	1: 1.20	1: 1.17	1: 1.23	1: 1.28	1: 1.18	1:1.20

Strict adherence to University rules, qualified faculty, infrastructure, ICT enabled classrooms, library, research network, co-curricular, extra-curricular activities and good placements are the reasons for increase in Demand Ratio.

Action initiated for improvement: The above table shows that the College has witnessed consistent improvement in the admissions to various courses.

2.2   Catering to Student Diversity

2.2.1   How does the institution cater to the needs of differently - abled students and ensure adherence to government policies in this regard?

The College and the teachers take care of the needs of differently abled students in every possible manner so that they do not feel discriminated.

➢ Suitable arrangements for examination like writers for writing their examination, enlarged copies of question papers, extra time as per the norms, ramps for their mobility are provided to them. For visually impaired students, assistance is provided by the teachers and students.

> Teachers take special care of differently-abled students. Care is taken to see that these students do not feel alienated. They are encouraged to participate in classroom discussions with other students.
> Teacher-mentors take special care of such students.

2.2.2   Does the institution assess the students' needs in terms of knowledge and skills before the commencement of the program? If 'yes', give details on the process.

Feedback collected from the last year students through exit form is the base to assess the students' needs. The feedback of the previous academic year reveals that the College has sufficient infrastructure along with ICT facilities like computers, internet connectivity and LCD projectors in all classrooms to cater to the needs of the students. At the same time, the College has introduced different autonomous short term courses to enhance the skills and knowledge of the students. These courses have been commenced after the analysis of students' feedback.

2.2.3   What are the strategies drawn and deployed by the institution to bridge the knowledge gap of the enrolled students to enable them to cope with the program of their choice? (Bridge/Remedial/Add-on/Enrichment Courses)

1. **Remedial Lectures:**
   The College arranges remedial lectures in core subjects where experts from the industry and professionals like Chartered Accountants, Company Secretaries, Lawyers, Management Consultants, are invited. The teachers also conduct remedial lectures for their own subjects. Slow learners are given time beyond class hours to bridge the gaps in their knowledge and improve their performance.

2. **Industrial Visits/ Study Tours:**
   The College undertakes industrial visits and study tours to impart practical knowledge to its students.

3. **Guest Lectures:**
   The College organizes guest lectures in most subjects. The speakers are from industry and academia.

4. **Orientation Programs** are conducted for the students of self-financed courses.

5. **Soft-skill development programs** are conducted for the overall personality development of the students.

6. **Class-Mentors:** Teachers are appointed as class-mentors. The mentors' role as a friend and motivator contributes significantly to the development of students.

7. **Short-term courses**
   The College runs several short term autonomous courses. These are as follows:
   a. Insurance Management
   b. Event Management
   c. Cyber Law
   d. Business Law and Ethics
   e. Accident Claims
   f. Know Your Constitution
   g. Yoga, Health and Nutrition
   h. Direct Taxes

i.   Spoken English
j.   Tally ERP 9
k.   Fashion Awareness
l.   Certificate Course in Sindhi Language Learning
m.   Certificate Course in German Language
n.   UGC sponsored Career oriented Program in Soft Skill
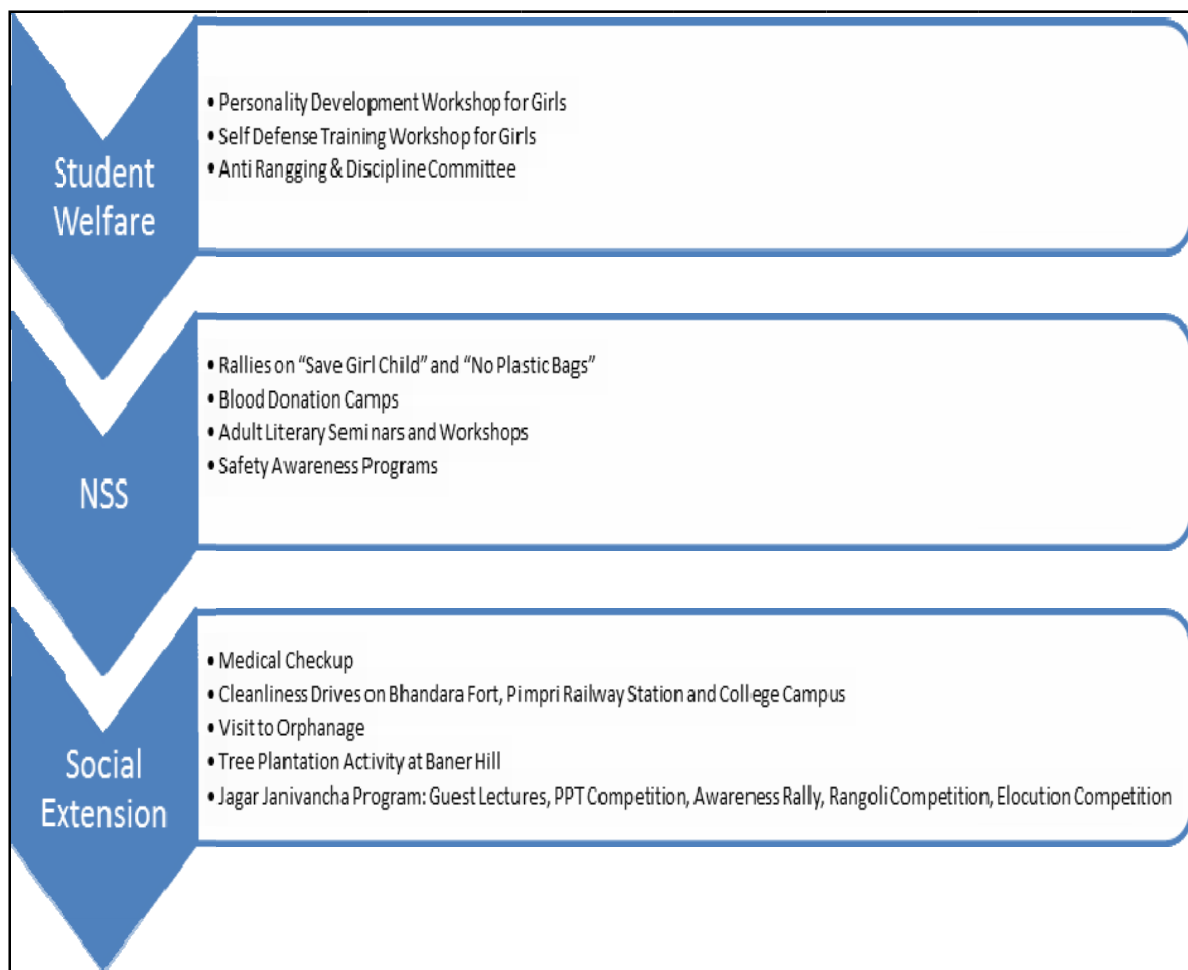
These courses help to bridge the knowledge gap.

8. **Continuous Assessment /Tutorials:**
   ➢ **M. Com.:** Adequate time is allotted for conducting tutorials in the time-table. Activities such as Home Assignments, Presentations, MCQ Tests, Written Tests, etc. are conducted under the Choice Based Credit System.
   ➢ **Practical** are assigned to students, their journals are assessed and feedback is given to them. Selection of topics and procedure to complete practical lead to intellectual development of students.
   ➢ **Assignments** are given to students of BBA and BCA and evaluation of these assignments carry weight in the final result.
   ➢ **Parent Teacher Meet:** Meetings are held and progress of students is conveyed to the parents.

9. **Co-curricular Activities**: Various Associations have been formed by the College for conducting various students-centric activities. The various competitions conducted under Co-curricular are Power Point Presentation, Extempore, Debate, Elocution, Quiz, Essay Writing and Sales Demonstration.
10. **Career Guidance Lecture Series** is organized every year.
11. **Bridge Courses:** Bridge courses are conducted for students from different disciplines.
12. **Counseling sessions** for students are conducted by Ms. Himani Chaphekar, Consulting Psychologist.
13. Students are encouraged to visit the Library where they get open access to books and they can avail the facilities of the Book Bank Scheme and Teacher-Student Interactive Library.

2.2.4 How does the college sensitize its staff and students on issues such as gender, inclusion, environment etc.?
1. The College has exclusive cells for sensitizing both teachers and students on issues of gender, inclusion and environment like Anti-Sexual Harassment Cell, NSS, Vidyarthini Manch, Students Welfare, Anti-Ragging Cell, Nature Club and Extension Activity Cell. The College also sensitizes its students and teachers through programs under the purview of Jagar Janivancha, (understand your responsibility) which include, Essay Writing, Street Plays, Rangoli, Poster Presentation and Power Point Presentation competitions.
2. The College also organizes lectures for teachers under the auspices of Staff Academy.
3. The College NSS unit has adopted Sudavadi village for ensuring social and economic progress. NSS volunteers conduct surveys and sensitize villagers through guest lectures and activities like water conservation demonstration, cleanliness drives and health camps. The College also distributed bicycles to the needy girl students.

4. The Nature Club cell of the College is aimed at creating environment awareness among students and teachers. Tree Plantation programs are organized by students with the help of teachers. Environment awareness projects on topics like global warming, solar energy, rain water harvesting, ban on plastic bags, pollution etc. are undertaken. A State Level Seminar on Environment was organized in the year 2013 2014. No Car Day, Raksha Bandhan celebration for trees, developing a nursery in the College campus and gifting saplings to guests are some of the gestures undertaken.
5. NGOs like Rotary Clubs visit the College and organize blood donation camps and haemoglobin checkups. They also distribute iron tablets to the anemic students.

Student Welfare
- Personality Development Workshop for Girls
- Self Defense Training Workshop for Girls
- Anti Rangging & Discipline Committee

NSS
- Rallies on "Save Girl Child" and "No Plastic Bags"
- Blood Donation Camps
- Adult Literary Seminars and Workshops
- Safety Awareness Programs

Social Extension
- Medical Checkup
- Cleanliness Drives on Bhandara Fort, Pimpri Railway Station and College Campus
- Visit to Orphanage
- Tree Plantation Activity at Baner Hill
- Jagar Janivancha Program: Guest Lectures, PPT Competition, Awareness Rally, Rangoli Competition, Elocution Competition

2.2.5 How does the institution identify and respond to special educational/learning needs of advanced learners?

Through class interaction and academic performance, the advanced learners are identified. Teachers regularly inform them about intra and intercollegiate competitions and seminars, where they participate and their abilities are tested and honored. Teachers challenge and motivate these students to go beyond the course- work and to take up summer training and research projects in various companies. They are guided to present papers/posters at different forums like Avishkar and Inter-Collegiate events. These students also mentor slow learners.

The College organizes state and national level seminars that expose them to topical research articles and paper presentation skills .The Competitive Exam Cell helps students to prepare for the MPSC, UPSC and Bank examinations. The College also has a provision of special personal coaching and Teacher-Student Interactive library.

Members of Students Council: Toppers of every class are invited to become members of the Students Council, which organizes several activities.

In-house Publications: Students are motivated to write articles in Vision and Vision Think Tank, our in-house magazines. The responsibility of collecting articles, editing them, proof reading, designing the cover page, etc. is assigned to students who work under the guidance of teachers.

Gymkhana Day and Annual Prize Distribution Day: Advanced learners are felicitated through trophies, medals, certificates and cash prizes by eminent personalities on Sports Gymkhana Day and Annual Prize Distribution Day.

Cybage - Khushboo Scholarship instituted by Cybage Software Pvt. Ltd. Pune, is awarded to meritorious cum needy students of BBA and BCA.

2.2.6   How does the institute collect, analyze and use the data and information on the academic performance (through the program duration) of the students at risk of drop out (students from the disadvantaged sections of society, physically challenged, slow learners, economically weaker sections etc.)?

Based on admission forms, the College office collects and maintains data regarding students belonging to socially, economically disadvantaged sections. The data is used to provide facilities to the students from the following categories in this way-

➢ **Economically Weaker Sections:** Various schemes of the Government are properly implemented to help these students. These include fee concessions for the Economically Backward Classes (EBC) and freeships to SC and ST students.

➢ **Disadvantaged Sections of Society:** Various welfare schemes including the University supported Earn and Learn Scheme, Book Bank Scheme and Pass Concessions are made available to such students.

➢ **Physically and Visually Challenged:** Ramp and wheel chair are available for physically disabled students. Visually challenged students can avail the facility of writers for writing exams. Kindle is also provided to them.

➢ **Slow-Learners:** Remedial courses are conducted for slow learners.

Poor performance in exams, tests, assignments and class interactions may lead to drop out. So, students not performing are counseled by the teachers and they are also referred to the professional counselor on campus. Parents are called and advised about the performance/attendance of the students. The teachers and the Principal meet the students and parents, and help to resolve their problems. Teachers devote extra time to help them improve their performance. The College sends SMSes to the parents to update them about their wards attendance and progress. Mentors of each class encourage students to improve their performance.

This has resulted in a minimum dropout rate. The dropout rate of the College has been a minimal 0.26% and 0.1% for the last two academic years respectively.

2.3   Teaching-Learning Process

2.3.1   How does the college plan and organize the teaching, learning and evaluation schedules? (Academic Calendar, teaching plan, evaluation blue print, etc.)

The teaching, examination and evaluation schedule is prescribed by the University. An **Academic Calendar** is prepared by the IQAC with the help of Examination Officer, Coordinators and other staff members in the beginning of the year, keeping in view the directives of the University.

The subject teachers make personal teaching plans.

Evaluation: The College follows the evaluation process as per the University guidelines with some modifications. The students are assessed throughout the year through assignments, internal test, practical, projects and so on.

Components of internal assessments for UG:

Sr. No.	Components	Marks
1	Internal theory test per semester	20
2	Project / Practical viva	20
	Total	**40**

For the PG students, continuous assessments as per the University prescribed credit based system are conducted for each subject with the following weightage:

Sr. No.	Components	Relevant Development Aspect	Marks
1	Two internal tests per semester	Independent learning	30
2	Assignments	Independent learning	10
3	Seminars, group discussions	Communication skills/subject knowledge	05
4	Paper review, role play, case	Behavioral aspects, critical thinking	05
		Total	50

The Examination Committee headed by the College Examination Officer, with the approval of the Principal, finalizes the dates and the time table for the internal examination. The Examination Schedule is displayed on the notice board, 15 days in advance. External examinations are conducted as per the University guidelines.

Evaluation Process: The Principal along with heads of departments and respective teachers meet semester wise to review teaching plans prepared by the teachers. The evaluation of students' performance is also reviewed periodically. The percentage of results along with college toppers and distinction holders are mentioned in the college magazine 'Vision'.

2.3.2 How does IQAC contribute to improve the teaching-learning process?

IQAC plays an important role in the teaching - learning process. The IQAC plays an active role in the process. The IQAC plans and implements different strategies in the beginning of the year to make the process effective and interactive. The IQAC is instrumental in implementing modern means of teaching aids in day to day teaching. For example, all classrooms of the college have LCD projectors. A weeklong workshop on 'Google Tools' was also organized in the college. The IQAC encourages teachers as well students by providing different facilities like organization and participation in seminars, promoting them to write and publish research papers in different research journals and so on to enhance teaching-learning process. The college encourages teachers to apply to various research projects funded by the university and UGC to enhance their subject knowledge. Two teachers have completed their Minor and Major research projects respectively. Two of them are working on their minor research projects and three of them have received sanction recently from the university.

➢ The IQAC is instrumental in encouraging teachers to use innovative teaching methods. All the teachers make use of ICT in their teaching regularly. Many faculty members show short films and documentaries for effective understanding of the subject matter.

➢ The IQAC provides valuable suggestions to enhance the infrastructural facilities of the College. IQAC also provided suggestions in introducing online facilities like INFLIBNET as well as e-journals in the library.

➢ The college has also taken professional membership of different libraries like Jayakar and British Library for teachers. The membership of these libraries facilitates teachers in their research activities. Teachers also encourage students to make use of different reference books and conduct surveys. These surveys are printed as research articles in college research magazine for students, namely, 'Vision Think Tank'.

➢ The IQAC monitors the preparation and implementation of the academic calendar. Semester wise review of the plan is done along with the Principal, heads of departments and respective teachers. This helps to implement the plan effectively and efficiently.

➢ In the first meeting of the IQAC, the members discuss on organization of seminars and conferences in the college. Every year, the college organizes different State or National Level seminars. During the last five years, the college has organized three national level seminars.

➢ The IQAC evaluates the feedback of teachers collected from the students. Suggestions, if any, are provided to concerned teachers. The review of exit forms is undertaken by the IQAC. Some of the suggestions are possibly implemented in the following academic year. As a result, the college has introduced many autonomous short term courses suggested by the students.

➢ The IQAC coordinates between industry and academia and suggests ways for a better collaboration. Every year industrial visits are organized for the students. Personnel from industries are invited to have interaction with the students. They are also invited as judges to evaluate various competitions like PPT, Debate and Sales Demo.

2.3.3. How is learning made more student-centric? Give details on the support structures and systems available for teachers to develop skills like interactive learning, collaborative learning and independent learning among the students?

Learning is made more student centric by adopting various innovative methods, besides the traditional lecture method. Teachers regularly conduct group discussions in the classrooms for better understanding. Group Discussions help to inculcate the value of team work and collaboration among students. The teachers also adopt the method of informal discussions. Teachers also make use of demonstration method in their teaching.

Different role plays are conducted in the classroom on different topics of management, marketing and communication. Teachers encourage students to prepare different models and charts to be displayed in the exhibition. Teachers effectively make use of visual aids while teaching.

Many teachers show films, documentaries, inspirational videos, recorded video talks and so on to make teaching student-centric. Teachers encourage students to participate in different in-house competitions like PPT, Sales Demo, Extempore and so on to enhance their better understanding of the subject.

Teachers make Oral Presentations in the form of lectures with slides. Different subject related seminars are organized in the college. Every year, the college organizes PG seminar on different topics.

Teachers also adopt the method of case study analysis in the classroom, which help students to develop their analytical and communication skills. For the last five years, the college has been organizing intercollegiate quiz in the subject Economics and Commerce for making learning student-centric. The college students represent themselves as volunteers during the quiz.

Renowned experts from the industry and academics are invited to guide students on different topics. The college also organizes various industrial visits and study tours for the students. The students conduct various surveys as well as present projects to the teachers. This helps them in self-learning and better understanding of the subject.

Subject wise and topic wise digital lectures are shown to students. These lectures are often downloaded from YouTube.

Support systems available:

1. **Library** is the major backbone of the college, which provides active support to teachers and students. The library has student friendly resources, computers with internet facility, multimedia resources and CDs. LAN network allows to share files as well as teachers can access library server to find out required books and journals.
2. The college also has membership of other libraries like Jayakar Library and British Library.
3. Different guest speakers, who are invited under staff academy, help teachers to be acquainted with latest trends of the market.
4. Different ICT tools like LCDs, Smart Board, Smart TV, support teachers to make their teaching interesting, innovative and effective.

The College emphasizes on active and interactive learning. Teaching-learning is made student-centric by providing our students every opportunity for independent as well as collaborative learning.

Specific methods include the following:

Interactive Learning	Collaborative Learning	Independent Learning
Discussions, Debates, Role Plays, Quizzes, Presentations, Screening of Movies, Discussion on Books and Games, Student Seminars, Participation in Festivals & Annual Exhibitions, Preparation for Competitive Examinations like MPSC, UPSC and Bank Exams.	Problem solving sessions, Field Trips and Study Tours, Publication of Research Articles in Vision Think Tank, Student Seminars, Participation in Festivals & Annual Exhibitions, Web Designing, Organization of training programs by Placement Cell like Interview Skills, Group Discussions.	Essay Writing Competitions, Assignments and Internships, Book Review, Learning through e-resources, Intercollegiate Competitions, Web Designing, Quiz, Moot Court Trial Sessions, Use of ICT.

2.3.4 **How does the institution nurture critical thinking, creativity and scientific temper among the students to transform them into life-long learners and innovators?**

The institution nurtures critical thinking, creativity and scientific temper through a series of planned activities inside and outside the classroom. The College encourages the students to participate in academic, co-curricular and extra-curricular activities. Through these activities students acquire leadership, entrepreneurship and management skills.

Critical Thinking is nurtured through the following activities:
➢ Contribution in form of research articles in the in-house journal: Vision Think Tank.
➢ Participation in Book Review, PPT, Case Studies and other competitions
➢ Preparation of Charts
➢ Reading Club
➢ Essay Writing, Elocution & Debate Competitions, Role play, Group Discussions, Project Work and Assignments.
➢ Music Appreciation Club.
➢ NSS Activities

Creativity is nurtured through following activities:
➢ Contribution to cover page design and articles in the annual magazine: Vision.
➢ Participation in Annual Cultural festival i.e. Culfest comprising Rangoli, Floral Decoration, Poster Competitions, Singing and Dancing Competitions, Mehendi, Salad Dressing Competitions, Handwriting Competitions etc.
➢ Participation in Intercollegiate co-curricular competitions i.e. Reflexion and Inter-class competitions.
➢ Membership in Nature Club, Literary Association, Commerce Association, Photography Club, Fashion Awareness Course, Event Management course and other allied courses.

Scientific Temper is developed through the following:

- ➢ Contribution in the form of research articles in the in-house journal: Vision Think Tank
- ➢ Preparation and contribution in Intercollegiate quiz competition in Economics, Banking, Commerce and Management
- ➢ Participation in the Research Competition 'Avishkar' organized by the University.
- ➢ Guest Lectures by Scientists from ISRO, IITM etc.
- ➢ Attending National, State and Local level Seminars/Conferences.

2.3.5 What are the technologies and facilities available and used by the faculty for effective teaching? e.g.: Virtual laboratories, e-learning-resources from National Program on Technology Enhanced Learning (NPTEL) and National Mission on Education through Information and Communication Technology (NME-ICT), open educational resources, mobile education, etc.

Teaching with computer assisted learning is the need of the day. In order to teach effectively, the teachers often make use of various resources like e-journals and N-List. Teachers effectively make use of various CDs and DVDs in the classroom to make teaching process more interactive. Many teachers make use of E-Books, which they share with the students. Mainly, these are reference books. This helps students to know more about the topic and subject in general.

The college has well equipped computer lab with internet facility, which is used for demonstration by computer teachers. The computer lab has software applications like Visual Basic, Java and C programming.

Majority of the teachers, make use of Power Point Presentations and audio-visual clips in classroom. The college also has Kindles with e-books, which are provided to students in the library. The record of the same is kept in the library.

Smart board and Smart TV help teachers as well as students to present their topics effectively. The college has around twenty five audio devices with cassettes, which are used by English teachers in teaching Spoken English to the first year students.

The college has internet connectivity everywhere i.e. in the office, library, departments, staffrooms and so on.

2.3.6 How are the students and faculty exposed to advanced level of knowledge and skills? (Blended learning, expert lectures, seminars, workshops etc.)

The students and teachers are exposed to advanced level of knowledge and skills through:
- ➢ Industrial Visits/Study Tours
- ➢ Guest Speakers.
- ➢ National, State, Local Seminars and Workshops
- ➢ Inter-collegiate Debates, Quizzes, Essay Writing Competitions.
- ➢ Special Guidance Lectures
- ➢ Soft skill Development Programs
- ➢ Short term Courses
- ➢ Lectures
- ➢ Refresher, Orientation courses and Faculty Development Programs.
- ➢ Projects
- ➢ Demonstrations on the use of modern statistical tools and software.

The College has organized the following National, State and Local level Seminars and Workshops to share recent insights:

Sr. No.	National Level Seminars	Participation
1	Culture and Communication: Reflecting Paradigm Shifts (Interdisciplinary) (2015-16)	Teachers and Research Students
2	Sindhi Identity, Culture & Lore (2013-14)	Teachers and Research Students
3	Sport Medicine and Allied Sciences (2012-13)	Teachers and Research Students
	State Level Seminars	
1	Financial Inclusion Through Banking and Insurance (2015-16)	Teachers, Research Students and College Students
2	Entrepreneurship in the 21st Century (2015-16)	Teachers, Research Students and College Students
3	Environment Awareness in the Context of Green Environment, Climate Change & Monsoon Variation (2014-15)	Teachers, Research Students and College Students
4	Developing Effective Communication Skills (2013-14)	Teachers and College Students
5	Sindhi Language & Young Generation (2011-12)	Teachers, Research Students and College Students
6	Communication Skills (2010-11)	College Students
7	Financial Derivatives (2010-11)	Teachers and College Students
	District/Local Level Seminars	
1	Research Perspectives and Cyber Security (2015-16)	College Students
2	Case Studies in HR & Marketing (2015-16)	College Students
3	Information Technology (2015-16)	College Students
4	Personality Development Workshop (2015-16)	College Students
5	Leadership & Trends in Technology (2014-15)	College Students
6	Retail Marketing: Paradigm shifts (2014-15)	College Students
7	Information and Research (2014-15)	College Students
8	Personality Development Workshop (2014-15)	College Students
9	Human Resource Management (2013-14)	College Students
10	Personality Development Workshop (2013-14)	College Students
11	Self-Defense for girls (2013-14)	College Students
12	Employment and Entrepreneurship (2013-14)	College Students
13	The Role of Research in Commerce and	College Students

	Business in Today's Globalized Environment (2013-14)	
14	Counseling (2013-14)	College Students and Local People
15	Recent Trends in Business (2012-13)	College Students
16	Quality Management (2012-13)	College Students
17	Information Literacy (2012-13)	College Students
18	Employment and Entrepreneurship (2012-13)	College Students and Local People
19	Youth Education (2012-13)	College Students and Local People
20	Personality Development Workshop (2012-13)	College Students
21	Vyapar ki aur… Idea to Reality (2011-12)	College Students
22	Theatre Workshop (2011-12)	College Students
23	Talent Management (2011-12)	College Students
24	Unorganized Labour (2011-12)	College Students and Local People
25	NGOs (2011-12)	College Students and Local People
26	Role of IT in Management (2011-12)	College Students
27	Personality Development Workshop (2011-12)	College Students
28	Integration of Indian Market with Global Business. (2010-11)	College Students
29	Women Empowerment (2010-11)	College Students and Local People
30	National Integration (2010-11)	College Students
31	Soft skills (2010-11)	College Students
32	Leadership and Employee Engagement (2010-11)	College Students

2.3.7 Detail (process and the number of students\benefitted) on the academic, personal and psycho-social support and guidance services (professional counseling / mentoring / academic advise) provided to students?

➤ Class mentors regularly guide and counsel the students at academic front. The list of class mentors is as under:

	F.Y.B.Com	S.Y.B.Com	T.Y.B.Com
A	Dr. Ajit Gaikwad	Dr. Mrs. Vinita Basantani	Ms. Pushpa Pamnani
B	Mrs. S.T. Nadar	Dr. Mrs. Parveen Prasad	Mrs. Rekha Chetwani
C	Dr. Varsha Borgaonkar	Mr. Vishal Amolik	Mr. Azhar Khan
	BBA	**BCA**	**M.Com.**
F.Y.	Ms. Deepa Nathwani	Mrs. Bijal Thakker	Mrs. Leena Modi

| S.Y. | Mrs. Diya Tanwani | Mrs. Kiran Patil | |
| T.Y. | Mrs. Asmita Bhagat | Mrs. Singdha Shukla | |

➢ The College has engaged a professional counselor for extending psycho-social support to students.
➢ Career counseling and guidance is provided formally and informally. Some of the avenues for career counseling are Placement Cell, Job Fair and Competitive Examination Center.

Method	Number of students who availed the facility					
	2010-	2011-12	2012-13	2013-14	2014-15	2015-16
Academic Support						
Mentorshi	All students of the college. (General and personal Counseling by mentors)					
Psycho-social support and guidance						
NSS	150	100	100	100	100	100
Vidyarthini Manch (Counseling)	21	20	23	22	29	24

➢ The counseling of parents is also done with the help of parents meetings. Every year, the college organizes a parent meeting of B.Com, BBA and BCA students to inform their wards attendance.
➢ The college also has Anti-Ragging and Discipline Committee, which ensure the safety of students. Due to effective functioning of these committees along with other teachers, the college has never faced the problem of ragging and indiscipline.

2.3.8 Provide details of innovative teaching approaches/methods adopted by the faculty during the last four years? What are the efforts made by the institution to encourage the faculty to adopt new and innovative approaches and the impact of such innovative practices on student learning?

The College encourages the teachers to adopt various innovative practices in teaching. Teachers enjoy freedom with regard to the nature of an innovative practice they wish to adopt. The college library is well equipped with many reference books and has internet facility. The library also has e-resources and provides e-services to faculty members. The college has a Whats App group, which is very active and used for communicating with all the teaching staff members of the college. Following are some of the innovative teaching techniques adopted:

1. **Industrial Visits:** These visits supplement the theoretical knowledge with practical applications. Some of the subjects like Costing, Marketing, Banking, Entrepreneurship, Environmental Studies, Human Resource Management and so on, have been better understood through such visits.
2. **Surveys**: Surveys acquaint the students directly with the practical world. These are undertaken as practical in the subjects offered.

3. **Group Discussions**: These are adopted in all subjects as a supplement to the lecture method of teaching. Topics which are taught are holistically understood by forming teams in the classrooms for a group discussion.
4. **Role Play and Simulations**: Moot Court, Sales Demos, Mad Ads, Banking and Customer Relationship are simulated in the classrooms through role plays.
5. **Presentations**: Students are encouraged to prepare PowerPoint Presentations related to the discussed topics and present the same in the classroom. These help to enhance their understanding of the concepts.
6. **Home / Library Assignments**: This technique is undertaken to encourage students to browse reference books and research journals for preparing the study material. This helps to enhance their writing skills also.
7. **Website Analysis**: For subjects in Accountancy and Taxation (under BCA and BBA), students are encouraged to analyze company websites.
8. **Tally ERP.9:** This helps students to gain practical knowledge of Tally, which would be useful to them in real life.
9. **Solving of previous question papers** help the students to get acquainted with the pattern of question papers like objectives of questions, short as well as long questions.
10. **Self-directed learning and skills development**: Soft skill courses & lectures, case studies, projects, book reviews, help the students to develop different skills.

Impact of innovative practices on student learning
Besides lecture methods, interactive, collaborative and independent learning methods are used.

Sr. No.	Efforts by the College	Impact
1	For effective teaching-learning LCD power point presentations, direct demonstrations and interactive sessions are encouraged.	Improvement observed in students - stage fear reduced Communication skills enhanced. Made use of power point presentations in their seminars and project presentations
2	Additional data accessed through Computer and Internet facility	Effective way of learning difficult topics from internet
3	LCDs and smart class room are available	Animations, video clips, lecture, notes, demonstrations etc. opened up a whole new avenue which resulted in good understanding for students.
4	College organizes National, State and Local level conferences	ICT Tools are used in teaching, learning and research for teachers and students

2.3.9 How are library resources used to augment the teaching-learning process?

Library resources augment the teaching-learning process through the following methods:
1. **Library Assignments**: Teachers give library assignments, to encourage students to read reference books and journals.

2. **Book Bank**: Under this scheme, students are allowed to borrow books.
3. **Book Readers Club**: Book Readers Club stresses the importance of reading and learning. Students read books and hold discussions.
4. **Subscription to the membership to INFLIBNET**. This enables the readers to access e-books, e-journals and online databases.
5. OPAC is provided to the students.
6. Library staff helps students to search the required books and data.
7. **In-house/remote access to e-resources**: In-house and remote access for e-journals is provided to teachers by issuing them user name and password of N-list.
8. Students are provided with **KINDLE** for reading e-books.
9. **Libman package** is used for Library automation and management.
10. Library has a collection of College Magazines (Annual issues), syllabus sets and question paper sets.
11. Library displays new books and journals on the display stand.
12. **Reference:** The Library provides reference books to students. Encyclopedias, Yearbooks, Dictionaries, Biographies are also available. Competitive examination books like NET/SET, Banking, MPSC/UPSC and CA/CS/ICWA are available for reading and home issue on deposit. Newspapers, Magazines and Journals are available for reading.
13. **Reprography:** Available (Color and Black and White).
14. ILL(Inter Library Loan Service):
    The library has collaboration with renowned libraries like University Library, Gokhale Institute of Politics and Economics Library and British Library.
15. **Information deployment and notification**: The library displays new books and journals on the display stand. Various notices regarding library services and facilities are displayed on the board. Newspaper clippings of the college events are preserved and displayed.
16. **Download:** Download facility is available to all students and teachers.
17. **Printing:** Printing as well as scanning facility is available to teachers and students.
18. **Reading list / Bibliography compilation:** Students are provided with a list of books for reading. With the help of library software, one can search books by author, title and subject.
19. **User Orientation and awareness:** In the beginning of the academic year, students are oriented about library services and facilities.

Apart from above mentioned methods, students are asked to write book reviews. At the same time, teachers provide book reviews of different reference books to the students. Teachers also provide the list of reference books for completing their assignments, projects and practical work. This helps to augment the library resources in teaching-learning process.

2.3.10 Does the institution face any challenges in completing the curriculum within the planned time frame and calendar? If 'yes', elaborate on the challenges encountered and the institutional approaches to overcome these.

Generally, the College does not face any challenges in completing the curriculum within the planned time frame and calendar. If required, concerned teachers engage extra lectures to complete the syllabus.

2.3.11 How does the institute monitor and evaluate the quality of teaching learning?

➢ The IQAC plays a vital role in monitoring and evaluation the quality of teaching learning. In the beginning of the year, academic calendar and teaching plans are prepared in consultation with the IQAC. The implementation of the same is monitored by the IQAC. At the same time IQAC Meetings are conducted at regular intervals to check the progress.

➢ Regular Staff Meetings on monthly basis are conducted by the Principal to discuss various issues like organization of guest lectures, seminars and so on. Evaluation of teaching plans is also performed in meetings conducted by respective heads of the departments.

➢ Evaluation of teachers' teaching is done through students' feedback. The feedback from students is conducted once in a year from all the classes. This feedback is analyzed and improvements, if any, are suggested to respective teachers. Feedback is also collected through exit form, which is filled in by last year students of the college. These forms are analyzed by faculty members and suggestions made by students are implemented in the next academic year.

➢ Result Analysis is another method to monitor and evaluate the quality of teaching learning. Every year result is analyzed and the list of college toppers and distinction holders are printed in the college magazine 'Vision'.

2.4 Teacher Quality

2.4.1 Provide the following details and elaborate on the strategies adopted by the college in planning and management (recruitment and retention) of its human resource (qualified and competent teachers) to meet the changing requirements of the curriculum.

Highest Qualification	Professor / Principal		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Femal	
Permanent Teachers							
Ph.D.	-	1	-	3	2	1	7
M.Phil.	-	-	-	-	-	-	-
PG	-	-	1	-	2	4	7
Temporary Teachers							
Ph.D.	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	1	1
PG	-	-	-	-	-	6	7
Part – Time Teachers							
Ph.D.	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	1	-	1
CHB							
Ph.D.	-	-	-	-	1	-	1
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	2	-	2

The College follows the norms of recruitment of teachers laid down by the UGC and Government of Maharashtra. The College aims at retaining all its teachers. They are provided with different avenues to nurture and showcase their talent. Following are some of the prominent measures taken in this direction:

1. **Academic Atmosphere:** The College ensures to maintain an academic atmosphere on the campus. The teachers are encouraged in every way to engage in academic pursuits like attending conferences/seminars/workshops, applying for research projects, writing research papers, books and calling experts.
2. **Establishment of Research Cell:** In order to encourage teachers to add to their qualifications, the College has started a Research Cell, which motivates teachers to undertake continuous research.
3. **The teachers are given freedom** to design and develop syllabi for short term courses to meet the changing requirements.
4. The teachers are at liberty to select from various co and extra-curricular committees to become the coordinator/ member.
5. **Innovative Teaching Practices:** Teachers are encouraged to adopt innovative techniques in teaching.
6. **Management and Staff Meet**: The Management meets the teachers frequently to discuss relevant issues.
   All these measures have helped the College to retain its competent and qualified teachers.

Changing requirements of the Curriculum: The College takes necessary measures to keep pace with the time and cope up with the changing requirements of the curriculum. The college organizes various guest lectures of the experts from the industry as well as workshops and seminars to get acquainted with the recent trends in different fields. The college has organized lectures on different topics like globalization, communication technology, GST, FDI, environment awareness and so on. The college also has a Competitive Examination Cell, which guides students in various competitive examinations like RBI, MPSC, UPSC and so on. The college library has different books on competitive examinations.

2.4.2 **How does the institution cope with the growing demand/scarcity of qualified senior faculty to teach new programs / modern areas (emerging areas) of study being introduced (Biotechnology, IT, Bioinformatics etc.)? Provide details on the efforts made by the institution in this direction and the outcome during the last three years.**

To meet the growing demand of qualified senior faculty, the College has adopted the practice of knowledge up gradation of the teachers. This knowledge up gradation is achieved by motivating the teachers in the following ways:

1. **Depute Teachers for Refresher/Orientation/Faculty Development Programs:** Refresher and Orientation Courses are meant for enhancing teachers' knowledge about the latest developments in their field. The College extends duty leave for attending the same.
   Outcome: 14 teachers are benefitted.

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2. **Organize Workshops/Seminars/Guest Lectures for Teachers:** The College organizes Local, State and National level seminars and guest lectures of experts from various sectors.
Outcome: 3 National, 6 State, 27 Local level Seminars, and 90 Guest Lectures were organized.

3. **Teachers are encouraged to present Papers** at International, National and State level Conferences and Seminars to share the latest developments.

   Outcome:

	Internationa	National	State
Attended Seminars	17	18	12
Presented papers	13	17	4

4. **Teachers are encouraged to publish papers/articles** in ISSN journals
   Outcome: 39 Papers are published in ISSN Journals

5. **Enhancement in Qualification:** A good number of teachers have considerably enhanced their qualification. 6 teachers were awarded Ph. D. 1 teacher has submitted thesis for Ph.D and 4 teachers are registered for the same.

6. **Books** authored by faculty:
   Marketing: 1 (edited)
   Business Communication: 1 (The same is also available as e-book)
   Human Resource Management: 1
   Organization Behavior: 1
   Business Organization: 1
   English Literature: 1
   Sindhi: A Dictionary of Sindhi Synonyms: 1

7. **Participation in Project competition** named **Avishkar** at University, Zonal and State level: 2 teachers and 7 students participated in **Avishkar.**

8. **Research Grants (BCUD & UGC):** 4 teachers availed research grant while 4 teachers have applied for the same.

9. **Purchase of Books:** Relevant literature on the new topics and emerging areas is purchased from time to time.

10. **Syllabus re-structuring** workshops organized by the University enable the teachers to be updated on the recent trends and latest developments.

2.4.3 **Providing details on staff development programs during the last four years elaborate on the strategies adopted by the institution in enhancing the teacher quality. a) nomination to staff development programs b) faculty training programs organized by the institution to empower and enable the use of various tools and technology for improved teaching- learning methods/approaches, handling new curriculum, content/knowledge management, selection, development and use of**

enrichment materials, assessment, cross cutting issues, Audio visual aids/ multimedia, OER's, teaching learning material development, selection and use. c) Percentage of faculty invited as resource persons in workshops/seminars/ Conferences organized by external professional agencies participated in external workshops / seminars / conferences recognized by national/international professional bodies – presented papers in workshops/seminars/conferences conducted or recognized by Professional agencies.

a) **Nomination to staff development programs (2011-2015)**

Academic Staff Development Programs	Number of Faculty Nominated					
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
efresher Courses	2	1	1	-	2	2
Orientation Programs	-	1	-	-	1	-
Staff Training conducted by the University	-	-	-	-	4	-
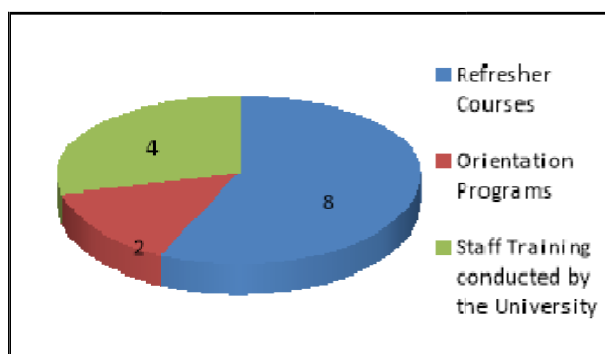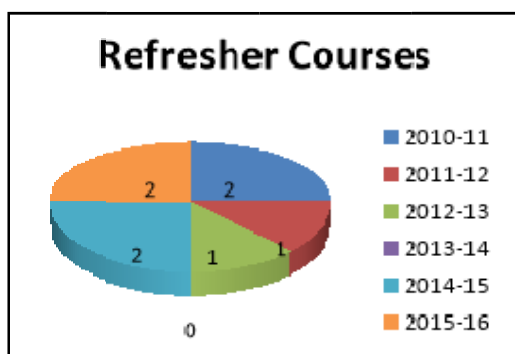
b) **Faculty training programs organized by the institution:**
The College conducts a large number of programs on the campus for the academic development of its teachers. Some of the prominent ones over the last four years may be enumerated as under:

No.	Name of the Topic	Resource Pers n
1	Interpersonal Skills	Mr. Manohar Nair, Freelance Corporate Trainer, Pune
2	Healthy Diet in this Hectic Lifestyle	Mrs. Suman Pandey, Associate Professor, SPPU
3	The Power of Story Telling	Mr. Randhir Khare, Author, Poet, Painter & Director, Bhojwani Group of Institutes, Pune
4	Research in Commerce	Principal Dr. Rawal, B. M. College of Commerce, Pune
5	Excellence through Autonomy	Principal Dr. Gulshan Gidwani, St.

			Mira's College, Pune
6	Performance Based Appraisal System		Principal Dr. Kharat , Modern College, Pune
7	Interpersonal Relationship		Miss Anjali Rege, HR Manager, Tata Business Support Services, Pune
8	Social Dynamism in Teaching Environment		Dr. Shruti Tambe, Associate Prof, Dept. of Sociology, SPPU
9	Yoga for Good Health		Mrs. V. Teksinghani, Freelance Trainer, Pune
10	Innovation		Mr. Saiprakash Belsare, Consultant, Patni Computers
11	Coaching and Mentoring Skills		Dr. George Judah, Senior Faculty, Pune
12	Conservation of Environment in Himalayas		Mr. Deepak Dalal, Author
13	Google Tools		Dr. Mrs. S. Nagarkar, Assistant Prof. Department of Library Science. SPPU
14	Right to information		Dr. Manoj Kulkarni, Senior Librarian, Yashada Research Centre
15	Research Methodology, How to write Research Report & Bibliography & References.		Dr. Rajendra Kumbhar, Prof, Department of Library Science, SPPU
16	Information Scientist: Role and Responsibility		Dr. Shubhada Nagarkar, Asst Prof, Dept of LIS, SPPU
17	Google Search Strategy		Mr. Kishore Ingale, Inf. Scientist, TCS
18	Information Sources		Mrs. Priyanka Chaskar, Asst Prof, Shahu College, Pune
19	Staff Picnic to Ananda Valley		To enhance team building and communication skills

➢ **Teaching- Learning methods / approaches.**
Micro Teaching through Teacher-Student Interactive Library, Seminars, Visit to Industries, Industrial Training, Research Projects, and audio-visual based teaching-learning methods.

➢ **Handling new curriculum**
Teachers are deputed for syllabus re-structuring workshops conducted by the University and Seminars and Conferences organized by outside agencies.

➢ **Content / knowledge management**
Books in the library, e-books, N List and INFLIBNET database and ICT tools are utilized for content / knowledge management. Every year, new reference books are purchased by the Library. Expert advice is solicited from professionals from industry, faculties of other Colleges and University.

➢ **Selection, development and use of enrichment materials**
Material received at Seminars, Workshops, Orientation and Refresher courses is used appropriately in teaching. The teachers develop subject related content and

prepare Power Point Presentations to enrich the curriculum. Virtual e-content is also used for teaching purposes.

➢ **Assessment**

Teachers attending Orientation / Refresher courses are assessed by the Academic Staff College of the University and teachers receive grades according to their performance. At the College level, the teachers fill Self-Appraisal Forms as per UGC guidelines. Students' feedback is also obtained.

➢ **Cross cutting issues**

Problems relating to Environmental issues, Women Empowerment, Gender equality and Health are handled by organizing Seminars, Workshops, Street Plays and Guest Lectures and other programs.

➢ **Audio-visual / multi-media**

All classrooms are ICT enabled. Teachers use audio-visual aids for teaching/ learning purpose.

➢ **Open educational resources**

Teachers use e-books, e-journals through N-List and other e-resources. Library has subscribed to INFLIBNET.

➢ **Teaching-learning material development, selection and use.**

Knowledge acquired after attending Refresher and Orientation courses, International, National and State level Seminars and Conferences is used for development of teaching-learning material.

c) **Percentage of faculty invited as resource persons**

Description	Percentage
Invited as resource persons in Workshops/Seminars/Conferences organized by external professional agencies	31.82%
Attended external Workshops/Seminars/Conferences recognized by national/international professional bodies	95.45%
Presented papers in Workshops / Seminars/Conferences conducted or recognized by professional agencies	90.91%

	International	National	State
Attended Seminars Workshops	17	18	12
Presented papers	13	17	4
Resource Persons	2	7	3

The following members were invited as resource persons in different seminars / conferences / workshops:

➢ Principal Dr. Mrs. Vijayalakshmi Nambiar
➢ Dr. Mrs. Varsha Borgaonkar
➢ Dr. Parveen Prasad
➢ Dr. Geetha Sivaraman
➢ Dr. Vinita Basantani
➢ Mr. Azhar Khan

2.4.4 **What policies/systems are in place to recharge teachers? (e.g.: providing research grants, study leave, support for research and academic publications, teaching experience in other national institutions and specialized programs, industrial engagement etc.)**

The College has certain policies to recharge teachers.
1. **Participation in Academic Events:** It is an established policy of the College to send the teachers to various conferences and other academic events including refresher and orientation courses.
2. **Representation in Seminars / Conferences:** Teachers are encouraged to attend and present research papers in national as well as international seminars / conferences. They are encouraged to publish papers in national and international research journals.
3. **UGC FIP for pursuing doctoral research:** Teachers avail UGC FIP for pursuing Ph.D.
4. Principal investigators of Research Projects are provided required infrastructural facilities.

2.4.5 **Give the number of faculty who received awards / recognition at the state, national and international level for excellence in teaching during the last four years. Enunciate how the institutional culture and environment contributed to such performance/achievement of the faculty.**

Healthy research atmosphere in the College has motivated the teachers to perform well and win awards and recognitions from professional bodies. The achievers are appreciated by the College and the Management through their felicitation during annual day.
The following teachers were recognized by various institutions for their contribution to society as teachers:

Description	No. of Faculty	Level
Best Teacher	3	International / State / Local
Best Research Paper	6	4 International / 2 Zonal
Any Other	4	National

2.4.6 **Has the institution introduced evaluation of teachers by the students and external Peers? If yes, how is the evaluation used for improving the quality of the teaching-learning process.**
Every year feedback is obtained from the students to assess the teachers. It is evaluated and analyzed for further improvement. A suggestion box is also kept in the library. Feedback from external peers visiting the college is informally obtained. Their suggestions for improvements are utilized. Feedback collected through exit form deals with suggestions related to infrastructure.

2.5   Evaluation Process and Reforms

2.5.1   How does the institution ensure that the stakeholders of the institution especially students and faculty are aware of the evaluation processes?

The stakeholders of the institution i.e. students, teachers, parents, alumni and the society at large, are aware of the evaluation processes through the following methods:

1. Stakeholders of the institution, especially students and parents, are made aware of the evaluation process through the college prospectus at the time of admission. The rules about the examination and evaluation process are mentioned in the College prospectus, the College website as well as the University website.
2. The institution organizes induction program for first year undergraduate and post graduate students wherein the Principal of the College along with Coordinators orient the students about various activities including examination system and evaluation process.
3. The institution has constituted an Examination Committee and appointed an Examination Officer. They take care of examination related affairs of the College.
4. The notices related to the examination are displayed well in advance for the information of the students and parents and also relevant circulars are made available in the office.
5. In classrooms, the subject in-charge guides the students about the theory and practical examination pattern.
6. At the time of admission, post graduate students are made aware of the choice based credit system pattern.
7. The Examination Officer attends various workshops regarding examination / evaluation reforms. Changes, if any, are brought to the notice of all the stakeholders by the concerned committee.
8. The College has subscribed to bulk SMSes facility through which relevant information is shared.
9. During Parent-Teacher meetings, parents are informed about all relevant issues including evaluation process.
10. Results of First year examination are declared by the College. It is reviewed by the College Examination Committee. Second and Third year results are declared by the University. Mark sheets are distributed by the College.
    Students can apply for re-checking and re-valuation to University. Such facility is available to First year students at the College level.

2.5.2   What are the major evaluation reforms of the university that the institution has adopted and what are the reforms initiated by the institution on its own?

The College conducts examinations as per the university rules and regulations. The College ensures that all the reforms of the University are strictly followed. Following are the evaluation reforms of University:

➢ **80-20 pattern: The** University has introduced internal assessment of 20% and external exam of 80% marks at UG level for theory and practical examinations. It is adopted and displayed in the prospectus and website.
➢ **College Examination Officer:** From the academic year 2012-2013, the past of CEO has been introduced by the University and the College has appointed one teacher for the

same. The officer acts as a coordinator between the university and college in examination related matters.

➢ **Internal examination squad** is appointed for prevention and control of malpractices.

➢ **Grievance redressal cell** addresses lapses in the working of the examinations**.**

➢ **Update of faculty profile:** Faculty profile on university website is updated so that the appointment for examination duties as paper setter, examiner, moderator, coordinator and senior supervisor are allotted accordingly by the University.

➢ **Bar code and holocraft sticker:** Sticking of bar code and holocraft stickers on the answer sheets has been introduced. The process was explained to the teachers in the general meeting.

➢ **Online delivery of question papers from university:** The university examination unit manages to set the question papers for all the examinations by appointing paper setters and these question papers are delivered to different colleges online. University started it with the courses in computer science and biotechnology and other courses were included subsequently. A computer, internet and heavy duty printer with backup power supply are provided with the necessary skilled staff to the CEO office.

➢ **Online entry of marks:** Online entry of internal, term end and practical examination marks has been started by the university. The teachers are well trained for online entry of marks and the confidentiality of the data is well protected.

➢ **Verification and revaluation process:** Availability of photocopies of the answer books to the students to review the result was started as the first step of the revaluation process. After receiving the photocopy, the revaluation form is to be filled within ten days. These forms are filled by the students online and the hard copy is submitted to the college.

➢ **First year UG examination:** From the academic year 2010-2011, first year examinations have been assigned to the colleges by the university. An internal senior supervisor is appointed to conduct the first year university examinations. College conducts **CAP (Central Assessment Program)** and the mark lists are issued as per the university rules.

➢ **PG examination:** For PG students, a choice based credit based grade system is applicable from the academic year 2013-2014. According to the direction given by the University, the College has introduced continuous evaluation program for PG students with 50% internal (continuous) assessment and 50% by the university.

➢ **Online Examination Forms:** The College follows the University guidelines for online submission of Examination forms.

➢ **Out of turn Examinations** are conducted for the students: who represent the College in various activities/sports and their activity schedule is clashing with examination schedule or for those who are medically unfit or are unable to appear for exams due to some calamity.

➢ The institution has implemented "**ERP" software named Vruddhi** for the First Year examination process.

➢ Teachers are appointed as **Internal Senior Supervisors** as per university guidelines, so that every teacher is exposed to the responsibilities pertaining to examination.

➢ **Examination Control Room:** The institution already has a separate examination room for examination related operations. It is well equipped in line with the University directives.

2.5.3 How does the institution ensure effective implementation of the evaluation reforms of the university and those initiated by the institution on its own?

The College has implemented all the evaluation reforms initiated by the University. In addition, the College has introduced measures of its own so as to further strengthen the reforms introduced by the University. The reforms recommended by the SPPU are implemented immediately by the College. Following are the major evaluation reforms introduced by the University and the contribution of the College to these reforms:

1. **Online Marks Entry**: University has introduced online marks entry of term end and practical examinations on University Portal / website. College has adopted this reform. For its implementation, the College has provided 2 computers, printers, and a copier in the Examination Room.
2. **Evaluation** for First Year Degree Examination is carried out in the College through Central Assessment Program under the guidance of the Principal as CAP Director and the appointed Assistant CAP Director.
3. College provides the photocopy of answer books, for revaluation, to the first year students. Examination Committee functions under the supervision of College Examination Officer.
4. For Second Year, Third Year (Degree) and Post-Graduation, evaluation is carried out by the University through Central Assessment Program.
5. For the subjects where **Practical Examination** is introduced, an external examiner is appointed by the University for University Examination. For First Year Degree examination, the College appoints an external examiner.
6. The College practices **transparency** in the examination system. When a student approaches the Examination Office, arrangements are made to show the answer books to the aggrieved student.
7. Meetings of **Examination Committee** are held to plan the examination schedule and other relevant measures are implemented for smooth conduct of examination.
8. Whenever University initiates **any change**, meetings are held and all the teachers are familiarized with the change. The same is later communicated to the students in class rooms. Circulars/notices are put up on the notice board.
9. Copies of revised pattern are kept **in the library** for ready reference.
10. **Question paper sets** of previous years are provided to students for reference.
11. To cater to the needs of **differently abled students**, the College lends assistance in the form of allowing writers. These differently abled students are given additional time to write the examination as per the directives of the University. The College provides separate seating arrangement and enlarged copies of question papers to the visually impaired and Special students.

2.5.4 **Provide details on the formative and summative evaluation approaches adapted to measure student achievement. Cite a few examples which have positively impacted the system.**

Formative Evaluation:
The University follows 80:20 pattern i.e. University examination assessment for 80 % and internal assessment 20 %. For the subjects where Practical is compulsory, the pattern is 60:20:20. For Post Graduate Examination, choice based credit system is implemented from the year 2013-14. As per the University guidelines examination assessment is 50% and internal assessment is 50%.

Formative evaluation is done throughout the academic year as a continuous process.
➢ Journals
➢ Objective Tests
➢ Seminars
➢ Home Assignments
➢ Case study
➢ Descriptive Tests
➢ Quiz
➢ Role Plays
➢ Attendance

Summative Evaluation:
University examination: 80%.

Impact:
➢ Continuous improvement in the performance of the students.
➢ Scope for remedial teaching and corrections.
➢ Enhancement in the performance of students in the examinations.
➢ Overcoming of anxiety, fear, stress, examination fear, enhancement in confidence.
➢ Improvement in the research conducted by the students.

2.5.5 **Detail on the significant improvements made in ensuring rigor and transparency in the internal assessment during the last four years and weightages assigned for the overall development of students (weightage for behavioral aspects, independent learning, communication skills etc.**

  Transparency
➢ Two sets of Question papers are submitted by the paper setters in a sealed envelope to the CEO. Any one set is selected on a random basis.
➢ Internal question papers are printed in-house.
➢ Internal tests and examinations are conducted for both UG & PG courses and their marks are displayed on the notice board.
➢ Students can apply for photocopy of answer sheets.
➢ Internal assessment of UG students is done as follows:
• Compulsory internal examination
• Journals for practical courses (wherever applicable)
• Project work (For BBA, BCA and M.Com.)
• Viva on the basis of practical are conducted.

Components of internal assessments for UG:

Sr. No.	Components	Marks
1	Internal theory test per semester	20
2	Project / Practical viva (for specific subjects)	20
	Total	**40**

For PG students' continuous assessment, through the credit based system, following components are adopted for each subject with the following weightage (Semester-wise):

Sr. No.	Components	Relevant Development Aspect	Marks
1	Internal Examination	Independent learning	20
1	Class tests	Independent learning	10
2	Assignments (2)	Independent learning	10
3	PPT / group discussions / case study / mini research	Communication / Research skills / Behavioral aspect	10
		Total	50

2.5.6   What are the graduate attributes specified by the college/affiliating university? How does the college ensure the attainment of these by the students?

The graduate attributes specified by the College are in accordance with the objectives of the college and the University:
➢ Be employable and independent
➢ Updated knowledge in special as well as allied subjects.
➢ Show the spirit of social commitment
➢ Ability to acquire global skills
➢ Exhibit a sense of culture and moral values
➢ Ability to communicate effectively.
➢ Have a critical thinking towards life.
➢ Develop entrepreneurial skills.
➢ Exhibit artistic talent and skills
➢ Ability to accept challenges and to solve problems
➢ Ability to design, implement and evaluate a computer-based system, process, component, or program to meet desired needs

The college ensures these attributes are realized by conducting various academic/ curricular and extra-curricular activities.
➢ Guest lectures, industrial and educational visits, soft skill development programs, and seminars increase their knowledge for **employability**.
➢ Blood Donation Camps, 'Save the Female Foetus', Plastic Free Environment Movement, Cleanliness Drives, visits to orphanage/NGOs, develop **social commitment.**

- ➢ ICT enabled classrooms, audio-visual facilities, well equipped library, participation in conferences and seminars, project and poster competitions help in achieving **global competence and skills**
- ➢ Activities like music competitions, patriotic song competitions; self-defence training for girls; lectures on disaster management, human rights; Celebration of Teachers' day, birth/death anniversaries of national leaders; Yoga Day, Sadbhawan Diwas, Matrubhasha Divas and all International Days help to develop **cultural awareness and morality** in students.
- ➢ Latent talents are exhibited by students through **creative** competitions.
- ➢ Additional Courses to Supplement the Syllabi are provided for the **overall development** of students.
- ➢ **Successful Entrepreneurs** are invited to motivate students.
- ➢ Various activities are organized to develop **life skills, knowledge management skills and lifelong learning.**
- ➢ Special Facilities are provided to students from disadvantaged communities,   women and differently able students to **ensure equity**.
- ➢ Innovative Practicals are introduced **to acquaint students with the actual world of business**.

2.5.7 What are the mechanisms for redressal of grievances with reference to evaluation both at the college and University level?

The Examination committee is formed which is headed by the CEO under the chair of the Principal. Regular meetings of the Examination Committee are held. Teachers are appointed as Internal Senior Supervisors, as per university guidelines, so that every teacher is exposed to the responsibilities pertaining to examination. There is a two tier system for redressal of students' grievances regarding evaluation.

1. **University Level**
- ➢ Student can apply for a photocopy of his/her answer book(s) through the College.
- ➢ Student can apply for verification/revaluation to the University.
- ➢ University re-verifies/reassesses the answer books and revised marks, if any, are sent to the College.

2. **College Level**
- ➢ The College follows the norms laid down by the University. Information regarding the verification and revaluation is provided to the students by the College office. It is displayed on the notice board along with the result.
- ➢ Redressal of grievances with reference to evaluation at College level is addressed by the College Examination Officer (CEO) and Examination Committee.
- ➢ Student can apply for verification and revaluation of answer books as per the University guidelines. The same provisions are made available to First Year under graduate students whose exams are conducted at the College level.
- ➢ Open hearing is given to examination related matters.

2.6 Student performance and Learning Outcomes

2.6.1 Does the college have clearly stated learning outcomes? If 'yes' give details on how the students and staff are made aware of these?

➢ Yes, the College has clearly stated learning outcomes for its academic courses. They are explained to students while implementing the teaching plans as per curriculum. The students after completion of the program would become intellectually and technically equipped with well-defined knowledge, strong analytical skills, sense of responsibility towards society and environment, morals and ethics, ability to work in a challenging and fast-paced environment and good communication skills.

➢ The students are made aware of the learning outcomes by-
  • Orientation programs at the beginning of the academic year which highlight the learning outcomes.
  • By teachers while implementing teaching plans as per curriculum.

➢ The staff is made aware of the learning outcomes by-
  • The curriculum development and syllabus related workshops.
  • Periodic reviews and meetings.
  • Syllabi of the courses

2.6.2 Enumerate on how the institution monitors and communicates the progress and performance of students through the duration of the course/program? Provide an analysis of the students' results/achievements (Program/course wise for last four years) and explain the differences if any and patterns of achievement across the programs/courses offered.

➢ **Academic Monitoring:** The academic performance is monitored by students' performance in the classrooms, through home assignments, class tests, unit tests, group discussions and presentations. The students' performances in term end and university examinations (theory and practical) are taken into consideration. The toppers of each class and those who score the highest marks in various subjects are felicitated. Cash prizes for academic performers are sponsored by the Management, Teachers and Alumni.

➢ **Regularity:** The regularity of the students is monitored by recording attendance in every class.

➢ **Co-curricular and extra-curricular activity monitoring:** According to the areas of interest in curricular and extra-curricular activities, the students' participation is recorded. The achievers in the activities are awarded with prizes and certificates on the annual cultural day.

➢ **Best performers in sports, NSS, NCC** are felicitated and awarded with cash prizes and trophies/certificates.

➢ **The Management also** congratulates such students during their monthly meetings/visits to the College.

➢ **Monitoring physical and emotional well-being:** There are mentors and class teachers to monitor the physical and emotional well-being of the students. If any

student is found with some academic or personal problem, he is referred to the Counseling Cell of the college.

➢ **System for Communicating Progress:** Students are communicated their marks of term-end examination. Mark lists are displayed on the notice board. They are also applauded in the classrooms.

➢ **Notices with photos** of **Best performers** are displayed on the notice board.

Thus the performance of the student is continually being monitored and communicated to the student through the duration of the course.

➢ **An analysis of the students' results / achievements:**

The Program wise result analysis for the last four years is given below. The pattern of overall increase in the passing percentage demonstrates the achievement of the program.

B.Com.				
Year	No. of Students appeared	Distinction	First Class	Pass %
2011	330	37	101	77.88
2012	345	23	91	84.06
2013	358	29	124	84.36
2014	297	32	99	82.15
2015	353	39	90	66.29
2016	262	26	68	72.51
M. Com.				
Year	No. of Students appeared	Distinction	First Class	Pass %
2011	22	2	2	59.09
2012	44	5	12	79.54
2013	35	4	13	88.57
2014	36	3	8	63.88
2015	48	5	-	95.83
2016	51	4	-	80.39
BBA				
Year	No. of Students appeared	Distinction	First Class	Pass %
2011	37	1	13	89.18
2012	32	3	13	90.63
2013	41	3	13	85.36
2014	31	3	7	58.06
2015	46	7	10	60.86
2016	30	4	2	90
BCA				
Year	No. of Students appeared	Distinction	First Class	Pass %
2012	8	-	-	75
2013	46	2	11	78.26
2014	62	3	13	87.09
2015	44	2	8	75
2016	36	4	3	77.78

2.6.3 How are the teaching, learning and assessment strategies of the institution structured to facilitate the achievement of the intended learning outcomes?

1. The anchor of the academic strategy lies in planned and focused approach on academic planning and its execution through maintaining the records in teachers' diary.
2. The principal consideration is completion of academic syllabus in minimum 180 days.
3. Emphasis is laid on the implementation of new methods of teaching processes and optimum utilization of advanced teaching aids.
4. Students are encouraged to participate in various academic, co-curricular and extra-curricular activities.
   Teaching-learning and assessment strategies are structured in the beginning of the academic year by forming the academic planning committee, time table committee and examination committee which help to achieve the intended learning outcomes. The efforts are made to make the teaching, learning and assessment processes student centric.

Teaching–Learning:

1. Qualified teachers are appointed as per the UGC norms.
2. Taking into account the break-up of number of lectures and practical for each topic as prescribed in curricula by the University, the plan is prepared by teachers.
3. The College library is equipped with digital library system, which facilitates advanced learning among the students.
4. Students perform research work as a part of their curriculum in the final year of the course / program.
5. The College encourages the students along with the concerned teachers to perform social activities to develop social awareness among the students.
6. The College regularly organizes various inter-class and inter-college extra-curricular and co-curricular activities for the students. Such activities facilitate overall development of the students.
7. Teachers are encouraged to attend conferences, seminars and workshops and thus are encouraged to update their knowledge in their respective fields.
8. Blend of innovative teaching methods and use of ICT tools such as use of internet and video clips to explain complicated topics are encouraged for classroom teaching-learning.
9. Different seminars and workshops are arranged for the teachers and students.
10. Guest lectures by experts are arranged on relevant topics. The College invites industry experts to expose students to the practical application in order to enhance their understanding of various subjects.
11. Mentors help the students to solve their academic problems.
12. Student visits are arranged to industries and institutes to get a deeper understanding of the corporate world.
13. Through competitive examination center, students are trained to appear for various competitive examinations.

Assessment:

1. Assessment is done within the framework of the rules and guidelines of the University.
2. The reforms of the University are implemented without delay.
3. For all the courses, Summative and Formative assessment is conducted either semester wise or annually, as per the University rules.
4. Continuous assessment is done using class tests, seminars, group discussions, home assignments and term end examinations.
5. For practical courses, the assessment is done by regular monitoring of journal records and viva voce examinations.
6. Transparency is maintained in the internal assessment process.
7. The behavioral aspect of the students is monitored and corrected whenever required, to maintain the discipline.
8. Teachers regularly administer home assignments to motivate the students to avail of the library facilities and encourage the students for self-study.
9. Company personnel are invited to provide guidance to the students for undertaking the aptitude tests conducted by them.

2.6.4 **What are the measures / initiatives taken up by the institution to enhance the social and economic relevance (quality Jobs, entrepreneurship, innovation and research aptitude) of the courses offered?**

IQAC along with other staff members prepare perspective plans to enhance the social and economic relevance of the courses offered. The college has taken following initiatives for the same:

Placement Cell: The Placement Cell organizes campus interviews for the students. Many students have been placed through about 30 company initiated campus interviews organized so far.

Entrepreneurship Club: The College offers specialization in Entrepreneurship subject. The students are encouraged to imbibe an entrepreneurship spirit and cultivate a self-reliant attitude through inspirational interactions/workshops with young successful entrepreneurs.

Innovative Practices: The student centric approach of the authorities and teachers is reflected in innovative practices undertaken by the College, e.g. interactive teaching, teaching through ICT, screening of films & Videos, testing their work-experience during viva-voce and so on. Creative and critical thinking of students is encouraged through programming competitions, debates, elocution, essay writing, quiz, book review etc.

Research Aptitude is developed by conducting special lectures for inculcating critical and creative thinking skills. Special orientation programs are conducted to orient them towards use of relevant websites and other resources. Surveys are undertaken to acquaint the students directly with the real world. Students are introduced to various statistical methods, by researchers, invited to share their expertise through lectures and workshops.

Short Term Courses: The College conducts several autonomous, short term certificate courses for enhancing varied skills of the students.

2.6.5 **How does the institution collect and analyze data on student learning outcomes and use it for planning and overcoming barriers of learning?**

The student learning outcome is indicated by the marks obtained in the evaluation process and performance of students in co-curricular and extracurricular activities. The College collects the data on student performance and learning outcomes in the following ways:

1. Results of the final year students are analyzed. Data on marks in examinations is an indicator of student learning outcomes. Academic performance of the students is monitored by taking regular class tests and assessing them at regular intervals.
2. Internal examinations are carried out as per the guidelines of the University.
3. Students are assigned mentors so that they can easily communicate with the mentor and solve their problems. Soft skills development program is conducted for the students to increase their confidence to face interviews.
4. Teachers guide the students about techniques to write specific answers in the examination and complete it within time using previous question papers.
5. The participation and performance of students in co-curricular and extra-curricular activities are monitored by the mentors and the class teachers.
6. The data analyzed is discussed in periodical staff meetings.

The above mentioned analysis is done collaboratively by the IQAC and the mentors of respective classes.

From the analysis done, the institute is able to overcome the barriers of learning as below:

1. Remedial coaching is conducted for weak learners to improve their performance.
2. Students with weak English communication skills are suggested to attend the Spoken English course.
3. Soft Skills development courses are conducted to improve interview and presentation skills.
4. Various skills related short term courses are also conducted.
5. Some important and relevant topics that are not included in the syllabus are introduced to the students through guest lectures and visits to industries and research institutes.
6. Efforts are made by the teachers to clear the concepts of the students by explaining in simple language and if necessary, in vernacular language. Difficulties faced by the students in answering the assignments are solved by the teacher.

2.6.6 How does the institution monitor and ensure the achievement of learning Outcomes?
The learning outcomes are monitored as under:
1. Student's performance in home assignments, seminars, group discussions, class tests, practical and written examinations is monitored and discussed with the students.
2. Month wise attendance of the students is monitored by the teachers.
3. Result of the examinations is analyzed. Students with good academic performance are identified to mentor the weak learners along with the teachers.
Achievement of learning outcomes:
The achievement of the learning outcomes is ensured through the following strategies:
1. Review of Curriculum
2. ICT enabled teaching-learning methods
3. Incorporation of mentor system and remedial teaching.

4. Continuous internal assessment
5. Adoption of blended teaching-learning methods.
6. Feedback of other stakeholders
7. Employers' comments and observation on students.
8. Comments and observation of peers about students   performance in practical / viva.
9. Evaluation of students' performance

2.6.7 Does the institution and individual teachers use assessment / evaluation as an indicator for evaluating student performance, achievement of learning objectives and planning? If 'yes' provide details on the process and cite a few examples.

Yes. The performance of a student at an examination is regarded by teachers and College authorities as an indicator of achievement of learning objectives and planning.

Institution Level:
➢ Result analysis of students and its use for further improvement.
➢ Results are analyzed in relation to the University and neighboring colleges.
➢ Student feedback is analyzed and used for improvement
➢ The Coordinators monitor the teaching plan and lecture record. Guidance is given to the teachers for improving the lecture content.
➢ The meritorious students are felicitated on Annual Prize Distribution Day. The toppers at various levels are awarded with cash prizes and certificates. The students who excel in various subjects are also felicitated. The Best Outgoing Student is awarded with a Finolex sponsored Trophy. Students who perform well in sports and other activities are awarded with cash prizes, certificates and trophies.

Teachers Level:
➢ **Practical assignments and Project work** enable students to improve their communication and research skills. Similarly, field work activity, provides them with an opportunity to learn independently
➢ **Career Guidance** helps in giving career directions to the students.
➢ **Remedial Classes** help weak learners to improve their understanding.
➢ Defaulters' lists are displayed by the class teacher on the notice board.
➢ **Special guidance** for advanced learners motivate in enhancing their performance**.**
➢ Special counseling sessions help in improving the morale of students.
➢ Reading room aids reference reading.

Other Relevant Information:
➢ Students attending sports tournaments and those, with medical problems are extended adjustments in the internal examination schedule.
➢ The students are encouraged by the teachers to approach them with their doubts and difficulties.
➢ Ex-students are provided with guidance, whenever required.

Criterion III: Research Extension and Consultancy

3.1 Promotion of Research

The College has a Research advisory Committee to monitor and promote research. Seminars / Workshops/Project Competitions are regularly conducted to inculcate a research culture among teachers and students. The Principal also encourages teachers to register for Ph.D. and apply for Minor and Major research projects funded by the University / UGC. Teachers are also motivated to write research papers/articles in reputed journals. The College conducts conferences / workshops / seminars, exhibitions, project competitions every year to develop scientific temper and research culture among the faculty and students. The College invites eminent personalities for sharing their expertise. The Teachers have received awards for their contribution in research.

The College has signed MoUs with industries in and around vicinity. The college understands its social responsibility earnestly and conducts various outreach and extension activities.

3.1.1 Does the institution have recognized research centers of the affiliating University or any other agency / organization?

The College does not have any recognized research Center. Three teachers are associated with the Research Centers of the colleges affiliated to the University as Research Supervisors.

3.1.2 Does the Institution have a research committee to monitor and address the issues of research? If so, what is its composition? Mention a few recommendations made by the committee for implementation and their impact.

Yes, the College has a Research Committee to monitor and address the issues of research. Its composition is as follows:
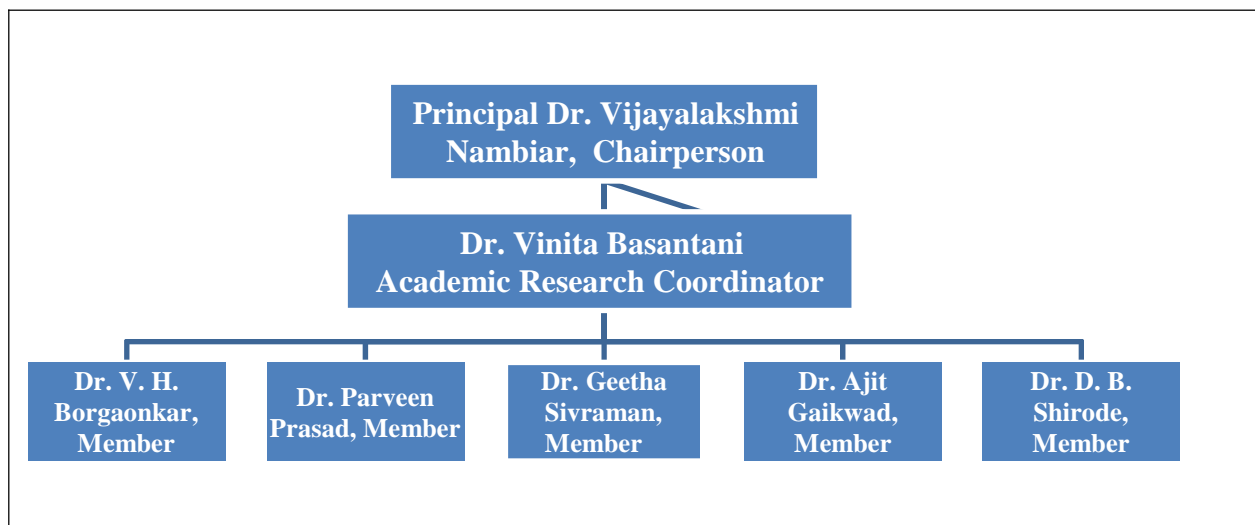
The committee meets periodically and makes recommendations related to research. It has undertaken the following activities:

1. **The Research Committee encourages teachers to apply to various funding agencies such as UGC and BCUD, and monitors progress of sanctioned projects.**

Research Project	Status	Year	Amount Sanctioned	Amount Received
Major	1 Completed	2010	215500	215500
Minor	1 Completed	2011	55000	37000
Minor	2 Ongoing	Ongoing	100000 105000	50000 52500
Minor	3 Teachers have applied			

2. **Publish Research Journals:**
    a. Sameeksha: shodh (ISSN: 2348-2362): for publication of research papers in selected disciplines. 3 issues of the same have been published.
    b. Vision Think Tank: an in-house research journal.
    Impact: Both the journals are being published annually. Teachers from various colleges contribute their research papers in Sameeksha: shodh. Students of the College contribute their surveys which are then translated as research papers by teachers and published in the in-house research journal Vision Think Tank. 6 issues of Vision Think Tank have been published.

3. **Organize and conduct workshops** for teachers and students in the areas of Research Methodology, Use of statistical tools and software, structure and understanding of Review of Literature, issues of plagiarism and so on. Teachers are encouraged to undertake research projects and publish research papers and books. Students are also motivated to undertake research and conduct surveys.
    Impact: 40 students and 15 teachers attended and benefitted from the workshops. All the teachers are engaged in continuous research.

4. **Organize National. State and Local level Seminars** for teachers and students in Commerce, Economics, Languages, Management and Computers.
    Impact: The College has organized **3 national, 6 State & 27 local level seminars.**

5. Teachers are encouraged to apply for Faculty Improvement Program (FIP) to **pursue Ph.D.**
    Impact: 1 teacher availed of FIP facility.

6. **Inspire Teachers to pursue research:**
    Impact: Out of 22 full time teachers, 8 are Ph. D., 1 has submitted thesis while 5 are pursuing the same.

7. **Inspire Teachers to publish papers in Journals and present papers in conferences: 92 research papers** have been published in journals and conference proceedings and **7 books** have been published by the teachers.

8. Encouraging teachers and students to participate in **International/National/State or Local level conferences/seminars/workshops.**
    Impact: Development of research skills by teachers and students.

9. Encouraging teachers and students to participate in BCUD led **Avishkar Research**

Competition.

Impact: Teachers and students have presented their research projects and have been shortlisted. Six students participated and two teachers reached the regional level in the research competitions.

10. **Subscribe to online and offline research journals** like N list.

Impact: Total online journals are 9000 and offline journals are 32.

11. **Prepare a database of research areas/topics** for students who need to pursue research at the post graduate level. Also for the graduate level, discuss relevant research areas for conducting first hand surveys and analyzing the same to be included in the in house annual research journal Vision Think Tank.

Impact: Development of research skills.

12. **Facilitate and encourage research based teaching** through use of Case Study method, sharing of research findings, writing book reviews and Readers' club.

Impact: Development of research skills.

3.1.3 What are the measures taken by the institution to facilitate smooth progress and implementation of research schemes /projects?

The College has undertaken the following measures:

➢ **Autonomy to the Principal Investigator**: There is autonomy to choose the topic and the co-investigator if required.

➢ **Adequate Infrastructure and Human Resources:** The College facilitates research by providing separate research working area attached to the library, 16 computers with internet facility, 9000 online journals accessed through a database N List subscribed by the College, a rich library containing 16,563 books including periodicals and research journals.

➢ **Facilitate Researchers in Auditing and Submission of the Utilization Certificate:** The College facilitates researchers in Auditing and Submission of the Utilization Certificate to the funding authorities for research assistance through the administrative department of the College.

➢ One teacher has been granted leave under FIP facility for pursuing doctoral research work.

➢ **Felicitation of Teachers and Students**: All those teachers who complete M.Phil. and Ph.D. are felicitated by the College during the annual prize distribution.

3.1.4 What are the efforts made by the institution in developing scientific temper and research culture and aptitude among students?

Developing Research aptitude and culture:

1. The College, in order to inculcate the research aptitude among students, encourages them to research while writing practical in the relevant subjects.
2. An in-house annual research journal Vision Think Tank is published which features the surveys undertaken by the various levels of students under the guidance of the editor.
3. Students are encouraged to discuss case studies and have group discussions in the classroom which are research based.
4. Orientation programs on understanding the tools used in research and techniques of research methodology are undertaken through specialized sessions.

5. Various Seminars, Conferences and Guest Lectures are conducted for the students to share research based knowledge. For instance, the College has a tradition of organizing a mandatory seminar for post graduate students covering topical research areas.
6. Participation of teachers and students in Avishkar-a research presentation competition organized by the University.
7. Teachers receiving research grants from the University train students for research and present their work in various seminars.
8. To develop a scientific temper among students, scientists from reputed scientific research institutions are invited to share their expert knowledge.

3.1.5 Give details of the faculty involvement in active research (Guiding student research, leading Research Projects, engaged in individual / collaborative research activity, etc.

Research Guides:
1. The Principal of the College is a Research Guide for Ph.D. recognized by SPPU. One of her students is awarded Ph.D. and 5 students are registered under her supervision.
2. Two teachers are Research Guides for Ph.D. recognized by SPPU. One is guiding four students for Ph. D. in Economics. Another is guiding five students for Ph. D. and 2 for M. Phil. in English.
3. Five teachers have registered for Ph.D.
4. Two teachers got a sanction for Minor Research Projects by BCUD, SPPU.
5. Teachers guide students at the under-graduate and post-graduate level.
6. The College has published three Conference Proceedings bearing ISBN.
7. Teachers have published 7 books in varied subject areas.
8. One teacher has prepared "A Dictionary of Sindhi Synonyms" (CD ROM).
9. Two teachers have been nominated as Member, National Advisory Board of an International Refereed e-journal.
10. Two teachers have been nominated as Members, Editorial Board of National level research journals.
11. One teacher has been nominated as Guest Editor for an International, open access e-journal.

3.1.6 Give details of workshops / training programs / sensitization programs conducted / organized by the institution with focus on capacity building in terms of research and imbibing research culture among the staff and students.

Following are the programs conducted for imbibing research culture among the teachers and students:

Workshop / Seminar	Impact
National Level Seminars	➢ Research findings of Resource persons are shared. ➢ Research culture is imbibed among students and teachers through paper reading sessions.
State Level Seminars	➢ Findings of research undertaken by Resource persons are discussed. ➢ Lectures related to areas of Research Methodology are conducted.

Series of lectures on Research Methodology areas	Students and teachers were demonstrated the use of software, techniques of doing a review of literature, referencing methods, and research analyses techniques and so on.
Guest Sessions/Lectures	In all subjects, guest lectures are encouraged where experts share research findings.
Industrial Visits	These are encouraged to supplement better understanding of theory.

3.1.7 Provide details of prioritized research areas and the expertise available with the institution.
List of Research Guides:

Sr. No	Faculty	Field of expertise	Program	Research Centre & University
1	Prin. Dr. V. Nambiar	Business Administration	Ph.D.	Research Center, BM College Of Commerce affiliated to SPPU.
2	Dr. P. Prasad	Economics	Ph.D.	Research Center, Garware College affiliated to SPPU.
3	Dr. V. Basantani	English Literature	Ph.D.	Research Center, Ramakrishna More College affiliated to SPPU.

List of researchers and expertise available:

Sr. No.	Faculty	Field of Expertise
1	Prin. Dr. V. Nambiar	Business Administration
2	Dr. V. Borgaonkar	Business Administration
3	Dr. P. Prasad	Human Resource
4	Dr. V. Basantani	English Literature
5	Dr. A. Gaikwad	Economics
6	Dr. G. Shivaraman	Business Administration
7	Dr. D. Shirode	English Language
8	Dr. M. Kale	Hindi

3.1.8 Enumerate the efforts of the institution in attracting researchers of eminence to visit the campus and interact with teachers and students?

The College strives for attracting researchers of eminence to visit the campus and interact with teachers and students. Some of the avenues are:

Refereed Research Journal Sameeksha: Shodh	National Contributors in areas of Commerce, Economics, Languages and Literature, Sports, Library and Environment
National Seminars	Commerce, Economics, English, Hindi, Sindhi and Sports related experts
State level and Local level Seminars	Researchers in Entrepreneurship, Banking, Environment, English, Insurance and Finance.
Guest Lectures by	Human Resource, Management, Accountancy, Taxation,

Experts	Costing, Marketing, Law, English, Hindi and Sindhi.
Judges for Competitions	Academic, Cultural, Sports, Quiz, Marketing, Debates, Book Reviews, etc.
Teachers and Student Development Programs	Management and Leadership, Economics and Banking, Sports and Nutrition, Insurance, Law, Literature and Languages and Music.
Eminent Scientists	Various National Institutions (as Resource Persons)
Experts from Industry	Exposure to latest and practical aspects

Some of the eminent speakers invited are as under:

Sr. No.	NAME	DESIGNATION
1	Dr. Mrs. Rajani Gupte	Vice Chancellor, Symbiosis International University
2	Dr. Rajkumar Hirwani	Director, URDIP
3	Mr. Abhijeet Ratolikar	Associate Vice President, Kalyani Hayes Lemmerz Ltd
4	Mr. Devendra Bora	Group General Manager, Thermax (Water and Chemical Division)
5	Mr. Sunil Kode	HR Head, Mather & Platt, Pune
6	Mr. Anil Pawar	President, Entrepreneurs' International-PCMC
7	Mrs. Alka Duseja	Team Leader, Infosys
8	Mrs. Pallavi Rao	Ex Regional Head, Red Cross Society of India
9	Mr. Rahul K. Vaidya	Director, Kalyani Hayes Lemmerz Ltd
10	Ms. Sandhya Nair	MS - Honorary Director, ICAI, PCMC
11	Mr. Vikram Sathe	General Manager, HR, TACO Pvt. Ltd
12	Mr. Jaideep Jejurikar	Director, Jekuma Tools & Gauges Pvt. Ltd
13	Mr. Kumar Gera	Chairman, Gera Developments Pvt. Ltd., Pune
14	Dr. A. K. Singh	Professor of Translation Studies, IGNOU, New Delhi
15	Dr. Hitesh Raviya	Asso. Prof. The M. S. University of Baroda, Gujarat
16	Dr. Ashok Chaskar	Former Dean, Faculty of Arts, S. P. Pune University
17	Dr. Ashok Thorat	Director, Institute of Advanced Studies in English, Pune.
18	Dr. Bajrang Korde	Professor & Head Department of English, SPPU, Pune
19	Dr. Shirish Chindhade	Former Principal, M. U. College of Commerce, Pimpri, Pune
20	Dr. Shridhar Gokhale	Professor (Retd), Dept. of English, SPPU, Pune
21	Dr. Lekhwani	Deccan College, Pune
22	Dr. B. Matlani	Head, Sindhi Dept, Uni. of Mumbai
23	Dr. Nirmal Goplani	Director, NCPSL, New Delhi
24	Mr. Ashok Kamdar	Member, NCPSL, New Delhi
25	Mr. Kamlesh Moorjani	Member, NCPSL, New Delhi
26	Dr. Govardhan Sharma	Sindhi Poet & Member, Sindhi Sahitya Academy, Maharashtra
27	Dr. G. Beig	Scientist F of I.I.T.M., Pashan, Pune
28	Dr. C. G. Deshpande	Scientist D of I.I.T.M. Pashan, Pune

3.1.9 What percentage of the faculty has utilized Sabbatical Leave for research activities? How has the provision contributed to improve the quality of research and imbibe research culture on the campus?

Institution has policy to sanction sabbatical leave for research. The Teachers can avail the sabbatical leave whenever required.

Impact: It enhanced understanding of research areas and review of literature and facilitated completion of Ph.D. All the teachers are sanctioned leaves for attending/presenting papers in International/National/State/Local seminars and conferences.

3.1.10 Provide details of the initiatives taken up by the institution in creating awareness/advocating/transfer of relative findings of research of the institution and elsewhere to students and community. (lab to land)

1. Sharing research findings in the classroom to enhance understanding and learning of the students.
2. Publishing articles by teachers in National and International journals and also reading research papers in State, National and International Seminars and Conferences.
3. Writing reference and thesis related books, undertaking guest lectures in different colleges and management institutions by sharing research findings in subject areas, reporting research findings in forums like Staff Academy in the College.
4. Organizing educational tours to facilitate interaction with personnel in the field, in order to make students learn practical implications of their academic knowledge.
5. Undertaking lectures for NGOs.
6. Undertaking lectures for the students of neighboring colleges.
   Some of the projects and surveys conducted by students under the guidance of teachers are mentioned below:
   ➢ 'Working and Non-Working Women in and around PCMC area to understand the changing values and lifestyles among women.
   ➢ 'Forms of Recruitment in Banking Companies.
   ➢ 'Employee Engagement'
   ➢ 'Corporate Governance'
   ➢ 'Cloud Debate: Trends in Cloud Computing'
   ➢ 'Impact of Social Media'
   ➢ 'Values of students'
   ➢ 'Rain Water Harvesting'

3.2 Resource Mobilization for Research

3.2.1 What percentage of the total budget is earmarked for research? Give details of major heads of expenditure, financial allocation and actual utilization.

The College has a Budget allocation every academic year for areas related to Research. The spending is strictly undertaken according to the budgetary allocation. The details are as follows: (Amount in Rs.)

Years Activities	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Vision Think Tank	5000	5000	5000	6000	6000	6000
Sameeksha: shodh	-	-	-	28000	28000	28000
Periodicals, Journals and Books	326536	317830	378982	247664	190000	179714
Guest Lectures	25000	30000	35000	50000	83000	60000
M. Com. Seminar	12000	12000	12000	12000	24000	24000
State level Seminars	0	50000	0	43000	60000	115000
National Seminars	0	0	100000	500000	0	115000
BBA/BCA Seminars	12000	12000	12000	12000	15000	30000
Total	**54000**	**109000**	**164000**	**651000**	**216000**	**378000**

3.2.2 **Is there a provision in the institution to provide seed money to the faculty for research? If so, specify the amount disbursed and the percentage of the faculty that has availed the facility in the last four years?**

Research undertaken by the faculty is funded by the UGC or University. Infrastructure, learning resources necessary, computers with internet facility etc. are made available.

3.2.3 **What are the financial provisions made available to support student research projects by students?**

Following facilities are made available that support student research:
➢ Library
➢ Internet facility
➢ INFLIBNET access N-list,
➢ e-books
➢ Reprography facility

3.2.4 **How does the various departments/units/staff of the institute interact in undertaking inter-disciplinary research? Cite examples of successful endeavors and challenges faced in organizing interdisciplinary research.**

Some of the endeavors are as follows:
1. Ph.D. by some teachers through inter-disciplinary research. For example, a faculty has conducted research on Information and Communication Technology and its' impact on teaching of English tenses.
2. Publication of an inter-disciplinary peer reviewed journal Sameeksha: shodh, and an internal journal Vision Think Tank which features research papers/articles related to commerce, economics, languages, sports, library and environment.
3. Organization of a National Interdisciplinary Conference titled 'Culture and

Communication: Reflecting Paradigm Shifts' in the month of February, 2016, by the Department of Commerce and English.

4. Interaction of some teachers with other institutions to undertake interdisciplinary research. For instance, one teacher collaborated with Indian Institute of Tropical Meteorology (IITM) to conduct research on trees and their ageing.

3.2.5 How does the institution ensure optimal use of various equipment and research facilities of the institution by its staff and students?

The research committee of the College is conscious of an optimum utilization of its infrastructure like library, computers, online journals and research area in the following ways:

1. Access to the library, online software, computer laboratories
2. Special cubicles.
3. Valuable suggestions/guidance is extended to students by research guides and scholars.
4. The undergraduate students and post graduate students are mentored by the teachers for undertaking research for their projects and practical and are trained to optimize the resources available.
5. The College allows its ex-students and ex- teachers to utilize its library and infrastructure for research.

3.2.6 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facility? If 'yes' give details.

Under Consideration.

3.2.7 Enumerate the support provided to the faculty in securing research funds from various funding agencies, industry and other organizations. Provide details of ongoing and completed projects and grants received during the last four years.

Teachers are inspired to submit research proposals to funding agencies. They are provided with infrastructure and administrative support as and when required.

Research Project	Duration	Title of the Project	Funding Agency	Amount Sanctioned	Amount Received
Major	01.04.2007 to 31.03.2010	A study of Leadership Qualities of Indian Women Entrepreneurs in the changing scenario	UGC	215500	215500
Minor	July 2011	Establishing standard norms of duration of Cant in Kabaddi by testing the intervarsity mate participants	UGC	55000	37000
Minor	Ongoing	1. 'A study of Promotion of Educational Loans for Higher Education Students by Indian Banks' 2. A Study of Health Insurance & Financial Accessibility With Reference To Pune District	BCUD	100000 105000	50000 52500
Minor	Ongoing	Three Faculty Members have applied for the same	BCUD	Applied	Yet to receive

3.3 Research Facilities

3.3.1 What are the research facilities available to the students and research scholars within the campus?

The College is very conscious about developing good research culture and environment. Following facilities are available to the students and research scholars within the campus:

Library
➢ Books and Online Journals / Publications
➢ cubicles in the library for undertaking research work
➢ E journals / search Engines / CDs / DVDs
➢ Computers with Internet facility
➢ Kindles

Membership
The college has collaboration with other libraries like:
➢ Jayakar Library of SPPU,
➢ British Library,
➢ Gokhale Institute of Politics & Economics (Deemed University)

Journals
Teachers and students contribute their research papers in:
➢ A peer reviewed inter disciplinary research journal Sameeksha: shodh (ISSN: 2348 2362) and an in-house research journal Vision Think Tank.

Guides
➢ A team of recognized research guides who help students as well as teachers to pursue research.

Other facilities
➢ Duty and Study leave is sanctioned to the desiring teachers.

3.3.2 What are the institutional strategies for planning, upgrading and creating infrastructural facilities to meet the needs of researchers, especially in the new and emerging areas of research?

1. The College continuously upgrades its technical and physical infrastructure to facilitate research through the following measures:
   a) ICT enabled classrooms
   b) A Smart board and a smart TV.
   c) Kindles.
   d) Books/Periodicals and Journals.
2. Teaching staff is encouraged to do research, apply for research grants from the affiliating university and other funding agencies.

3. Institute has signed a few MoUs with industries and institutions to explore the possibilities of research in emerging areas. The institute plans to sign more such MoUs in future.
4. Teachers and students are encouraged to participate in research based competitions like "Avishkar".
5. Innovative ideas and unexplored areas are encouraged for research.
6. Facilities like laboratory, library, expert guidance, internet services, e-Journals and administrative support are provided to research scholar.
7. An In-house journal and an ISSN multidisciplinary research journal is published annually.

3.3.3 **Has the institution received any special grants for finances from the industry or other Beneficiary agency for developing research facilities? If 'yes' ,what are the Instruments/ facilities created during the last four years.**

The College receives funds from UGC and University.

Year	Name of the Agency	Amount Sanctioned	Amount Utilized
2012-13	UGC XII Plan: Additional Grants	16,80,000	16,93,571
2013-14	UGC XII Plan: IQAC Grant	3,00,000 (For 5 Yrs)	84000 (Remuneration paid to IQAC Coordinator and Assistant) for four years (2012-13 to 2015-16)
2014-15	UGC XII Plan: Development Grant	4,00,000	2,81,971 (2014-15)
	UGC XII Plan: Merged Grant	1,70,000	1,49,614 (for two years 14-15 & 15-16)
	UGC XII Plan: Additional Grants	16,80,000	15,81,206
2015-16	UGC XII Plan: Development Grant	-	1,14,708 (2015-16)

3.3.4 **What are the research facilities made available to the students and research scholars outside the campus/other research laboratories?**

Research facilities are available to scholars outside the campus whereby study material is obtained by them from the following Institutions and libraries:
1. Jayakar Library of SPPU
2. Gokhale Institute of Economics & Politics (Deemed University)
3. Mahratta Chamber of Commerce and Industries (MCCIA)
4. British Library
5. Reserve Bank of India (RBI)
6. Indian Institute of Tropical Meteorology (IITM)
7. The College organizes visits to financial institutions and industries for the students from B.Com. M.Com and BBA.

3.3.5   Provide details on the library/information resource center or any other facilities available specifically for the researchers?

The following are the facilities available for researchers

Books, periodicals, reference books, encyclopedias, journals and magazines	Institutional Membership of renowned libraries	Online research journals and database for accessing journals	CDs and DVDs	Computers with Internet Facility	Research space in the library	Kindles for E-book	Reading room facility
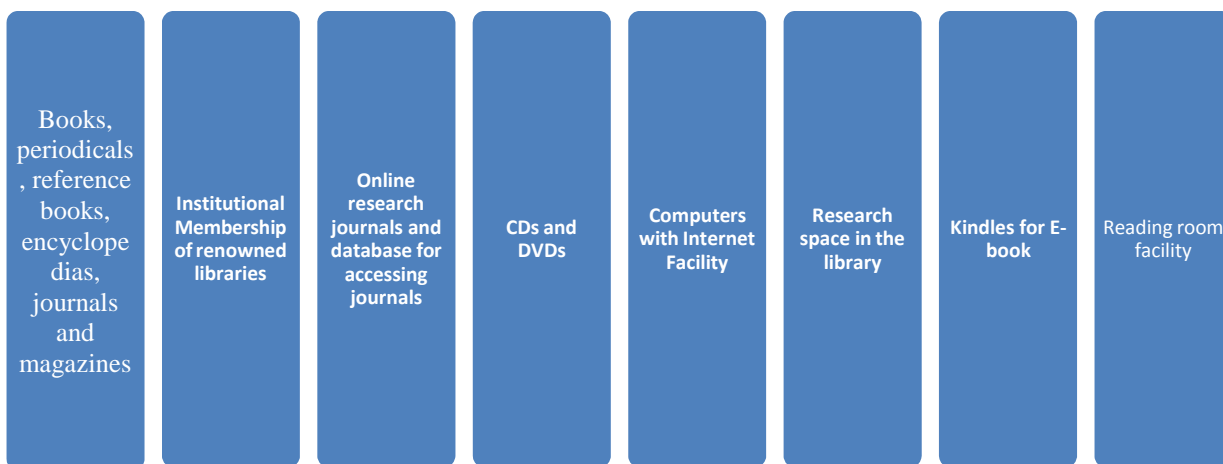
3.3.6   What are the collaborative research facilities developed/created by the research institutes in the college. For ex. laboratories, library, instruments, computers, new technology etc.

The library offers technical help to researchers in the following ways:
1. Research space in the library.
2. Books, periodicals, reference books, journals and magazines.
3. Online research journals and database for accessing journals.
4. E-journals and articles through CDs and DVDs.
5. Computers with internet facility.
6. Kindles for e books.
7. The college has UGC Network Resource Centre.
8. Institutional Membership of renowned libraries.

3.4   Research Publications and Awards

3.4.1   Highlight the major research achievements of the staff and students in terms of Patents obtained and filed (process and product), Original research contributing to product improvement, Research studies or surveys benefiting the community or improving the services, research inputs contributing to new initiatives and social development.

One teacher has written a doctoral thesis relating to the use of ICT in teaching of English tenses. Students, for the in house research journal, Vision Think Tank, have undertaken surveys relating to the use social networking for work and personal use, effect of

advertisements for choice of products and services, measurement of nutrition in the diet and stress through health parameters like hemoglobin levels and so on.

3.4.2 **Does the Institute publish or partner in publication of research journal(s)? If 'yes', indicate the composition of the editorial board, publication policies and whether such publication is listed in any international database?**

The College has been publishing a peer reviewed refereed journal called **Sameeksha: shodh** (ISSN: 2348-2362) since three years. It is an inter- disciplinary research journal covering subjects related to commerce, management, economics & banking, languages & literature, sports, environment and library.

The principal is the Chief Editor along with two teachers. The advisory board comprises experts from the field of commerce & management, economics & banking, languages & literature, sports & nutrition and environment. In-house and outside research scholars contribute articles and research papers in this journal. On an average about 20 articles are featured every year after being peer reviewed. All papers are checked for plagiarism and are peer reviewed before being published.

The publication policy is as under:
1. Invitation for research papers along with abstracts
2. Plagiarism Check
3. Rejection of plagiarized research papers
4. Review of research papers along with abstracts by in-house editorial team
5. Communicating changes to the respective research scholar
6. Receiving revised research papers along with abstracts
7. Peer reviewing of research papers
8. Communicating changes to the respective research scholar after peer review
9. Receiving revised research papers along with abstracts
10. Printing of research papers along with abstracts in the Research Journal 'Sameeksha: Shodh'

3.4.3 **Give details of publications by the faculty and students: publication per faculty number of papers published by faculty & students in peer reviewed journals (national/international), number of publications listed in international database, monographs, chapter in books, books edited & books with ISBN/ISSN numbers with details of publishers.**

Teacher Name	Books ISBN	Inter With ISSN / ISBN	National With ISSN / ISBN
Dr. Mrs. Vijayalakshmi Nambiar	-	2	1
Dr. Mrs. Varsha Borgaonkar	2	7	8
Mr. Shakur Sayyed	-	-	1
Dr. Mrs. Parveen Prasad	2	22	5
Dr. Mrs. Geetha Sivaraman	1	6	1
Ms. Pushpa Pamnani	-	4	4
Mrs. S. T. Nadar	-	1	2

Dr. Vinita Basantani	2	6	4
Mrs. Rekha Chetwani	-	2	2
Dr. Dnyaneshwar Shirode	-	2	4
Ms. Deepa Nathwani	-	1	4
Mrs. Bijal Thakker	-	-	2
Ms. Sonam Poptani	-	-	1
TOTAL	**7**	**51**	**39**

3.4.4 Provide details (if any) of research awards received by the faculty, recognition received by the faculty from reputed professional bodies and agencies, nationally and internationally incentives given to faculty for receiving state, national and international recognitions for research contributions.

Sr. No.	Title of the Award	Name of the Organization	Year	Level	Mode of the Award (Medal/Certificate)
1	Best Sports Teacher Award	S. P. College, Pune	2010-2011	State	Memento
2	Outstanding Teacher Award	World Malayalee Council, Pune Province	2012-2013	International	Memento
3	Ideal Teacher Award	Rotary Club of Pune, Nagar Road	2014-2015	Local	Memento
4	Best Paper Award	International Conference held in Jaipur organized by Research Development Research Foundation and Research Association	2012-2013	International	Certificate
5	Best Paper Award	International Conference organized by Research Development Association at Goa	2013-2014	International	Certificate
6	Best Paper Award	Research Development Association & Research Development Foundation	2014-2015	International	Certificate

		Jaipur at Pondicherry			
7	Shiksha Bharati Puraskar	Indian Economic Development and Research association and All India Achievers association	2011-2012	National	Memento
8	Dr. Radha Krishnan Gold Medal Award for Outstanding Individual Achievement and Excellence in Education and Research	Global Economics Progress and Research Association	2012-2013	National	Memento
9	Rajiv Gandhi Gold Medal Award in the Individual Achievement in the field of Commerce	Global Economics Progress and Research Association	2013-2014	National	Memento
10	Indira Gandhi Sadbhavana Award	International Business School, New Delhi	2013-2014	National	Memento
11	Bharat Shiksha Ratan Award for the Achievement in the field of Commerce	Global Society for Educational Growth	2014-2015	National	Memento

3.5 Consultancy

3.5.1 Give details of the systems and strategies for establishing institute-industry interface?

The College has established a structure to liaise and interface with the industry. This is mainly achieved through the Alumni Association, Local Management Committee, Placement Cell, and Entrepreneurship Cell. The following is the list of activities for an Industry academia alliance:

Placement Cell	Industries for placements
Alumni Association	Guest Lectures, Internships, Placements
Job Fair	Industries for placements
Industrial Visits	For student interface
Seminars: Local, State, National	Sharing of research with Industry
Guest Lectures	For students from Industry experts
Local Management Committee	Members from Industry
Entrepreneurs Club	To inculcate entrepreneurship
Workshops	For skill development

3.5.2 **What is the stated policy of the institution to promote consultancy? How is the available expertise advocated and publicized?**

The College is conscious of extending its expertise through teachers authoring books. The books cover areas like Human Resource, Marketing, Quality & Benchmarking, and Literature. The teachers also share their research findings by writing research papers in online/offline Journals.

3.5.3 **How does the institution encourage the staff to utilize their expertise and available facilities for consultancy services?**

There is no formal consultancy offered by the teachers to the industry. The College encourages its teachers to share their expertise through participation in seminars, conferences, chairing sessions, conducting workshops and delivering lectures. The college has also conducted an out of school children survey of PCMC in four wards and submitted the report to PCMC Education Department.

3.5.4 **List the broad areas and major consultancy services provided by the institution and the revenue generated during the last four years.**

Nil

3.5.5 **What is the policy of the institution in sharing the income generated through consultancy (staff involved: Institution) and its use for institutional development?**

Nil

3.6   Extension Activities and Institutional Social Responsibility (ISR)

3.6.1 **How does the institution promote institution-neighborhood- community network and student engagement, contributing to good citizenship, service orientation and holistic development of students?**

The College, situated in the heart of Pimpri, promotes a strong neighborhood network with the community through various activities and programs under various heads of NSS, NCC, Adult Education, Students Welfare, Jagar Janivancha, Vidyarthini Manch, Event Management, Sports, Library and so on.

Contributing to Good Citizenship:

The College is sensitive to the current prevalent social and environmental issues. The related values are inculcated among the students. The following activities conducted every year help the students in developing themselves as good citizens:

- Tree Plantation Drives.
- Celebration of National Days like Maharashtra day, Vivekanand Jayanti, Constitutional day, Good Governance Day, etc.
- Blood Donation Camps.

Service Orientation:
- **Through NSS**, the College adopts a village for five years and conducts various development activities in the adopted village. Through annual special Winter Camps, about 45 NSS volunteers undertake activities related to cleaning, teaching, health awareness, superstition eradication and many more.
- Volunteer Manisha Karande participated in the Republic Day parade at New Delhi in 2015.
- Conducted an out of school children survey of PCMC in four wards and submitted the report to PCMC Education Department.
- Cleanliness drives under Swachchh Bharat Abhiyaan
- Plastic Waste Awareness Campaign.
- Road Safety Awareness Campaign.
- Blood Donation Camp.
- Celebration of National Youth Week.
- Registration of new voters especially for college students and their families.
- Organization of Quizzes on:
  - Life and Times of Mahatma Gandhi.
  - Life and Times of Swami Vivekanand.
  - General Knowledge.
  - Constitution of India.
- Essay Writing and Patriotic Song Competition.
- NSS volunteers act as Police Mitra during Ganesh Festival.
- Participation of NSS volunteers in Pune Bus Day.
- Programs on International Women's Day, Women Empowerment and Personality Development and many more.

Outreach activities:
- **Films related Women Empowerment** are screened for students, their mothers and women in the community
- **Traffic Awareness lectures** are conducted for people in the community.
- Demonstrations are undertaken for community members about **Basics of Banking**
- Rallies are held to spread awareness in the community about **awareness of Women's Rights and Gender Sensitivity.**
- During the last five years, the College has also organized the following activities:
  a) A talk on 'Wellness of Women'.
  b) Cookery Workshops.
  c) A Program on 'Women as Entrepreneurs' and 'Women in Media'.
  d) Short Term Course on General Awareness in Law and Awareness in Motor Accident Claim.
  e) Visit To An Orphanage: Tara Sofosh (The Society of Friends of the Sassoon Hospital) Dhadphale Centre.

f) Swachch Bharat Abhiyan at the College, vicinity of Pimpri and Pimpri Railway Station.

Blood Donation and Health Check Up:

➤ Blood Donation drive is conducted every year.

➤ A compulsory Health Checkup is undertaken for First Year students and it is voluntary for the other level of students as well as teachers for monitoring their basic health parameters.

➤ Guest lectures and workshops are undertaken on areas related to health awareness, nutrition and diet, yoga, for both the students and teachers and community members.

Adult Education Programs:

Every year, under the auspices of Adult Education, programs like soft skills, personality development and so on, are undertaken to promote skills among community adults. The College has also organized various seminars on the topics like 'Women Empowerment', 'Un-organized Labour', 'Youth Education' and 'Employment and Entrepreneurship'.

Alumni Programs:

In order to network and utilize the skills and resources of the alumni, there are get-togethers and join CSR activities. Meetings with the alumni are conducted regularly. The alumni had contributed with their expertise and donations to the "National Conference on Sports Medicine and Allied Sciences" to make it a grand success. They sponsor prizes to meritorious students and conduct guest lectures. They also contribute some amount for the Annual Culfest.

Vidyarthini Manch:

Programs related to physical and mental health and well-being of women are conducted. Hemoglobin Checkup is also undertaken. Under this cell, various activities are conducted like Psychological Counseling, Guest lectures on women related issues, gender sensitivity as well as personality development. A visit to Forbes Marshall Community Center was organized.

NCC Activities:

Through NCC, the College tries to inculcate different values like patriotism, discipline and so on, among students. Every year, some students complete their B or C certification. The College Athlete and NCC cadet, Mr. Tarun Sharma represented Maharashtra Battalion in National Level Advanced Mountaineering camp held at Uttarkashi and Darjeeling.

Environment Awareness: The College conducts various activities to create environment awareness through guest lectures, industrial visits, tree plantation drives and cleanliness drives**.** The College organized a State level seminar on Environmental Awareness.

Holistic Development of students: These activities are conducted throughout the year, which not only keep the students motivated and enthusiastic, but they also ensure that the students are inculcated with the highest set of morals and ethical values. These activities

provide a platform to the students to exhibit their inherent talents and skills. This also helps in developing their potential capabilities. Students are encouraged to volunteer in these programs and activities which help in bringing out their leadership qualities and inculcating the spirit of teamwork and imbibing the values of equality, fraternity and sportsman spirit in them.

Extension Activity Conducted Under Department Of Adult And Continuing Education And Extension Dept. of SPPU

Year	Topic Of The Seminar	Total Expenditure (Rs)	Total No. Of Participants	Date Held
2010-11	National Integration	10,000/-	50	25th Feb., 2011
	Women Empowerment	10,000/-	50	6th October 2011
2011-12	NGOs	10039/-	63	29th Sept., 2011
	Unorganized Labour	9510/-	51	9th Feb., 2012
2012-13	Youth Education	13,080/-	53	8th March 2013
	Employment And Entrepreneurship	12,637/-	60	19th march 2013
2013-14	Counseling	5000/-	68	10th Feb., 2014
	Employment And Entrepreneurship	5000/-	75	3rd Feb., 2014
2014-15	Women Empowerment	3994/-	52	10th March 2015

3.6.2 What is the Institutional mechanism to track students' involvement in various Social movements/activities which promote citizenship roles?

The mechanism of the college to track students' involvement in various social activities is as follows:

➢ The NSS unit of the College enrolls new students every year after an interview by NSS Program Officer and members of the committee. These students are involved in all activities of the College.

➢ Students' Council consists of Class Representatives. They inform the students of the activities conducted.

➢ Notices are displayed for all activities

➢ Meetings with students are conducted to make them aware about activities

➢ Girl students are motivated by teachers to participate in special activities like workshop on "Self-defense for girls", gender sensitivity, cleanliness etc.

➢ Certificates are awarded to participants and volunteers.

➢ At the end of every academic year, the students are felicitated by conferring the

"Best Student trophy' to encourage them and to appreciate their efforts.

3.6.3 How does the institution solicit stakeholder perception on the overall performance and quality of the institution?

The College is regularly taking formal and informal feedback for improvement, from the following stakeholders:

1. Students/Parents/Visitors/Alumni: Through the parent meetings, their feedback is sought about the various policies, programs and strategies. The updates of the college activities are also shared with them. The student feedback is regularly taken. There is also a suggestion box kept in the college and student suggestions are invited and reviewed for improvement. The visitors also provide their suggestions. There is constant interaction with the alumni through meetings and conduct of guest lectures.
2. The Management periodically interacts with the Principal, College representatives on LMC and College representatives on College Committee. The committee sometimes interacts with all the teachers to be apprised of the College functioning and seek suggestions for better working.
3. The teachers and the Principal meet regularly during tea break and monthly staff meetings to discuss the various strategies and issues.
4. The University authorities are in touch with the College through the teachers who are members of the Board of Studies, Local Inquiry Committees and such agencies.
5. The Government is able to perceive the finance and administrative functioning of the College through their audits.
6. The Industry is in constant interaction with the College through its association through guest lectures, industrial visits, and participation in conferences and seminars.
7. Every year after the NSS special camp, feedback from the villagers is taken.
8. Feedback about the activities held in the NSS camp and their impact on personality is also collected from students.

3.6.4 How does the institution plan and organize its extension and outreach programs? Providing the budgetary details for last four years, list the major extension and outreach programs and their impact on the overall development of students.

a. **The Institution plans and organizes its extension and outreach activities in the following manner:**
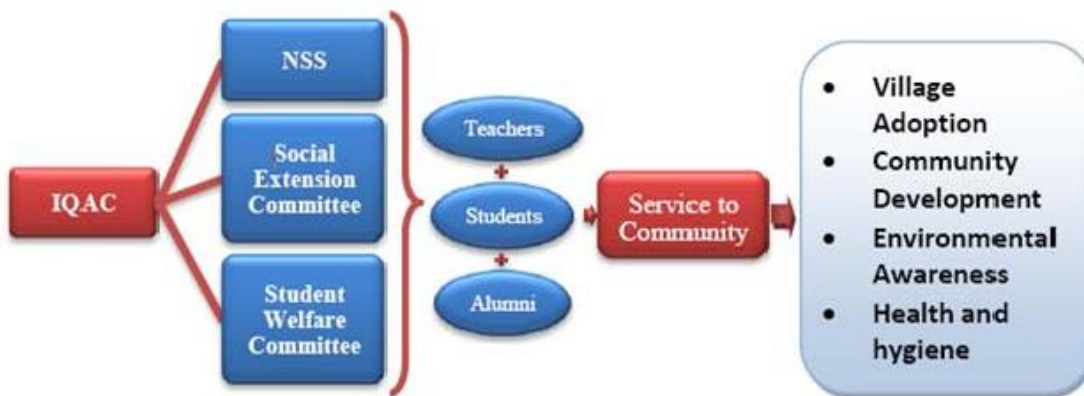
The IQAC offer guidelines to the teachers and students about the various programs and details of their implementation. Subsequently committees and sub committees are formed and the respective roles and responsibilities are laid down.

The following are some of the major outreach programs and extension programs:

➢ Visit to an Orphanage
➢ Swachch Bharat Abhiyan
➢ Food Festival
➢ A Talk on Wellness of Women
➢ Cooking Training Seminar
➢ Program on 'Women As Entrepreneurs' and 'Women In Media'
➢ Seminar on 'Youth Education'
➢ Seminar on 'Employment And Entrepreneurship'
➢ Seminar on 'Unorganized Labour'
➢ Seminar on Women Empowerment
➢ Seminar on 'Counseling'

b) Budgetary Details for the last six years:

i.   Activities Conducted under NSS

Sr. No.	Academic Year	Extension Activity	Amount
1	2010-11	Regular Activities and Special Winter Camp	54242
2	2011-12	Regular Activities and Special Winter Camp	46574
3	2012-13	Regular Activities and Special Winter Camp	57239
4	2013-14	Regular Activities and Special Winter Camp	51962
5	2014-15	Regular Activities and Special Winter Camp	52545
6	2015-16	Regular Activities and Special Winter Camp	55053
		Total	**317615**

ii.   Activities Conducted under Social Extension / Outreach

Sr. No.	Year	Topic of The Seminar / Workshop	Total Expenditure
1	2010-11	National Integration	10,000/-
2		Women Empowerment	10,000/-
3		Shampoo and Cosmetics Making Workshop	6000/-
4	2011-12	NGOs	10039/-
5		Unorganized Labour	9510/-
6	2012-13	Youth Education	13,080/-

7		Employment And Entrepreneurship	12,637/-
8		Cake Making Workshop	1000/-
9		Cooking Workshop	1000/-
10		Counseling	5000/-
11	2013-14	Employment And Entrepreneurship	5000/-
12	2014-15	Women Empowerment	3994/-
13	2015-16	Self Help Group	1000/-
		Total	**88260/-**

iii.   Activities Conducted under Student Welfare

Sr. No.	Academic Year	Activity	Amount
1	**2010-11**	Personality development for girls and Special Guidance	**16000**
2	**2011-12**	Personality development for girls and Special Guidance	**16000**
3	**2012-13**	Personality development for girls and Special Guidance	**16000**
4	**2013-14**	Personality development for girls and Special Guidance	**16000**
5	**2014-15**	Personality development for girls, Job Fair and Special Guidance	**28500**
6	**2015-16**	Personality development for girls and Job Fair	**18200**
		Total	**110700**

c) **Impact:** It helped students in personality development through development of leadership qualities, broadening their outlook towards society, sensitization of national issues, value of national integrity and brotherhood, moral values, ethics and making them good citizens.

3.6.5   How does the institution promote the participation of students and faculty in extension activities including participation in NSS, NCC, YRC and other National/ International agencies?

The College promotes the active participation of the teachers and students in the various programs (NSS, NCC, Sports) by adopting the following techniques:

For students:

1. Through orientation programs.
2. Motivation and sensitization for their active participation in the related activities.
3. Conducting remedial courses for the students.
4. Awarding them certificates of appreciation and participation certificates.
5. Training them for different activities.
6. Sponsoring their travel allowance.
7. Organizing guest lectures, picnics, competitions for the students to encourage their active participation.

For teachers:
1. Sensitizing them for the need for their active involvement.
2. Deputing them as a part of their duty for various activities.
3. Acknowledging their exemplary contribution during the prize distribution function.
4. Many teachers are members of various social organizations like Rotary Clubs, Sindhi Sahitya .Academy and other NGOs.

3.6.6 **Give details on social surveys, research or extension work (if any) under taken by the college to ensure social justice and empower students from under-privileged and vulnerable sections of society?**

The College regularly organizes outreach activities for the underprivileged. The college has conducted two surveys for PCMC on 'Out of school children survey of PCMC in four wards' the reports of the surveys have been submitted to PCMC education Department. The college has also conducted an elocution competition in a Pimpri Corporation School to encourage their participation in co-curricular activities. The details of the same are provided in the following table:

Social Surveys

Sr. No.	Name of the Activity	No. of Students
1	Out of school children survey of PCMC in four wards and submitted the report to PCMC education Department	**10**
2	Out of school children survey of PCMC in four wards and submitted the report to PCMC education Department	**5**
3	Elocution Competition conducted at Pimpri Corporation School	**20**

The College also has various schemes for its underprivileged learners:

Schemes	No. of Students Benefited					
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Earn and	12	10	14	14	15	11
Book Bank	15	15	15	15	15	15
Concessional Pass	285	300	270	250	350	325

3.6.7 **Reflecting on objectives and expected outcomes of the extension activities organized by the institution, comment on how they complement students' academic learning experience and specify the values and skills inculcated.**

The College is constantly focusing on combining the students' academic learning with co-curricular and extra-curricular activities to ensure their holistic growth as well as to instill in them the right values and learning. The College organizes outreach programs that are integrated with the academic curriculum. The institution encourages extension activities to inculcate in students a sense of devotion to the society, and also to give them an exposure to the realities of life besides experience about group learning. So, the

extension activities complement students' academic learning experience by giving them opportunity to translate their learning into real life situations. They also inculcate values like love for society, equality, humanitarian attitude and a sense of social responsibility. Leadership and team working skills along with empathy and sensitivity to the underprivileged is our focus. The following are some of the programs and values imbibed:

Program	Values
NSS	Sensitivity/empathy/understanding and adjustment, Dignity of labour, awareness about rural areas, simple Living, values of co-operation, sharing and caring
NCC	Patriotism and Discipline
Vidyarthini Manch	Women rights, understanding, empathy
Adult Education	Equality and Respect for elders
Sports	Team Work, Bonding, Spirit of Winning and Losing
Outreach	Empathy and Sensitivity, inclusive practices
Cultural Activities	To be a good human being
Environmental Club	Understanding Nature and preservation

Skills inculcated
➢ Personality Development
➢ Understanding Social responsibilities
➢ Problem Solving Skills
➢ Fighting injustice
➢ Helping attitude
➢ Sensitive to disadvantaged sections of society
➢ Spiritual development

3.6.8 How does the institution ensure the involvement of the community in its reach out activities and contribute to the community development? Detail on the initiatives of the institution that encourage community participation in its activities?

The College is conscious of the active participation of the community through its various outreach programs.
1. NSS camp where members of the adopted village participate in the soft skill development, students' teaching through lectures, awareness about cleanliness, environment protection and such activities.
2. In the Blood donation drives, community is involved.
3. Cleanliness drives are undertaken in the vicinity and the Pimpri railway station where locals are also engaged.
4. Outreach activities like guest sessions are organized and members from the local community are invited to attend.
5. Inter-action with Self Help Groups.
6. Students helping traffic police to maintain order during Ganesh festivals.

3.6.9 Give details on the constructive relationships formed (if any) with other institutions of the locality for working on various outreach and extension activities.

College has established relationships with various agencies outside for working on

outreach and extension activities. They are:

Entrepreneurship Club	Lectures, Workshops, seminars
Blood Banks	Blood Donation
Disaster Management Institute	Fire Extinguisher Use
Adopted villages: Sudawadi & Jamvade	NSS
Rotaract Club of Akurdi	Social and community activities
National Council for Promotion of Sindhi language(NCPSL)	National Seminar, debate and Elocution, cultural programs

Interaction with these relationships has helped the College to establish strong bond with the various strata of the society for mutual benefit.

3.6.10 **Give details of awards received by the institution for extension activities and/contributions to the social/community development during the last four years.**
   - One teacher has received several awards from Rotary Club for her contribution in social and community development activities.
   - One student has represented the college at Republic Day Parade at New Delhi.
   - The College has received certificates of appreciation from Sasson Hospital, Pune and Sadhu Vaswani Mission, Pune for organizing blood donation camps and observing meatless day regularly.

3.7 Collaboration

3.7.1 **How does the institution collaborate and interact with research laboratories, institutes and industry for research activities. Cite examples and benefits accrued of the initiatives-collaborative research, staff exchange, sharing facilities and equipment, research scholarships etc.**

   - Institutional membership with reputed libraries for reference material.
   - Financial support from University for research
   - The College encourages the teachers to undertake research and provides facilities to conduct minor/major research projects. The College proactively encourages teachers to avail Faculty Improvement Program (FIP) by UGC that enables them to complete their Ph.D. dissertations
   - MoU with industries for internship
   - Teachers with research experience are serving the cause to promote research by guiding students who undertake research.

3.7.2 **Provide details on the MoUs/ collaborative arrangements (if any) with institutions of national importance / other universities/ industries / Corporate (Corporate entities) etc. and how they have contributed to the development of the institution.**

1. Since August 2014, the College has a recognized regular Study Center for Indira Gandhi

National Open University (IGNOU). With this agreement, the College provides instruction and is an examination centre for students residing in the neighborhood. This agreement has benefited a large number of residents in this part of the city to take exams and pursue their studies. Notably many defense personnel located at Lonavala, Dehu Road and Lohegoan have availed the facilities. This has enabled the College to start instruction in programs like MBA, MA with specialization in English and Economics.

2. Noted auto component manufacturer Kalyani Hayes Lemmerz Ltd. provides internship and on the job training to the students of the College. This benefits our students, who visit the manufacturer to see the state of art assembly line production system and receive training from a reputed manufacturing unit. The exposure provides training in finance, marketing, logistics and other processes to the students.

3. Since 2012, the College is undertaking Sindhi Language Learning Course and other activities sponsored and funded by National Council for Promotion of Sindhi Language, Ministry of H.R.D, and Government of India.

4. The College provides the facility of internship to students through the Entrepreneurship Club.

3.7.3 Give details (if any) on the industry-institution-community interactions that have contributed to the establishment/ creation/up-gradation of academic facilities, student and staff support, infrastructure facilities of the institution viz. laboratories/library/new technology/placement services etc.

The Placement Cell of the College offers opportunities to the students through which industry-institute interaction takes place. Students are benefitted by the following activities:

1. A course in Developing Communication Skills by Ms. Tejal Bhatt and Monali Patwardhan of International School of Communication Learning was conducted for BBA, BCA & B.Com. students in the academic year 2013-2014.

2. A course in Developing Communication Skills by EduBridge was conducted. A three day workshop on Interview techniques, Resume writing, Mock interview and Career counseling was also conducted in the year 2014-2015.

3. Every year, the College organizes a Personality Development Workshop for Girls.

4. The College also organized a Retail Management Program for M.Com students.

5. A Networking Workshop for BCA students was organized.

6. The College has tie up with University's Jayakar Library, British Library and Library of Gokhale Institute of Politics & Economics (Deemed University)

7. The College has a Membership of INFLIBNET - N List, which provides access to database which facilitates knowledge of new frontiers of research.

8. The College has signed MoUs with Industry.

3.7.4 Highlighting the names of eminent scientists / participants, who contributed to the events, provide details of national and international conferences organized by the college during the last four years.

The College has organized three national conference/seminars during last five years. The list of eminent speakers who have delivered lectures are as follows:

Sr. No.	Academic Year	Name of the Conference/Seminar	Eminent Speakers
1	**2012-2013**	The Role of Sports Medicine and Allied Sciences for the Promotion of Sports	➢ Dr. J. S. Sandhu, Dean, Faculty of Sports Medicine & Physiotherapy, Gurunanak Dev University, Amritsar, Punjab. ➢ Dr. Mrs. Beotra, Director National Dope Testing Laboratory, Ministry of Sports, Government of India, New Delhi, ➢ Dr. H. S. Randhawa, Deputy Director of Physical Education Gurunanak Dev University, ➢ Dr. S. Behra from Amravati University, ➢ Dr. Mrs. Pansare Director of Wellness & Yoga, Maharashtra Mandal & Former Dean of Sports Medicine & Physiotherapy of Bharati Vidyapeeth, Pune, ➢ Dr. K. K. Amarnath from Bangalore ➢ Dr. Parag Sancheti, Vice-President, Indian Association of Sports Medicine ➢ Dr. Deepak Mane, Director, Board of Sports, University of Pune
2	**2013-2014**	Sindhi : Identity, Culture and Lore	➢ Mr. P. P. Chhabria, Industrialist and Ex-Chairman of Finolex Group of Industries ➢ Mr. Ashok Kamdar, Chairman, Kamdar Group ➢ Mr. Ramesh Warlyani, Vice-Chairman, NCPSL ➢ Mr. Goplani, Director of NCPSL ➢ Other eminent academicians include Mr. Prem Tolani, Mr. Inder Gunani, Mr. Dinesh Tahlyani, Mrs. Koshi Lalwani, Mr. Ashok Manwani, Mr. Kamal Nathani, Mr. Kamlesh Moorjani, Mr. Jetho Lalwani, Mr. Hiro Thakur, Mr. Govardhan Sharma 'Ghayal', Dr. K. P. Lekhwani, Mr. Holaram Hans, Mr. Harkishan Samtani, Mr. M. D. Kulkarni, Mr. Ram Jawhrani, Mrs. Aruna Jethwani, Ms. Indra Parwani, Dr. Dayal Asha, Dr. Sundari Parchani, Dr. Manju Nichani, Mr. Rajendra Manwani, Dr. Baldev Matlani, and Dr. C. J. Daswani
3	**2015-2016**	Culture and Communication: Reflecting Paradigm Shifts	➢ Dr. Awadhesh Kumar Singh, Professor and Director, School for Translation Studies, IGNOU, New Delhi. ➢ Nitin Gavane, General Manager-Learning and Development,

			ThyssenKrupp Industries Ltd, Pimpri
			➢ Dr. Hitesh Raviya, Associate Professor, M. S. University, Baroda.
			➢ Mr. George Cardoz, Head HR, Forbes Marshall, Pimpri
			➢ Dr. Ashok Thorat, Director, Institute of Advanced Studies in English, Pune
			➢ Mr. Sham Sirur, Chairman, Cotmac Group of Industries, Pune
			➢ Other eminent academicians include Dr. S. R. Kandalgaonkar, Dr. V. N. Bhalerao, Dr. Chetan Deshmane, Dr. Savita Deogirkar, Dr. C. N. Rawal, Dr. Hrishikesh Soman, Dr. Ashok Chaskar, Dr. Shridhar Gokhale, Dr. Rahul Pungaliya, Dr. Shilpagauri Ganpule, Dr. Sucharit Rajadhykasha, Dr. Bajrang Korde and Dr. Suvarna Shinde

3.7.5 How many of the linkages/collaborations have actually resulted informal MoUs and agreements? List out the activities and beneficiaries and cite examples (if any) of the established linkages that enhanced and/or facilitated–

a. The College collaborated with National Centre for Promotion of Sindhi Language (NCPSL) to host a National and State Level Seminar. College is a Sindhi linguistic minority College and this forum has helped local community of lovers of Sindhi language to participate and debate on the challenges and future of Sindhi language.

b. The College conducts a course for Promotion of Sindhi language with the help of NCPSL.

c. The College has association with National Entrepreneurship Network (NEN) which exposes the students at a young age to the challenges of running a business. The College teachers have designed a program to train entrepreneurs on how to achieve success.

d. MoUs with Industry:
    a) Kalyani Lemmerz Pvt. Ltd. Chakan
    b) Stella Engineers, Pimpri
    c) Sun Automation, Pimpri
    d) Protocontrol Instruments Pvt. Ltd. Bhosari
    e) Deeksha Exports Pvt. Ltd. Chakan

3.7.6 Detail on the systemic efforts of the institution in planning, establishing and implementing the initiatives of the linkages/ collaborations.

The College makes systemic efforts for planning, establishing and implementing initiatives of linkages and collaborations.

Planning

1. The college IQAC and research committees identify the current areas in which seminars, guest lectures and workshops can be organized.

2. Academic calendar is prepared for various activities.
3. Financial budgets are prepared.
4. Significant efforts are taken to meet the academicians, managers of industries and other speakers.

Establishing and implementing initiatives
1. The management of the college encourages the college staff members to implement their plans.
2. The college has signed MoUs with industries like Stella Engineering, Kalyani Lemmerz Ltd and few others.
3. Experts from industries and academics are invited to share their expertise along with students and faculty members.
4. Teachers make efforts to follow academic calendar systematically.

Criterion IV: Infrastructure and Learning resources

4.1 Physical Facilities

The College is situated in the heart of the industrial belt of Pimpri. In terms of physical facilities, the College has a well-constructed building with well-furnished, ICT enabled and ventilated classrooms, air - conditioned computer laboratory, air-conditioned seminar halls, air-conditioned room for the Principal, administrative office, Staff Room, Departments, Placement Cell, First Aid Room, Counseling Cell, Boys' Room, Girls' Room, IQAC/BBA/BCA Coordinators' Room, Examination Room, Students' Welfare/Academic Research Coordinator/NSS office, Gymkhana Room, Patio, Playground, Canteen and so on.

The College has also installed CCTV surveillance at strategic points, generator, water purifiers and coolers; library has a reading room, reprography, INFLIBNET and N List subscription.

Regular monitoring of feedback, related to infrastructure, from the students, alumni, parents, peers and visitors help to improve the physical facilities.

4.1.1 What is the policy of the Institution for creation and enhancement of infrastructure that facilitates effective teaching and learning?

The classrooms are well illuminated, airy and cleaned on daily basis. All classrooms have LCDs to make teaching-learning more interactive. The available infrastructure is utilized in the best possible manner to support academic needs of the learners. This has resulted in creating a congenial atmosphere.

The infrastructure is aimed at facilitating an effective teaching-learning process. The policy features are as follows:
➢ Available infrastructure should be utilized optimally.
➢ It should provide facilities to different user segments and meet their learning centered requirements.
➢ ICT related facilities should be upgraded regularly.
➢ Maintenance of equipment and infrastructural facilities is top priority.
➢ Library software should be upgraded and online subscription to journals and books should be periodically undertaken.
➢ Replacement of outdated assets should be undertaken.
➢ Installation of Wi-Fi system in the campus is on the agenda.

4.1.2 Detail the facilities available for Curricular and Co-curricular activities– classrooms, technology enabled learning spaces, seminar halls, tutorial spaces, laboratories, botanical garden, Animal house, specialized facilities and equipment for teaching, learning and research etc.

1. **Facilities Available in College Campus:**

Sr. No.	Details of the Facility	Number
1	Classrooms (All ICT enabled)	11
2	Computer laboratories (with 57 Computers)	01
3	Auditorium (Seating capacity: 500)	01
4	Seminar halls (ICT enabled)	02
5	Patio (Utilized for organizing different functions and cultural activities)	01
6	Playground	01
7	Central library	01
8	Open area (With parking space)	01
9	Canteen	01
10	Girls common room	01
11	Boys common room	01
12	A room for Director of Physical Education and Sports	01
13	Nursery – developed by the Nature Club	

2. **Equipment for teaching learning and research**: The College provides all the necessary equipment for teaching- learning, research and other activities. These are as follows:

Sr. No.	Equipment	Number
1	LED TV for screening educational films	1
2	Portable Smart Board	1
3	Photocopying Machine - Colored	1
4	Photocopying Machines - Black and white	2
5	Cyclostyling Machine	1
6	Scanner/ Printer/Copier	1
7	Laptops	4
8	Computers	83
9	Music system	1
10	Video Cameras	2
11	Still Cameras	2
12	Printers	13
13	Mikes	5
14	Dictaphones	25
15	Kindles	4
16	Library Management Software	2
17	Camera	1
18	LCD	16

3. Library: The College has a rich, ICT enabled library. The library subscribes to 32 magazines and 8 newspapers. The library has an institutional membership with Jayakar Library, British Library and Gokhale Institute. Details of facilities:

Sr. No.	Facility	Number
1	Reading Room	2
2	Stack room	1
3	Cabins for Student-Teacher Interaction	2
4	Librarian's cabin	1
5	Reprography, Scanning and color printing	2

4. Software available:

Sr. No.	Software available
1	LIBMAN
2	VRIDDHI(Examinations)
3	BIOMETRIC
4	C,C++
5	Java 1.6
6	WAMP 4
7.	MS OFFICE 2010
8.	VB.NET 2008
9	ORACLE 10
10	TALLY (EDU VERSION)

5. **Sports:**
There is a separate room allocated to the Director of Physical Education and Sports. All the sports equipments and material are kept safely under his custody. Consumable goods are purchased as and when required. Apart from its own grounds, the College hires a poly grass hockey court for practice and for hosting University level tournaments.
The details of sports related equipment are as follows:
Infrastructure:

Sr. No.	Item	Number
1	Multipurpose mats for Gymnastics, Wrestling, Judo and Yoga	19
2	Table Tennis Rackets	1
3	Cricket mat	1
4	Cricket kits	3
5	Carom Boards	2
6	Chess Boards	4

The college conducts various events like Kabbadi, Volleyball, Handball, Netball, Football, Cricket, Wresting, Judo, Boxing And Basketball events at college level and encourages students to participate in different competitions held at different levels like University, Zonal, State, National and International.

6. **Health and Hygiene:** The College has a well-stocked first aid room with a retiring facility for the sick. Apart from this, the Director of Physical Education and Sports extends sports therapy facility, if needed.

4.1.3 **How does the institution plan and ensure that the available infrastructure is in line with its academic growth and is optimally utilized? Give specific examples of the facilities developed/augmented and the amount spent during the last four years (Enclose the Master Plan of the Institution/campus and indicate the existing physical infrastructure and the future planned expansions if any).**

The College ensures an optimum utilization of the available infrastructure in the following manner:

➢ The courses (B.Com, M.Com, BBA and BCA) are conducted in two sessions. Thus, the class rooms, staff room and students' common rooms are optimally utilized.

➢ On Sundays, the college infrastructure is available for conducting different IGNOU courses.

➢ Coordinators' rooms are shared. IQAC/BBA/BCA Coordinators share one room with separate computers. 1 room is shared by NSS officer/ Students' Welfare Officer/Academic Research Coordinator with separate computers. 2 cabins in the Library are shared for Research/Personal Counseling.

➢ 1 Seminar Hall is also used as Commerce Lab/ E Cell. A Smart TV is installed in this room for screening of educational movies. During examination time and otherwise, this hall is used as an extended reading room.

➢ Boys' Common room is also used for playing indoor games like Table Tennis.

➢ The patio is used for hosting annual cultural events and also other extra and co-curricular activities.

Layout of the College in the main building

➢ On the Ground Floor: 3 classrooms, 1 principal's room,1 first aid room, 1 girls common room, 1 table tennis/boys' common room, 1 office room and 2 girls' washrooms.

➢ On the First Floor:5 classrooms, 1 examination Room, 1 staffroom, 1 record keeping room and 2 washrooms (1 each for boys and girls respectively).

➢ On the Second Floor: 3 class rooms, 1 room shared by NSS officer/ Students' Welfare Officer/Academic Research Coordinator,1 room shared by IQAC and BBA/BCA Coordinator, 1 placement cell and career guidance/grievance redressal cell, 2 computer labs, 1 record room and 2 washrooms (1 each for boys and girls).

In the library building

➢ On the Ground floor: library, 1Banking and Economics Department, 1 washroom.

➢ On the First floor: Director of Physical Education and Sportsroom,1 seminar hall.

➢ On the Second floor: 1 seminar hall, 1 reading hall with Commerce Lab/E Cell, 1 store room and 1 wash room.

The facilities developed/augmented and the amount spent in rupees during the last 6 Years are as follows:

Item of Expenditure	2010-2011	2011-2012	2012-2013	2013-14	2014-15	2015-16
Comp. Laboratory	130750	752200	96000	588000	336400	0
LCD Projector	47000	4502	550000	0	208125	0
Speakers	0	0	0	82065	219039	120000
Racks	18000	0	71539	0	0	0
Cupboards	42270	0	0	7088	0	0
Furniture	252682	37800	0	0	4838	0
A/C	0	0	147000	0	152000	0
Other computers and photocopying machine	0	164362	0	0	269850	0
Printers	29400	35050	5000	0	0	9700
Sports	8917	-	-	1400000	-	52250
Music System	-	-	-	-	-	219039
Smart TV	-	-	-	-	-	120000
Water Purifier	-	-	-	-	-	68700
Kindle	-	-	-	-	-	44000

Future Plans: The College is planning to install eco-friendly fuel supply devices like solar energy and facility for water harvesting.

4.1.4 **How does the institution ensure that the infrastructure facilities meet the requirements of students with physical disabilities?**
The number of students with physical disabilities is limited. They are generally accompanied by their classmates in the campus and classrooms. The following facilities are available for them:
a) A wheel chair.
b) A ramp
c) The Library is situated on the ground floor
d) Kindles for visually impaired students.
e) The examination room is situated on the ground floor. They are permitted to bring writers, when required. They are given extra time for writing their exams, as per the University norms.
f) Toilet facilities are conveniently accessible to them.

4.1.5 **Give details on the residential facility and various provisions available within them:**
The college is situated in the heart of Pimpri area. The college is very close to the Pimpri railway station and a Bus stop. Since the students come from nearby areas, it is convenient for them to travel by public transport.

4.1.6 What are the provisions made available to students and staff in terms of health care on the campus and off the campus?

On the Campus:

➢ According to the University rules and Government norms, a compulsory medical check-up for the first year students is undertaken every year. This facility is also made applicable to the staff. As per the university guide lines, teaching of physical education and sports is compulsory to the first year degree students.

➢ There is a first aid room with the necessary first aid equipment along with the facility of a bed.

➢ Hemoglobin check -up for students and staff is conducted once in a year in coordination with an NGO / hospital. They also provide iron tablets to the anemic students.

➢ Lectures are organized on areas related to health and nutrition, for students and the staff members.

➢ Psychological counseling is provided to the students.

➢ The College conducts a Certificate Course in Health and Yoga for interested students. Lectures and demonstrations related to health, fitness, yoga and nutrition are conducted.

Off the Campus:

➢ The College has established a network with doctors in the vicinity, whose services are utilized, as and when required.

➢ There is a Government run hospital, Jijamata Hospital, in close proximity to the College, in case of emergencies.

➢ The staff is entitled to medical reimbursement as per the Government rules. In exceptional cases, the Management, the Principal and Teachers also extend financial assistance.

4.1.7 Give details of the Common Facilities available on the campus–spaces for special units like IQAC, Grievance Redressal unit, Women's Cell, Counseling and Career Guidance, Placement Unit, Health Centre, Canteen, recreational spaces for staff and students, safe drinking water facility, auditorium, etc.

The common facilities provided on the campus are as follows:

➢ IQAC/BBA/BCA Coordinator's Room: 2 computers, 1 printer and relevant furniture (with an attached wash room).

➢ 2 cabins for Research/ Teacher-Student Interactive Library/Personal Counseling: with relevant furniture

➢ 1 Seminar Hall/Commerce Lab/ E Cell: 1 smart TV and furniture.

➢ NSS/SWO/ARC Room: 3 computers, 1 printer and relevant furniture.

➢ Grievance Redressal unit/Career Guidance and Placement Cell: 3 computers, 1 printer and relevant furniture.

➢ Health Centre: A well-equipped first aid room

➢ Girls Common Room: 1 TV and furniture.

➢ Boys Common room/Table-Tennis Room: 1table tennis table and relevant furniture.

➢ Canteen: 1 canteen with tables and chairs.

➢ Parking: adequate space for parking

➢ Drinking Water facility: 3 water coolers and 4 water filters with RO system.

➢ Auditorium: 1 auditorium with a seating capacity of 500.

➢ Recreational spaces for staff and students: patio hosting functions and cultural activities. Seminar halls and students' common rooms for recreational activities.

4.2 Library as a Learning Resource

4.2.1 Does the library have an Advisory Committee? Specify the composition of such a committee. What significant initiatives have been implemented by the committee to render the library, student/user-friendly?

The College has formed a Library Committee which consists of the Principal as the Chairperson, the Librarian as the Coordinator and Heads of Departments / Coordinators as members.
The responsibilities of the Library Committee include:
➢ Preparation of library budget
➢ Allocation of department -wise budget
➢ Purchases and approvals
➢ Stock taking
➢ Organizing book exhibitions
➢ Utilization of UGC schemes for books
➢ Implementation of the book bank scheme.

The significant initiatives implemented by the committee to render the library, student/user-friendly:
The committee has taken following decisions to improve the library services and make it user-friendly:
➢ Computerization of Library.
➢ Access to INFLIBNET:N-LIST
➢ Home issue of reference books, text books and fiction books to students.
➢ Purchase of educational CDs.
➢ Purchase of Kindles.
➢ Flexible issue and return timings during the examinations.
➢ Book Readers Club to encourage students to read and discuss books.
➢ Teacher-Student Interactive Library, Writing Quote of the Day, Special Day announcement on the white board, Increase your Vocabulary and Biblio Know-how.

4.2.2 Provide details of the following:

Total area of the library: 1079 Sq ft.
Total seating capacity: 55

Working hours:
On working days: 8:30 a.m. to 5:00p.m.
During examination d ays: 8:30 a.m. to 6:00p.m
During vacations: 9:30 a.m. to 3:00 p.m.

Lay out of the Library: Blue print is attached.   The library, providing open

access to students, has a seating capacity of 55. For group study, a room on the second floor of the library building is provided. Extra arrangement for reading space is available.

IT zone for accessing e-resources:
3 Computers for students, 3 computers for teachers and library staff. OPAC software, 4 Kindles, color and black & white photocopy machine, 1 scanning and printing machine.

4.2.3 **How does the library ensure purchase and use of current titles, print and e-journals and other reading materials? Specify the amount spent on procuring new books, journals and e-resources during the last four years.**

The books are procured from the library budget which includes, the funds received from UGC and amount collected as library fee from the students. Current titles are purchased on the recommendations of the teachers, students, book publishers, titles displayed during the book exhibition and by browsing through magazines and journals which announce the availability of new titles.

For e-resources: The library subscribes to INFLIBNET- N-list. Educational CDs are also purchased on the recommendations of the teachers and students.

Library Holdings	2010-11		2011-12		2012-13	
	No	Amt	No	Amt	No	Amt
Text Books	143	30285	197-	32050-	5	675
Reference Books	751	299586	695	289730	660	349232
Journals /	32	24350	32	25100	32	25100
CDs	2000	-	3000	-	2640	-
E-resources	N-List: 5000					

Library Holdings	2013-14		2014-15		2015-16	
	No	Amt	No	Amt	No	Amt
Text Books	222	42445	405	80497	165	32415
Reference Books	518	215884	354	250558	330	232312
Journals /	32	26150	32	26150	34	29236
CDs	2000	-	700	-	I-prof test series 16960	
E-resources	N-List: 5000					

4.2.4 **Provide details on the ICT and other tools deployed to provide maximum access to**

the library collection?

➢ **OPAC:** OPAC is provided on all the computers of the library.
➢ **Electronic Resource Management package for e-journals**: N-list is provided to the teachers. The library staff guides the students for search on Shodh Ganga, Shodh Gangotri and different search engines.
➢ **Library Website:** The library link is provided on the college website.
➢ **Kindle:** Students are provided with Kindle for reading E-Books.
➢ **Library automation:** Library is using LIBMAN package of library management software.
➢ **Total number of computers for public access:** 3 computers for the students and 3 for the teachers
➢ **Total numbers of printers:** 02 (1 printer and 1 colour printer/scanner/photocopying machine)
➢ **Internet bandwidth/speed:** 1 mbps.
➢ **Content management system for e-learning Participation in Resource sharing networks/consortia: INFIBNET:N-List.**

4.2.5   Provide details on the following items:

Average number of walk-ins	175
Average number of books issued/returned per day	25
Ratio of library books to students enrolled	25:1
Average number of books added during last three years	1702
Average number of login to OPAC	20/per day
Average number of login to e-resources	15 per day
Average number of e-resources downloaded/printed	5per day
Number of information literacy trainings organized	Once a Year
Details of "weeding out" of books and other materials:	Text books of old syllabus, old newspapers etc.
Worn and torn off books	Taxation and Auditing Books up to 2008, Very old Reference books which are not in use.

4.2.6   Give details of the specialized services provided by the library:

➢ **Reference:** The Library provides **Reference books, Encyclopedias, Year books, Dictionaries, Biographies** to the students and the teachers. Competitive examination books for **NET/SET, Banking, MPSC/UPSC and CA/CS/ICWA** are available for reading and home issue on deposit.
➢ **Reprography:** Available (Color and Black and White)
➢ **ILL(Inter-Library Loan Service):**The library has collaboration with the library of SPPU: **Jayakar Library.** The college has taken institutional membership of various renowned libraries like Gokhale Institute of Economics & Banking and British

Library.

- ➢ **Information deployment and notification**: The library **displays** new books and journals on the display stand. Various **notices** regarding library services and facilities are displayed on the notice board. **Newspaper clippings** of the college events are displayed and preserved. **Job vacancies** are displayed through the Placement Cell.
- ➢ **Download:** Download facility is available
- ➢ **Printing:** Printing as well as scanning facility is available
- ➢ **Reading list / Bibliography compilation:** With the help of library software, users can search books by author, title and subject. Students are provided with a list of books for general reading.
- ➢ **In-house/remote access to e-resources**: In-house and remote access is provided to the teachers by issuing them, a user name and password of N-list. Students can access the books through OPAC.
- ➢ **User Orientation and awareness:** During the beginning of the academic year, students are oriented, regarding available library services and facilities.
- ➢ **Assistance in searching Databases:** The library staff helps the users in searching the database.
- ➢ **INFLIBNET:** Library has subscribed to N-List from INFLIBNET Center.

4.2.7 Enumerate on the support provided by the Library staff to the students and teachers of the college.
- ➢ Library staff provides guidance for searching information or documents.
- ➢ The library staff guides students for OPAC access, provides previous years' question papers, syllabi, e-books, e-services and newspaper clippings.
- ➢ The library also has facility of home lending, photocopy machine, database assistance for both- students and teachers.
- ➢ Students work in the library under earn and learn scheme of Student Welfare Department, which help them financially.
- ➢ Book Bank facility is provided to needy students.
- ➢ New arrivals are displayed.
- ➢ Book exhibitions are held every year.
- ➢ SMS/e-mail alerts to students are sent by the library staff.
- ➢ Extra time and facilities are extended during study holidays and examination time.

4.2.8 What are the special facilities offered by the library to the visually / physically challenged persons? Give details.
The library is on the ground floor, so it is easily accessible to the visually and physically challenged students. Library staff helps the visually and physically disabled students to select the books and periodicals of their interest. Kindle is provided for partially blind students

4.2.9 Does the library get the feedback from its users? If yes, how is it analyzed and used for improving the library services.(What strategies are deployed by the Library to collect feedback from users? How is the feedback analyzed and used for further improvement of the library services?)
The College takes feedback from its users in the following ways:

1. **Suggestion Box:** A suggestion box is kept in the library for the students, staff and visitors. The librarian opens the suggestions and implements the same with the help of IQAC.
2. **Library Meetings**: Library meetings are held regularly and suggestions are invited and incorporated.

4.3 IT Infrastructure

4.3.1 Give details on the computing facility available (hardware and software) at the institution.

Number of nodes/computers with Internet facility:

The institution has an upgraded computer facility for teaching, learning, administration and library. It has 2 well-equipped computer laboratories. All computers in the College are enabled with Internet facility. Computers can be used by the staff and students for projects and research work. The technical specifications of the desktop PCs are as follows:

No	Dept.	Processor	RAM	Hard Disk	Total Qty
1	Server Room	Core i5	4 GB	2 TB	2
2	Server Room	Core i3	2 GB	500&80GB	
3	Computer Labs 2				
	20 PCs	Core i3	2 GB	500 GB	20
	10 PCs	Intel P Dual CPU	1 GB	40 GB	10
4	26 PCs	Core i3	2 GB	500GB	26
5	NSS Room	Core i3	2 GB	500 GB	1
6	Student Welfare Office	Pentium Dual	1 GB	160 GB	1
7	ARC	Pentium Dual	2 GB	80 GB	1
8	Placement Cell	Core i3	2 GB	500GB	1
9	BBA/ BCA Coordinator	Core i3	2 GB	500GB	1
10	BBA/BCA Department	Core i3	2 GB	500GB	3
11	IQAC	Core i3	2 GB	500GB	1
12	Staff Room	Core 2 Duo	1 GB	160 GB	1
13	Exam Room	Core i3	2 GB	500 GB	2
14	Common Room	Intel P Dual CPU	1GB	40GB	1
15	Library	Intel Pentium	2 GB	500 GB	4
		Core 2 Duo	1 GB	240 GB	
		Core i3	2 GB	500 GB	
		Core i3	2 GB	500 GB	
16	Economics Dept.	Intel Pentium	2 GB	500 GB	1
17	Sports Room	Core 2 Duo	1 GB	160 GB	1
18	Principal's Office	Core i3	2GB	500GB	1
19	Office	Core i3	2GB	500GB	8
20	4 laptops	Intel Pentium	2 GB	500GB	4

Software:
- ➢ Computer Lab. Software: Windows HP, MS office 7 &10, VB.net 5.0, VB 6.0 Oracle 8, Java 6.0 and Tally.
- ➢ Library: Windows HP, MS office 7&10, Libman software, E-Granthalaya.
- ➢ Office computers: Tally software.
- ➢ The Computers in Exam Department: Vriddhi Software.
- ➢ All other PCs: Windows HP, MS office 7 & 10.

LAN facility: All the computers are connected through LAN excluding the stand alone computers.

4.3.2   Detail on the computer and internet facility made available to the faculty and students on the campus and off-campus?

Internet facility is provided to all the computers through broadband. All the departments and office, are provided with the computer facility and internet along with printer and UPS. For students, there are 2 computer labs equipped with 55 computers and the library provides access to three computers with Internet and OPAC to the students. Three Computers available for the library staff, can also be used by the teachers.

4.3.3   What are the institutional plans and strategies for deploying and upgrading the IT infrastructure and associated facilities?

IT infrastructure and associated facilities are upgraded by the college regularly by entering into annual maintenance contract with the agencies. The old version of software is replaced and upgraded as per the syllabus requirements. There is a periodical purchase and up gradation of hardware and software. All computers and laptops are maintained under AMC with Aptech Ltd. The website of the college is upgraded periodically. The College also has a generator and inverters for electricity backup. IT infrastructure is deployed and upgraded regularly.

4.3.4. Provide details on the provision made in the annual budget for procurement, up gradation, deployment and maintenance of the computers and their accessories in the institution. (Year wise for last four years)

The procurement and upgradation of computers is done as per requirement. The software available is also upgraded regularly. There is provision for AMC for all computers.

Expenditure on	2013-14	2014-15	2015-16
Up gradation & Maintenance Of Computers	84683	80205	85, 985

4.3.5   How does the institution facilitate extensive use of ICT resources including development and use of computer-aided teaching/ learning materials by its staff and students?

➢ The College facilitates extensive use of ICT resources by procuring and maintaining the required equipment and accessories like LCD projectors, CDs, smart boards, etc.
➢ The College encourages computer assisted teaching. All the class rooms are ICT enabled. Educational CDs, PPTs, films, form a part of the teaching methodology.
➢ Screening of academic videos, short films, documentaries on environment and social issues is a regular feature.
➢ Students participate in PPT Competitions.
➢ Seminar halls and departments are ICT enabled.
➢ The College has 2 well-equipped computer labs with internet facilities.
➢ Computers with internet facility are made available in the library. The library staff guides the students for using various search engines.
➢ 4 Kindles are extensively used by the students for reading E-Books.
➢ Students have access to e-learning resources.

4.3.6   Elaborate giving suitable examples on how the learning activities and technologies deployed (access to on-line teaching-learning resources, independent learning, ICT enabled classrooms/learning spaces etc.) by the institution place the student at the center of teaching-learning process and render the role of a facilitator for the teacher.

The College focuses on student centric teaching-learning. Today, the technology is very user- friendly, therefore, students are able to use it with great ease and the teacher plays the role of a facilitator. Students are able to collect information through the internet on their own.
In order to facilitate this:
➢ Internet facility is provided to students.
➢ All classrooms are provided with LCD facilities, making teaching-learning interesting and easy.
➢ Students use PPTs for their presentations.
➢ Teacher becomes a facilitator by using ICT facility and e-resources.
➢ Students are encouraged to use ICT for competitions at different levels.

4.3.7   Does the Institution avail of the National Knowledge Network connectivity   directly or through the affiliating university? If so, what are the services availed of?

The Institution plans to avail the National Knowledge Network connectivity.

4.4   Maintenance of Campus Facilities:

4.4.1   How does the institution ensure optimal allocation and utilization of the available financial resources for maintenance and up keep of the following facilities (substantiate your statements by providing details of budget allocated during last four years)?

Optimal utilization of the budget allocated for activities, is taken care of by committees like Library Committee, Computer Committee and Purchase Committee. Review of

expenditure is done by these committees periodically. The College Committee meets regularly and reviews the budgetary allocation and its utilization.

The budget allocated for the maintenance of the infrastructure is provided below:

Particulars	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Total
Building	-	-	-	-	-	-	-
Furniture	312952	37800	218539	7088	156838	-	733217
Equipment	47000	4502	55000	82065	427164	-	615731
Computers & Printers	160150	951612	101000	588000	606250	9700	2416712
Vehicles	-	-	-	-	-	-	-
Any other	-	-	-	-	-	-	-

4.4.2   What are the institutional mechanisms for maintenance and up keep of the infrastructure, facilities and equipment of the college?

➢ For regular housekeeping, there is a team of workers who keep the campus neat and clean. They are provided uniforms.

➢ Annual maintenance contracts are established with outside agencies for specific jobs like intercom/telephone facilities, duplicating and fax machine, computers, electrical equipment and water – coolers.

➢ Uninterrupted power supply is installed in the computer laboratories

➢ Generator facility is also provided.

➢ Firefighting system is installed.

➢ Gardening and beautification is done with the help of the College staff and students.

➢ Skilled personnel are called to carry out maintenance work related to plumbing, sanitation, water supply and electricity.

➢ There are security guards and CCTVs installed at strategic locations to ensure safety and security.

4.4.3   How and with what frequency does the institute take up calibration and other precision measures for the equipment / instruments?

In the computer laboratories, an assistant is appointed to maintain computers. A computer engineer also visits the College every day. All other equipment are maintained through AMC.

4.4.4   What are the major steps taken for location, up keep and maintenance of sensitive equipment (voltage fluctuations, constant supply of water etc.)?

The college has taken various measures in maintain sensitive equipment. The measures are:

➢ The College has installed a generator for uninterrupted supply of power.

➢ Inverters are provided in the Computer Labs.

➢ All the Computers have UPS backup.

➢ There is good storage for uninterrupted water supply. Three water coolers (two with Aqua guard and one with RO system) are provided to the students. These are cleaned periodically. A water purifier is installed in the staff room.

➢ CCTV cameras are installed at strategic locations.

➢ Firefighting systems are installed at prime locations.

➢ The college has appointed full time sweepers to keep the campus clean.

Criterion V: Student Support and Progression

5.1   Student Mentoring and Support

The College ensures the delivery of the best quality content, to ensure students' voyage towards specialized professions and career. It provides a conducive environment for the learners by encouraging their involvement in academic and extracurricular activities. The College has formed various committees to cater to the students' curricular, co-curricular and extra-curricular needs.

The College takes care of students belonging to diverse background and categories. Efforts are made by the teachers to cater to differently- abled students and slow learners. The Placement and Career Guidance Cell enhance the employability skills of the students. Counseling by an expert, promotes an all-round wellness. Interaction with the alumni and entrepreneurs/corporate hones the entrepreneurial skills. Various committees cater to the curricular and extra-curricular needs of the students through conduct of activities related to literary, creative arts, music, and cultural etc. paving the way for their holistic development.

5.1.1 **Does the institution publish its updated prospectus/handbook annually? If 'yes', what is the information provided to students through these documents and how does the institution ensure its commitment and accountability?**

Yes, the institute publishes updated prospectus in the print form as well as on the College website every year. Information provided in the prospectus includes:

1. History of the College
2. Various facilities offered by the College
3. Vision, Mission, Goals and Objectives of the College
4. Academic Programs
5. Structure of the courses offered
6. Admission procedure
7. Fee structure
8. Rules governing the behaviour of students on campus.
9. Rules governing academic programs
10. Different scholarships and prizes.

A copy of the prospectus is provided to every student seeking admission. The College ensures its commitment and accountability by enabling students to avail various scholarships and free -ships. It ensures that the rules and regulations of University and UGC are followed.

5.1.2 **Specify the type, number and amount of institutional scholarships/free ships given to the students during the last four years and whether the financial aid was available and disbursed on time.**

Institutional Scholar ships:

The College has a system of awarding the meritorious students through cash prizes on the Annual Prize Distribution Day. The Management, M. U. Trust, the College, the teachers and the alumni sponsor the prizes for academics and co-curricular/extra-curricular/Sports. This is based on academic merit, performance in sports and co-curricular/extra-curricular activities. Various types of financial aids are provided to the students. They are listed below:

Financial Aid	2010-11		2011-12		2012-13	
	Rs.	No	Rs.	No	Rs.	No
Cybage Scholarship (for BBA/BCA)	-	-	214899	17	316505	17
JHSE Trust Prizes (Academic)	4000	3	4000	3	4000	3
JHSE Trust Prizes (Sports/ Other)	7400	2	4200	1	2400	2
M.U. College Prizes	6000	24	6000	24	6000	24
Sponsored by Teachers/ Ex-teachers	6650	18	6650	18	6650	18
Sponsored by Alumni	-	-	-	-	-	-
	24050	20	235749	63	335555	64

Financial Aid	2013-14		2014-15		2015-16	
	Rs.	No	Rs.	No	Rs.	No
Cybage Scholarship (for BBA/BCA)	555675	17	700325	31	621625	24
JHSE Trust Prizes (Academic)	9000	3	9000	3	9000	3
JHSE Trust Prizes (Sports/ Other)	23400	3	2400	2	3000	1
M.U. College Prizes	6000	24	6000	24	6000	24
Sponsored by Teachers/ Ex-teachers	6650	18	6650	18	6650	18
Sponsored by Alumni	-	-	11000	2	11000	2
	600725	65	735375	80	657275	72

Apart from Cash Prizes, Students who outperform in various activities are awarded with Trophies. The College awards the students with **Finolex Trophy to the Best Outgoing** Student (1 each for B. Com, M. Com, BBA, BCA) sponsored by Finolex Group of Industries, **Sindhology Trophy** (sponsored by Institute of Sindhology, Adipur, Gujarat) and **Reflexion Trophy.**

The college also provides the facility of paying fees in two to three installments. At the same time, the college encourages students to apply for various government free ships and scholarships.

5.1.3 What percentage of students receives financial assistance from State Government, Central Government and other National Agencies?

Year Scholarship	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Average
SC Scholarship	47.83	30.49	31.25	26.73	23.01	29.29	29.56
SC Free ship	47.50	30.77	30.43	25	22.22	30	36.36
ST Free ship	33.33	0	0	25	0	0	8.33
NT Scholarship	56.25	27.27	27.78	42.11	17.39	10	30.56
NT Free ship	55.56	28.57	27.27	44.44	16.67	10	27.42
OBC Scholarship	35.71	27.42	55.56	17.07	12.94	11.83	25.39
OBC Free ship	36.36	26.67	40	16.67	13.33	11.76	25.20
SBC Scholarship	100	100	0	0	10	7.41	13.89
SBC Free ship	100	100	100	5	0	0	15.38

5.1.4 What are the specific support services/facilities available for Students from SC/ST,OBC and economically weaker sections, students with physical disabilities, overseas students, students to participate in various competitions/national and international, medical assistance to students: health Centre, health insurance etc., organizing coaching classes for competitive exams, skill development (Spoken English, computer literacy, etc.,), support for "slow learners", exposures of students to other institution of higher learning/ corporate/business houses, publication of student magazines.

➢ **SC/ST/OBC students:** Reservation norms for admission are followed for the SC /ST/OBC students. Students avail facility of various scholarships and free ships as per the government norms.

➢ **Economically weaker students** of the College are helped with various free- ships as well as scholarship made available to them by the University and the State government. Book Bank facility is also provided to these students. The Earn and Learn scheme of the University enables the socially and economically disadvantaged students to earn while learning.

➢ **Students with physical disabilities:** The College has not more than five physically disabled students. The College undertakes the responsibility of such students on the campus. The College has facilities like ramp and wheel chair. For visually impaired students, the College provides enlarged question papers and e-books on Kindle. The college has books in Braille language for the first year and second year students. Subsequently, the books would be purchased for higher classes.

➢ **Overseas students**: The College has no overseas students.

➢ **Students to participate in various Competitions (National and International):** Students are encouraged to participate in various competitions. They are given flexibility in internal examinations and academic schedule. Following facilities are provided:

a) Financial assistance for registration, travel expenses for academic, cultural and sports events.

b) Guidance by the teachers to the students participating in competitions such as paper presentation, project, quiz, debate etc.

c) Accompaniment and guidance by teachers to the students during the rehearsals and performances in cultural/co-curricular events.
d) Felicitation of winners in college committee meetings and Annual Prize Distribution.
e) Flexibility in internal examination as well as in academic schedule.

➢ **Medical Assistance to Students:** An annual medical checkup is organized every year for the first year students. A medical room is available on campus with first aid facility. In case of emergencies, assistance is sought from Govt. Jijamata Hospital which is in close proximity to the College. Students can avail benefits of Health Insurance Scheme of the University.

➢ **Coaching Classes for Competitive Exams:** Coaching classes are conducted for Banking and MPSC / UPSC examinations. The Library maintains separate section for books re ated to Competitive examinations and students are encouraged to make maximum use of these resources. Journals like **Pratiyogita Darpan and Competition Success Review, newspapers and GK books** are available for current updates. Teachers also guide the students for respective subjects.

➢ **Skill Development:** Following activities are conducted to enhance various skills of the students.

a) **Spoken English:** The College has a customized course in Spoken English for the first year commerce students.
b) **Soft Skills** program of UGC is conducted for B. Com. students. The course offers three levels, namely, Certificate, Diploma and Advanced Diploma.
c) **Networking Workshop** is conducted for BCA students.
d) **Computer Literacy:** The College conducts a course in **Tally 9.0 ERP** for first year B. Com. students.

e) **Skill Development Workshops:** The College has conducted two skill development workshops:
   1. A course in Developing Communication Skills by Ms. Tejal Bhatt and Ms. Monali Patwardhan of International School of Communication Learning was conducted in the year 2013-2014. The duration of the course was of 30 sessions of 2 hours each. The course was meant for BBA, BCA & B.Com. students.
   2. A course in Developing Communication Skills by EduBridge was conducted in the year 2014-2015. The duration of the course was 60 sessions of 2 hours. A workshop on interview techniques, resume writing, mock interview and career counseling was also conducted in the same year. The course was meant for BBA, BCA & B.Com. students.

f) **Support for Slow Learners:** Remedial lectures are conducted for slow learners. Personal guidance is provided through interactive student-teacher library.

g) **Exposures to students to other institution of higher learning/ corporate/business houses:** Students are sent to various institutes to participate in activities such as Workshops/ Conferences, Competitions e.g. project, mad-ads, poster, paper presentation, debate, theater performances, etc.

h) **Industrial/Corporate visits / Study Tours** are organized every year to expose students to practical situations. Students are sent to various institutions to participate in seminars, workshops and competitions.

i) **Publication of Student Magazines:** The College publishes student theme based magazine **'Vision'** every year. This gives a platform to students to express their views and creativity. Students are encouraged to publish their research work in **'Vision-Think Tank**' – a Research Magazine for students.

5.1.5 Describe the efforts made by the institution to facilitate entrepreneurial skills, among the students and the impact of the efforts.

The area of Pimpri is mainly dominated by Sindhi business community. Pimpri-Chinchwad is a known industrial belt. In order to develop entrepreneurial skills among the students; the College has an Entrepreneurship Cell, which conducts guest lectures, workshops, seminars and industrial visits.

The College has organized the following workshops under this cell.

Academic Year	Name of the Workshop/ Lecture
2010-2011	Idea Generation Workshop
	E-Talk
	Vocational Training in coordination with Kasturba Mahila Gramodyog Vidhyalaya on Making of Shampoo, Perfume, Alovera gel, Phenyl, Liquid soap etc.
	Workshop on Business Plan & Business Model
	Lecture on 'Entrepreneurship & Innovation'
2011-2012	Lecture on Women Entrepreneurs
	One Day Seminar on Entrepreneurship: Vyapaar Ki Aur…..Idea to reality
	Idea Generation workshop

	Lecture on Business Plan
2012-2013	How to start a Small Scale Business: Idea Generation workshop
	Seminar on "Employment & Entrepreneurship
2013-2014	Visit to Sevadham, Parle Industries, Saint Tukaram Sugar Factory
	Organized Seminar on 'Employment and Entrepreneurship'
	Guest lecture on "Entrepreneurship in 21st Century"
	Industrial visit to Navnath Milk Dairy, KVIB, Resham Udyog
2015-2016	State Level Seminar on Entrepreneurship in Twenty First Century
	Guidance on Self Help Group.
	Industrial visit to Research center, Kasturba Gandhi Training Center, KVIB, Sun Automation

Impact: Attempts made by the College have led to the development of entrepreneurial skills among the students. Many of the students have started their own business. Manifestation of it is seen through a few examples depicted in the table below:

Sr. No.	Name of the Student	Business	Year of Passing
1	Anita Gorkhe	Masala Business	**2010-11**
2	Neetu Gupta	Catering	
3	Yogesh Kadam	Hardware Business	
4	Baswaraj Biradhar	Restaurant	
5	Biplap Biswas	Painting Vehicles	
6	Nitin Yadav	Computer Test series	**2012-13**
7	Arul Nadar	Snacks centre	
8	Nilesh Talari	Tailoring	
9	Akash Devnani	Mobile Shoppe	**2014-15**
10	Akshay Ingle	Car Garage	
11	Avinash Nagile	Scooter Garage	
12	Bhavesh Rane	Tailoring	
13	Lakhan Adwani	Mobile Shoppe	
14	Nitin Tejwani	Readymade cloths shop	
15	Kirti Nagpal	Mobile Shoppe	
16	Kirti Dhanwani	Footwear Shop	
17	Dilip Vishwakarma	Carpentry	**2015-16**
18	Ajit Vishwakarma	Carpentry	
19	Deepika Gangwani	Beauty Parlour	
20	Sneha Jawrani	Beauty Parlour	

5.1.6 **Enumerate the policies and strategies of the institution which promote participation of students in extracurricular and co-curricular activities such as sports, games, Quiz competitions, debate and discussions, cultural activities etc.**

An educational institution conducts activities that empower students and enrich their personality. Considering this, the College has set a strategy for the development of learners. The salient features of this strategy are as follows:

➢ To provide a conducive atmosphere for overall personality development of the students.

➢ To conduct multiple activities considering the personal, social and academic requisites of the students.

➢ To identify the potential learner who can excel in the field of sports, culture and performing arts.

➢ To encourage students' to participate in various university / state /national / international level competitions and activities.

➢ To provide necessary guidance and facilities for the same.

Policy and strategy to promote participation in sports and games –

The college gives preference to meritorious sports students at the time admission. For various games, coaching is provided by experts. The college also supports sports students by giving financial aid in terms of travelling and other allowances. Every year, the sports students are felicitated during Gymkhana Day. They are awarded certificates, medals, trophies as well cash prizes.

1. For sports like hockey and football, the students of the College affiliate themselves with different clubs.
2. The College awards international/national/ state level players and with cash prizes and certificates.
3. The Management and the Director of Physical Education and Sports have instituted individual scholarship to sportsmen who play at the National and State level.
4. To develop sports skills among the students, annual sports are organized and winners are felicitated on Gymkhana Day.
5. Inter-collegiate level, Atur Sangtani Memorial Basket Ball Tournament, is conducted every year.

➢ **Additional academic support for sports students:**
Additional coaching and guidance is arranged to compensate academic loss. For submission of practical journal, concession in time is given.

➢ **Special dietary requirements, sports uniform and materials:**
Director of Physical Education provides regular special dietary counseling especially to sports students.

➢ **Sports material and uniforms** Sports material and uniforms are provided to outstanding sports persons and also for participating in inter collegiate events.

➢ **Flexibility in examinations:**
The College conducts re-examination for the students participating in sports and NCC/NSS if their events are during the regular examinations.

Quiz Competitions:

➢ State level/Inter-collegiate Quiz competitions are conducted in Economics/Banking/Commerce in the memory of Late Mrs. Kaushalya Sangtani.

➢ Inter-class quizzes are organized for B.Com./BBA/BCA/M.Com students.

Reflexion:
An **inter-college multi activity competition** (in PPT, extempore, creative advt., sales demonstration, mono-acting) is organized every year.

Various Associations–
Different forums are created in the College to help the students represent in different competitions. These include:
➢ Commerce association
➢ Literary Association and
➢ Cultural Association.
These Associations conduct extra-curricular activities for all-round development of the students.
➢ **Debate/Elocution:**
The College organizes elocution and debate competitions under various associations. Inter-collegiate debate competition is also organized.
➢ **Cultural activities :**
The College organizes cultural gatherings for the students i.e. Singing, Dancing, Rangoli, Salad dressing, Flower arrangement, Mehendi, Traditional day etc. This helps the students to showcase their talent and encourage them to participate in competitions organized by other Colleges.
➢ The College organized **an inter-college cultural event "ZEST".**

➢ **Any other**
a) Publicity of students' activity in Local Newspapers and College magazine.
b) Special achievers are felicitated on Annual Prize Distribution Day, Gymkhana day or Culfest Day.

5.1.7 **Enumerating on the support and guidance provided to the students in preparing for the competitive exams, give details on the number of students appeared and qualified in various competitive exams such as UGC-CSIR- NET, UGC-NET, SLET, ATE / CAT / GRE / TOFEL / GMAT / Central /State services, Defense, Civil Services, etc.**
Examination for which College offers support include -
➢ UGC – NET(National Eligibility Test)
➢ SET (State Eligibility Test)
➢ RBI grade 'Officers', assistant examination and Bank PO. The guidance in terms of Bank P.O. and RBI grade 'B' is a more focused and aggressive.
➢ U.P.S.C. and M.P.S.C.(at a very elementary level).
➢ As for UGC NET or SET examination, the College provides support to such students in terms of books available in the library and guidance from senior teachers. In the past, a number of students have passed the NET as well as SET examination and some of them joined the college as full time teachers.

A good number of students have completed various professional courses. Many are in the process. Here is a list of a few students who completed their C.A/C.S/I.C.W.A/M.B.A/M.C.A.in recent past:

Sr. No.	Name	Examination
1.	Kiran Pahilani	Chartered Accountant
2.	Rashmi Pahilani	Chartered Accountant
3.	Priyal Alwani	Chartered Accountant
4.	Vidya Nathnani	Chartered Accountant
5.	Sonia Makkad	Chartered Accountant
6.	Nikhil Gandhi	Chartered Accountant
7.	Ritesh Rihan	Chartered Accountant
8.	Chandani	Chartered Accountant
9.	Sneha Yadav	Chartered Accountant
10.	Simran Mulchandani	Chartered Accountant
11.	Nikita Joshi	ICWA
12.	Nikhil Thakur	Company Secretary
13.	Deepa Nathwani	NET / SET
14.	Sonam Poptani	NET / SET
15.	Indira Awsare	NET / SET
16.	Thomson Vargese	NET / SET
17.	Arya Pannikar	MBA
18.	Sharanya Pillai	MBA
19.	Komal Motwani	MBA
20.	Ishita Thawani	MPM
21.	Vikas Yadav	MCA
22.	Sumedha Rane	MCA
23.	Sachin Wagh	MCA

5.1.8 **What type of counseling services are made available to the students? (Academic, personal, career, psycho-social etc.)**
Counseling services available on the campus include –
Academic counseling:
➢ It is offered to the new entrants with respect to selection of subjects and its link with career building.
➢ Academic counseling is also carried out through guest lectures, symposia, workshops. This is done by inviting various academicians and industry experts.
➢ Mentors counsel the students on various academic and social issues.
➢ Parent-teacher meetings are held to solve difficulties in academic matters.
Personal counseling:
➢ Personal counseling is provided by the teachers informally through Mentor system to solve the personal difficulties of students.
➢ Teachers identify needy students to be taken under earn and learn scheme.
Psychological counseling:
➢ The College has appointed a counselor named Ms. Himani Chaphekar, who visits the College every month and counsels students on personal issues, inter and intra-personal

relations of the students individually. This helps a number of students to get their queries solved and relieve them of stress.

Career Counseling:

Career counseling is carried out by inviting experts and guidance through:

➢ Career counseling cell
➢ Placement cell
➢ Competitive Examination Centre

5.1.9 **Does the institution have a structured mechanism for career guidance and placement of its students? If 'yes', detail on the services provided to help students identify job opportunities and prepare themselves for interview and the percentage of students selected during campus interviews by different employers (list the employers and the programs).**

Yes, the institution has a structured mechanism for career guidance and placement of its students.

The College has formed a **Career Guidance and Placement Cell** which guides the students about the best available and suitable career options. It invites experts, from the academics and industry to guide the students about making a career choice.

To make students employable, the College conducts:

➢ Personality Development Workshops,
➢ Communication skills Workshops
➢ CV Writing Workshop
➢ Demonstrations on Interview Skills
➢ Demonstrations on Group Discussions
➢ Soft skill Development Programs
➢ Spoken English Course.

The Placement cell provides the following services:

➢ Information related to job opportunities is posted on the notice board.
➢ Employment News is made available in the library to view and find the job opportunities.
➢ Students are motivated and guided to enroll their names in the employment exchanges.
➢ Students are guided to enroll their names on online placement agencies.
➢ Companies/firms/shops, that need recruits, who approach the College, are given an opportunity to display their advertisement on the notice board of the College.
➢ The placement cell of the College promotes on-campus and off-campus placements. Various companies are invited for campus selection of the students. Students are trained to face the interview.
➢ Job fair is organized where various companies are invited to participate. They conduct interviews and provide placement to the students.
➢ The following table gives the details of students who were placed in different organizations:

Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Total On Campus	2	4	38	13	25	22
Total Off	Approx. 30-40%					

➢ A good number of students **work part time.**

➢ **The companies that were a part of formal placement process include**
  1. Tata Consultancy Services
  2. Tata Business Support Systems
  3. Institute of Cost Accounting
  4. Institute of Company Secretaries
  5. Steria Pvt. Ltd.
  6. Wipro Ltd.
  7. Calibri Search
  8. Bajaj Finserv Ltd.
  9. iDreams Consultancy and Corporate Solutions
  10. Arch Talent Planet, Mega Mart, Aquasure Ltd
  11. Raviraj Anodisers
  12. EduBridge
  13. Indrayani Co-op. Bank
  14. Doshi Associates
  15. Datson Engineering Construction Co.
  16. Times Group
  17. GAARE
  18. Landmark Logistix
➢ The College subscribes to **Employment News and other newspapers**,

5.1.10 Does the institution have a student grievance redressal cell? If yes, list (if any) the grievances reported and redressed during the last four years.
➢ Yes, the institution has a grievance redressal cell. The members of this committee meet twice in a year to resolve grievances, if any. Till date, there have been no grievances. The minutes are documented.
➢ The college also has class wise mentors, who deal with the problems, if any, during the college hours.

5.1.11 What are the institutional provisions for resolving issues pertaining to sexual harassment?
➢ A Cell against Sexual Harassment has been formed to resolve issues pertaining to sexual harassment. The cell organizes lectures on gender sensitization, women empowerment, legal rights of women, lecture by advocates related to consequences of crime related to harassment of women,
➢ Institutional provisions are as follows:
➢ Maintenance of discipline in the College
➢ Checking of identity cards at the entrance.
➢ Security staff on campus
➢ CCTV at strategic points.
➢ Street plays are performed by students to sensitize on issues related to gender equality.
➢ So far no major grievances are reported.

5.1.12 Is there an anti-ragging committee? How many instances (if any) have been reported during the last four years and what action has been taken on these?

An Anti-Ragging Committee has been formed and anti-ragging measures are resorted to as per the provisions of the UGC Regulations, 2009 to resolve issues pertaining to ragging.

Measures taken to create Anti- Ragging atmosphere in campus are:

➤ UGC regulations, for anti-ragging are published on the College website and displayed on Notice boards.
➤ At the time of admission, students and their parents fill up affidavits framed as per UGC regulations.
➤ Contact numbers of anti-ragging committee members are displayed on the Notice board for easy access.
➤ Anti-ragging committee has close vigilance in the campus for untoward happening of ragging. Surprise raids are held.
➤ Advocates are invited to create awareness amongst the students about Ragging Prohibition Acts and its consequences.
➤ Till date, the College has not received any incidence of ragging.

5.1.13 Enumerate the welfare schemes made available to students by the institution.

1. **Earn and Learn Scheme:** This scheme is offered by the University. This scheme supports needy students. This makes the students self-reliant. They are allotted work in the administrative section and the library.
2. **Fee payment in installments:** Students facing financial problems are allowed to pay their fees in installments.
3. **Cybage Scholarships:** Cybage scholarship is provided by Khushboo Charitable Trust, to needy BBA and BCA students who score 60% marks in XII examination. This help is continued till they complete their course.
4. **Book Bank Scheme:** Book Bank Scheme is provided to needy and meritorious students.
5. **Academic and personal counseling:** Academic and personal counseling is provided by mentors and counselor.
6. **Incentives**: Achievers in academic, sports, NSS, cultural and other activities are given incentives in the form of cash prizes, certificates and mementos.
7. **Inclusive practices for SC/ ST/OBC etc**. Information relating to Government scholarship schemes and details are provided to the students.
8. **Insurance Facility**: All the students are insured by the College in assistance with affiliating university and New India Insurance Company. Each student is charged Rs. 10/- as yearly premium. Provision of maximum assistance of up to
Rs. 1, 00,000/- is made under this facility.
9. **Complying with State and National Policy**: Students are informed about linking personal saving bank account with Prandhan Mantri Bima Yojana
10. **Annual Health Check-up and Health Centre:** The students of first year undergo compulsory medical check-up every year. The College has a first aid room with basic health facilities. Government Jijamata Hospital is situated very close to the College.

5.1.14 Does the institution have a registered Alumni Association? If 'yes', what are its activities and major contributions for institutional, academic and infrastructure development?

The College has an Alumni Association. Its registration is in process. Its activities include:

1. Support for College activities: The alumni provided financial aid in the conduct of a National Seminar.
2. Interaction between the past and current students through guest lectures: Alumni are invited to deliver lectures on subject-related/general topics.
3. Institution of prizes by Alumni: Alumni have instituted cash prizes for performance in academics.
4. Career guidance: Alumni working in corporate sector/ Entrepreneurs provide career guidance to students and help in placement activity.

5.2 Student Progression

5.2.1. Providing the percentage of students progressing to higher education or employment (for the last four batches) highlight the trends observed.

The table below details on the progression of the students to higher education or employment and the trend observed. Figures are in %

Student Progression	2011-12	2012-13	2013-14	2014-15	2015-16
UG to PG (Our College: M.Com)	20.54%	20.13%	24.59%	25.42%	25.42%
CA/CS/ICWA/	20%	20%	20%	20%	20%
PG to Ph.D.	1 student	1 student	1 student	2 students	
Entrepreneurship	Majority of students enter into business of their parents after graduation.				

➢ Majority of the BCA and BBA students pursue higher education and professional courses.
➢ Around 20-25% students enroll for M. Com in our College.
➢ Many students enroll for MBA offered by other institutions, after completion of B.Com and BBA.
➢ About 50% of B.Com students join their family business.
➢ After completion of PG, maximum students prefer employment in IT companies.
➢ Since a lot of job opportunities are available in Pimpri and Pune, many students work part-time to get a practical experience.

5.2.2 Provide details of the Program wise pass percentage and completion rate for the last four years. (Course wise / batch wise as stipulated by the University) ? Furnish program wise details in comparison with that of previous performance of the same institution and that of the colleges of the affiliating universities within the city/district.

Comparison with other college:

Year	2010-11			2011-12		
Course						
	MUCC	MP College	D. Y. Patil	MUCC	MP College	D. Y. Patil
BCOM	77.88	85.90	53.07	84.06	72.35	74.35
M.COM	59.09	84.78	54.34	79.54	60	73.68
BBA	89.18	Nil	81.88	90.63	Nil	95.94
BCA	-	Nil	83.97	75	Nil	68.55

Year	2012-13			2013-14		
Course						
	MUCC	MP College	D. Y. Patil	MUCC	MP College	D. Y. Patil
BCOM	84.36	59.40	56.84	82.15	65.42	54.16
M.COM.	88.57	71.43	77.50	63.88	67.44	93.32
BBA	85.36	Nil	78.57	58.06	Nil	76.47
BCA	78.26	Nil	66.66	87.09	89.65	62.10

Year	2014-15			2015-16		
Course						
	MUCC	MP College	D.Y. Patil	MUCC	MP College	D. Y. Patil
BCOM	66.29	55.73	61.15	72.51	62.02	-
M.COM.	95.83	93.93	70.48	80.39	92.86	-
BBA	60.86	Nil	82.54	90	Nil	-
BCA	75	74.70	75.43	77.78	61.90	-

Comparison of the same college:

Course	2011	2012	2013	2014	2015	2016
			Passing %			
BCOM	77.88	84.06	84.36	82.15	66.29	72.51
M.COM.	59.09	79.54	88.57	63.88	95.83	80.39
BBA	89.18	90.63	85.36	58.06	60.86	90
BCA	-	75	78.26	87.09	75	77.78

5.2.3 **How does the institution facilitate student progression to higher level of education and/or towards employment?**

➢ **Facilitation to higher learning:**

1) The institution facilitates higher level learning by offering a post graduate course on campus i.e**. M.Com**.

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2) To ensure access to education to the working students, the College offers the **IGNOU Study Center** on campus. The courses offered include: MBA, M.A. (English), M. A. (Economics), and B. A., P. G. Diploma in International Business, Bachelors Preparatory Course, and Certificate Courses in Business Studies, Functional English and Teaching of English.

3) The College has motivated students to undertake **online courses through 'www.coursera.org'.** Many students have completed these courses from universities like
   ➢ Pennsylvania
   ➢ California
   ➢ Wharton school

4) It conducts programs on **Tally ERP and Hardware networking**.

➢ **Employment:**
   a) Placement Cell of the College provides **Career Guidance**. The Cell invites Companies for placement.
   b) Placement Cell acts as an **interface between the College and employers**. It conducts job fairs
   c) **Information display about vacancies in different organizations** on the notice boards.
   d) Holding **Job Fairs**.
   e) Programs are organized for proficiency in **Spoken English, Sot skill and Personality Development.**
   f) **Mock interviews and Group Discussions** are held to provide practical exposure to face interviews.

5.2.4 **Enumerate the special support provided to students who are at risk of failure and drop out?**

Though the dropout rate is negligible, efforts are made to bring it to 0% by providing support in following ways:
➢ Counseling
➢ Remedial Coaching
➢ Government Scholarships
➢ Earn and learn scheme
➢ Book Bank Scheme
➢ Fee payment in installments.

Impact: Considerable reduction is noted in the dropout rate**.**

5.3 Student Participation and Activities:

5.3.1 List the range of sports, games, cultural and other extracurricular activities available to students. Provide details of participation and program calendar.

Keeping in view the overall personality development of the students as the main objective, the college takes keen interest in organizing sports, games, curricular and Extra-curricular activities.

A. Sports and Games:

➢ **Late Shri Atur Sangtani Memorial Intercollegiate Basket Ball Tournament is organized every year.**
➢ Sports facilities available: (indoor and outdoor) like Table Tennis, Chess, Carom, Basketball, Volleyball, Football, Netball, Softball and Cricket.
➢ Annual Sports Day is organized to encourage students in participating sports activities.

Sport	No. of students participated					
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Athletics	6	8	4	7	6	7
T.T.	14	10	9	11	10	8
Boxing	5	10	6	4	4	4
Cricket	77	60	72	84	72	48
Chess	12	16	10	9	8	12
Basketbal	-	36	41	48	40	38
Carom	16	18	21	16	18	12
Volleybal	40	48	40	30	30	36
Football	64	36	48	48	60	48
Hockey	-	16	-	16	16	-

Program Calendar:
➢ **Late Shri Atur Sangtani Memorial Basket Ball Tournament:** in February every year.
➢ Annual Sports Day is organized in December every year.

B. Cultural activities:

➢ **Promotion of Hindustani Classical Music:** The College has taken the initiative and task to promote Hindustani classical music.
Performances by Hindustani classical singers:
1) In 2013, the college invited Arshad Ali Khan (Kirana Gharana from where the legendary singers like Ustad Abdul Karim Khan and his disciple Bharat Ratna Swara Bhaskara Pandit Bhimsen Joshi).
2) In 2014, Ustad Arshad Ali Khan was re-invited to perform. Students enjoyed his performance.

3) In 2015, the college invited Pandit Anand Bhate who also hails from the Kirana Gharana and is a disciple of Bharat Ratna Swara Bhaskara Pandit Bhimsen Joshi.

➢ '**Culfest':** Annual Cultural Festival 'Culfest' is celebrated every tear. In house, cultural activities are organized for all the students in an annual program called 'Culfest'.

No.	Event	No. of students participated					
		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
1	Dance	47	49	26	45	48	47
2	Singing	7	19	6	9	11	12
3	Salad Dressing	5	5	7	7	6	6
4	Flower Decoration	4	6	5	-	-	-
5	Mehendi	15	12	11	17	12	6
6	Rangoli	7	9	10	10	27	10
7	Tattoo making	-	-	-	7	-	5
8	Hair style	5	5	6	5	6	4
9	Traditional Day	30	28	29	25	30	20
10	Handwriting	30	33	34	41	21	22

Program Calendar:
➢ **Culfest** is organized in Second term every year.
➢ **Hindustani Classical Music program** is scheduled once every year subject to availability of the performer.

C. Co– curricular activities:

The college encourages the students to participate in various in-house activities. The prominent activities that the college conducts include:

➢ **Commerce Association:**

Sr. No.	Event	No. of students participated					
		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
1	PPT	12	12	9	12	12	10
2	Elocution/Extempore	-	8	6	15	15	21
3	Creative Ads (Teams)	5	3	5	6	4	4
4	Quiz Teams	-	6	12	9	15	15
5	Model making (Teams)	5	3	5	-	-	-
6	Chart making	13	11	19	-	-	-

Program Calendar: Activities are organized in the second term every year.

➢ **Literary Association :**

Year	Event	No. of participants
2010-11	Elocution Competition	29
	Book Review Competition	All FY B.Com. students
2011-12	Poetry Recitation Competition	30
	Debate Competition	04
	Extempore Competition	04
	Essay Writing Competition	12
	Elocution Competition	06
	Poster Making Competition	09
	Book Review Competition	All FY B.Com. students
2012-13	Elocution Competition	09
	Story Telling Competition	04
	Book Review Competition	All FY B.Com. students
2013-14	Elocution Competition	04
	Essay Writing Competition	09
	Book Review Competition	All FY B.Com. students
2014-15	Essay Writing Competition	09
	Handwriting Competition	14
	Poetry Recitation Competition	15
	Sindhi Elocution Competition	12
	Matrubhasha Diwas (Singing Competition)	11
	Marathi Din	08
	Book Review Competition	All FY B.Com. students
2015-16	Poetry Recitation Competition	16
	Hindi Essay Writing Competition	10
	Poetry Reading Competition	11
	Wall Paper Competition	6
	Book Review Competition	All FY B.Com. students
	Marathi Din	12

Program Calendar: Activities are conducted throughout the year.

D. NSS Activities:

In order to develop a sense of social responsibility and social commitment, the college has undertaken various activities for the benefit of students and society. These activities are:

The college had adopted Sudhavdi Village, Tal. Maval for five years. After completion of five years, in the year 2014-2015, the college adopted another village, Jambavade from the same taluka.

➢ During the camp, NSS Volunteers visited villagers' houses to interact and get firsthand information about various problems they face.

➢ A Visit to Bhandara Dongar, religious place dedicated to Saint Tukaram was also organized where students cleaned the area surrounding the temple.

➢ As a part of Shramdaan, cleaning of drainages and roads was undertaken, and an awareness camp was conducted for villagers regarding health and other socio-economic issues.

➢ Socio-cultural activities and educational and entertainment programs were conducted for school children of primary school.

➢ Students created awareness on Health by visiting villagers' homes and in school.

➢ Students create awareness among villages by enacting plays on issues like Cleanliness (Swachh Gaon Sundar Gaon), Domestic Violence and Demo on Self Defense.

➢ Various guest lectures are organized throughout the year to create social awareness.

➢ Under 'Swachh Bharat Abhiyan' cleanliness campaign is organized by teachers and students every year.

➢ Traffic Safety Awareness Program with the help of Traffic Police, Plastic Mukt Abhiyan, and Save Girl Fetus campaign are organized by the NSS.

➢ The College distributed bicycles to needy students of adopted village.

➢ The volunteers of NSS also conducted Socio-Economic Survey of adopted Sudhavdi Village as well as free medical check-up and construction of bunds to collect water.

➢ **Participation of students in NSS activities:**

Year	No. of Volunteers Enrolled	Total No. of Campers	Name of Adopted Village
2010-11	100	60 (27 Boys 33 Girls)	Sudhavdi , Tal. Maval , Pune
2011-12	100	40 (26 Boys 14 Girls)	Sudhavdi, Tal. Maval , Pune
2012-13	100	50 (28 Boys 22 girls)	Sudhavdi, Tal. Maval , Pune
2013-14	100	50 (30 Boys 20 girls)	Sudhavdi, Tal. Maval , Pune
2014-15	100	50 (29 Boys 21 girls)	Jambavade, Tal. Maval Pune
2015-16	100	50 (22 Boys 28 girls)	Jambavade, Tal. Maval Pune

Years	Blood Donation And Hb Check		Tree Plantation/Seed Plantation	
	Volunteers Participated	Bottles	Volunteers Participated	Trees Planted
2010-11	110	56	--	----
2011-12	95	45	40	20
2012-13	100	60	50	20
2013-14	100	44	50	20
2014-15	105	60	50	20
2015-16	103	34	50	30

Years	Construction of Bunds		Shoshkhadde (Pits) Construction		Cleanliness Drive Awareness/Rally	
	Vol.	Const.	Vol.	Const.	Vol.	Camp
2010-11	60	01	60	10	110	02
2011-12	50	01	50	04	100	02
2012-13	50	01	50	06	100	03
2013-14	50	02	50	06	100	03
2014-15	---	---	50	08	105	04
2015-16	---	----	50	08	103	05

Program Calendar: Activities are conducted throughout the year.

E. Nature Club:
Nature Club was started in the College from 2011-2012 which aims at-
➢ Creating the environmental awareness among the students.
➢ Help them understand their social responsibility.
➢ **Activities of the Nature Club involve: Tree Plantation in college and at Baner Hill, Cleanliness/ Campus Beautification, Field Visits, Guest Lectures, Environment awareness, Workshops/ Seminars.**
➢ **No-Vehicle Day** on campus is observed by students and faculty once every year. **World Green Consumer Day, National Pollution Control Day, World Environment Day, International Ozone Day, International Water Day, Earth Hour** are celebrated by the club.
➢ The students actively participate in Nature Club activities.

Program Calendar: Activities are conducted throughout the year.

F. Student Welfare Activities:
Under the guidance of Students Welfare Officer various inter-collegiate and intra-collegiate activities are conducted. They are as follows:

Year	Activity	No. of Participants
2010-11	Earn and Learn Scheme	12
	Personality Development Workshop for Girls	50
	Special Guidance Scheme for F.Y.B.Com. students	55
2011-12	Earn and Learn Scheme	10
	Personality Development Workshop for Girls	90
	Special Guidance Scheme for F.Y.B.Com. students	65
2012-13	Earn and Learn Scheme	14
	Personality Development Workshop for Girls	50
	Special Guidance Scheme for F.Y.B.Com. students	60

2013-14	Earn and Learn Scheme	14
	Personality Development Workshop for Girls	60
	Special Guidance Scheme for F.Y.B.Com. students	70
2014-15	Earn and Learn Scheme	15
	Personality Development Workshop for Girls	58
	Special Guidance Scheme for F.Y.B.Com. students	46
	Job Fair and Career Guidance	110
2015-16	Earn and Learn Scheme	11
	Personality Development Workshop for Girls	48
	Special Guidance Scheme for F.Y.B.Com. students	44
	Job Fair and Career Guidance	210

Program Calendar: Activities are conducted throughout the year.

The College organizes various inter-college activities to inculcate the spirit of healthy competition amongst the students:

➢ **Reflexion:** (Inter-Collegiate Multi-Activity Competitions in PPT, extempore, creative advt., sales demonstration, Mono-acting.) is organized in the second term every year.

Sr. No.	Event	No. of students participated				
		2011-12	2012-13	2013-14	2014-15	2015-16
1	PPT	5	5	14	33	24
2	Sales Demo/Mad Ads (Teams)	7	3	4	6	4
3	Elocution/ Extempore	7	-	6	13	20
4	Mono Acting	3	-	-	-	11
5	Photography	Started from 2015-16				6

➢ **Late Mrs. Kaushalya Sangtani Memorial Inter–collegiate Quiz Competition:** (in Economics & Banking / Commerce) is organized in the second term every year.

No. of teams participated				
2011-12	2012-13	2013-14	2014-15	2015-16
39	42	48	27	35

➢ **Inter – Collegiate Debate Competition** (in BBA): is organized in January every year.

Year	No. of Participants
2013-14	14

2014-15	18
2015-16	22

➢ **Inter – Collegiate in Programming, Web Designing Competition /Poster Making** (in BCA): is organized in January every year.

Year	No. of Participants
2013-14	10
2014-15	16
2015-16	18

➢ **Inter – Class BBA / BCA Quiz Competition:** started from 2015-16

Year	No. of Teams
2015-16	17

➢ **Inter – Collegiate Essay-Writing Competition:**

Year	No. of Participants
2013-14	17
2014-15	14

5.3.2 **Furnish the details of major student achievements in co-curricular, extra-curricular and cultural activities at different levels: University / State / Zonal / National / International etc. for the previous four years.**
SPORTS:
Our students participate in different sports at Regional/State/National levels:
1. Athletics
2. Badminton
3. Basketball
4. Boxing
5. Chess
6. Cricket
7. Hockey
8. Football
9. Volleyball
10. Yoga

Participation (No. of Students)

Year	Inter Collegiate	Zonal	Inter University	State	National
2010-11	68	7	1	2	-
2011-12	78	4	1	-	-
2012-13	79	7	2	2	2
2013-14	67	6	2	3	3

2014-15	66	6	2	3	1
2015-16	52	4	1	2	-

Achievements:

1. In 2011-12:
➢ Mr. Rahul Panicker (S.Y.B.Com):
Won Bronze medal at National Level for Best Physique held at G.N.D.U. Amritsar.
Won Silver medal at National Level for Best Physique held in Kerala.

2. In 2012-13:
➢ Ms. Rutuja Gunwant (F.Y.B.Com) represented the College in Football and Roll ball at National level.
➢ Ms. Shweta Munj (F.Y.B.Com) represented the College in Kayaking at National (Jr.) and All India Interuniversity level.

3. In 2013-14:
➢ Ms. Rutuja Gunwant (S. Y. B. Com):
Represented Indian women's roll ball team held in Kenya.
Represented the College at All India Interuniversity Football held at Udaipur (Raj.)
➢ Ms. Kirti Dhanwani (S.Y.B.Com) represented the College in Cricket at National level (Under 11-19 years).
➢ Ms. Shweta Munj (S.Y.B.Com) bagged :
Bronze medal in K-4 (Kayaking – 500 meters) at All India Interuniversity Competition.
Bronze medal in K-1 (Kayaking – 500 meters) at All India Interuniversity Competition.

4. In 2014-15:
➢ Ms. Rutuja Gunwant (T. Y. B. Com) Captained the SPPU Football team in All India Interuniversity held at Varanasi (U.P.)
➢ Ms. Sanchita Bhoir (F.Y.B.Com):
Represented SPPU in All India Interuniversity Yoga Championship held at Kurukshetra (Haryana)
Represented India in International Yoga Competition.

5. **In 2015-16**:
➢ Mr. Shubham Lonkar (S.Y.B.Com) Represented SPPU in All India Interuniversity Boxing Championship held at Kurukshetra (Haryana)

N.C.C.

Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
'B' Certificate	01	01	02	02	01	-
'C' Certificate	-	03	03	03	-	04

- ➢ Mr. Tanuj Sharma (T.Y.B.Com) attended National Level Advanced N. C. C. High Tracking Camp at Darjiling.

N.S.S.

Year	Camps and Workshops Attended by Volunteers		
	University level	State level	National level
2010-11	01	05	_
2011-12	05	03	--
2012-13	23	---	_
2013-14	05	---	---
2014-15	02	01	01
2015-16	05	03	---

Ms. Manisha Karande (T.Y.B.Com) participated at the 66th Republic Day Parade Camp held at New Delhi. She was among the 14 volunteers of the Maharashtra Contingent. She was the only volunteer selected from the Pune City Colleges of the Savitribai Phule Pune University. It was a great moment of pride and honor for the College.

Co/Extra-Curricular Activities

Cultural Performances: Every year our college students participate in intercollegiate dance competitions held by other colleges.
- ➢ Ms. Heena Jawaharani and group won first prize in Inter-collegiate Dance Competition organized by Indira College, Wakad. (2014-15).
- ➢ Ms. Saloni Helwani and group won first prize in Inter-collegiate Dance Competition organized by MIT College, Kothrud. (2014-15).

Curricular Activities:

- ➢ Mr. Prem Tiwari and group won First Prize in Inter-collegiate Programming Competition organized by Pratibha College, Chinchwad (2015-16).
- ➢ Miss Jasbir Kaur won First Prize in "Ethics & Breaches" Competition under Comm-Search-2015 organized by SPPU.
- ➢ Miss Jasbir Kaur won First Prize in "Thugs & Robbers" Competition under Comm-Search-2015 organized by SPPU
- ➢ Miss Jasbir Kaur won First Prize in Inter Collegiate Elocution Competition organized by Fergusson College, Pune (2012).
- ➢ Miss Jasbir Kaur won First Prize in Inter Collegiate Elocution Competition organized by S. N. D. Thakarsee Girls College, Pune (2012).
- ➢ Miss Jasbir Kaur won Second Prize in Inter Collegiate Elocution Competition organized by N. D. Thakarsee Girls College, Pune (2011).
- ➢ Miss Jasbir Kaur won First Prize in Inter Collegiate Paper Presentation Competition organized by Christ College, Pune (2012).
- ➢ Miss Jasbir Kaur won Best Speaker Award (against the motion) in Inter Collegiate Debate Competition organized by Christ College, Pune (2012).

➢ Miss Jasbir Kaur won Second Prize in Inter Collegiate Elocution Competition organized by Election/Collector Office, Pune (2012).
➢ Miss Maheshwari won first prize in Inter Collegiate Poetry Recitation Competition (under Sahitya Sammelan) organized by Rotary Club, Pune (2015).

5.3.3 How does the college seek and use data and feedback from its graduates and employers, to improve the performance and quality of the institutional provisions?

To improve the performance and quality:
➢ Student's feedback is analyzed and necessary changes are affected.
➢ Exit feedback forms from the outgoing students are analyzed and suggestions are incorporated.
➢ Feedback and suggestions received informally during inter-actions with employers and visitors are reviewed and good suggestions are incorporated.

5.3.4 How does the college involve and encourage students to publish materials like catalogues, wall magazines, college magazine, and other material? List the publications/ materials brought out by the students during the previous four academic sessions.

➢ The prime source of student participation in publishing their poems, articles, essays etc. is the College annual magazine '**Vision'.**
➢ It is supported by wall magazines displayed as and when material is received from the students.
➢ Students' drawings, paintings are also demonstrated on notice boards. Thus creative skills are promoted.
➢ An initiative to promote basic research skills among the students came in the form a research journal of the College **'Vision Think Tank'.** This endeavor requires students to carry out research based on data collected. The students are also encouraged to formulate questionnaires which are then analyzed under the guidance of the teachers.

5.3.5 Does the college have a Student Council or any similar body? Give details on its selection, constitution, activities and funding.

Yes, the College has a Students' Council constituted as per the provisions of Section 40(2) b of the Maharashtra Universities Act 1994.

Process of selection and the selection team -
➢ Principal
➢ One Lecturer, nominated by the Principal i.e. Student Welfare Officer
➢ Teacher in-charge of National Cadet Corps
➢ Teacher in-charge of National Service Scheme i.e. Program Officer
➢ Director of Sports and Physical Education

The Students' Council – Constitution
➢ One student from each class- (With an academic merit at the examination held in the preceding year)
➢ One student from each of the following activities, who has shown outstanding performance, nominated by the Principal, namely:-

- Sports
- National Service Scheme and Adult Education
- National Cadet Corps
- Cultural Activities
- Two lady student members nominated by the Principal/Director

➢ One of the students from the students' council contesting for the post of the University Representative would head the students' council of the College.

Activities:

The activities that fall under the ambit of the students' council are spread over a year and hence the Students' Council keeps helping the college authorities in the smooth conduct of such activities. The prominent ones are mentioned below:

Activities conducted by students	Culfest: Annual Social Gathering
	In house functions such as annual prize distribution, foundation day of the college, seminars and workshops.

➢ **Funding:** Funding for various activities is earmarked by the college.

5.3.6 Give details of various academic and administrative bodies that have student representatives on them –

➢ The academic and administrative bodies that have students' representation in:
➢ Internal Quality Assurance Cell (2 Student representatives).
➢ Discipline Committee (In the form of Students' Council)
➢ Magazine Committee (2 Student representatives).
➢ Research Magazine Committee (5 Students representatives).
➢ NSS Committee (1 Student representative)
➢ Sports Committee (1 Student representative)
➢ Students' Welfare Committee (In the form of Students' Council)

5.3.7 How does the institution network and collaborate with the alumni and former faculty of the institution –

The college collaborates by the way of meetings and informal social media.

➢ **The Alumni and the institutional collaboration:**
a) Their expertise is shared with the students.
b) Students' recruitment in ventures of the Alumni.
c) Operational help in terms of arranging seminars, workshops, symposia for the college.
d) Networking with other institutions , public organizations and
e) Financial support in terms of sponsorships.
➢ The association with the former faculty is also positive and it is more or less of the same form and nature as the College carries with its Alumni

Criterion VI:
Governance, Leadership and Management

6.1   Institutional Vision and Leadership

The stated vision, mission, objectives and goals give a clear-cut direction. An effective leadership and a democratic functioning through various bodies like College Managing Committee (CMC), Local Managing Committee (LMC), IQAC, and Department Committees and so on, ensure a good academic culture in the College. The management has appointed external and internal auditors for monitoring the financial transactions. External audits are carried out by the auditor appointed by the management. The College complies with the internal and external audit reports.

6.1.1 State the vision and mission of the Institution and enumerate on how the mission statement defines the institution's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, institution's traditions and value orientations, vision for the future, etc.?

1. **The vision of the college**: To become an education centre of excellence in commerce with emphasis on entrepreneurship aimed at generating knowledge for the well-being of the society.

2. **The Mission Statement of the college:** To provide quality and excellent commerce education for all round development to create responsible citizens and to provide this knowledge to students of all strata of the society, inculcating in them, values of hard work, sincerity and commitment.

a) The Vision and Mission of the College are in tune with the Higher Education policy of the nation which lays emphasis on access, inclusiveness, affordability, employability and quality of education. The College is consciously taking steps to implement these policies of Higher Education. The College strives to create a virtuous and humane society by providing quality instruction, imbibing ethical values and imparting knowledge with a global outlook. The College equips students with global skills such as soft skills, computer skills etc. Various Certificate Courses and Add-on courses are conducted along with the conventional courses. There is also a focus on building entrepreneurial skills among wards of self-employed families in the vicinity of Pimpri area and students who wish to become entrepreneurs.

b) The vision is aimed at a holistic development of students. Though the College is a Sindhi minority institution, the rules and broad guidelines of the affiliating University and the Government of Maharashtra are applicable in all matters. The College believes that higher education makes a significant economic, intellectual and cultural contribution in nation building and the world in general. In the quest for academic commitment to excellence, the College strives to create a quality focused teaching - learning environment and an inclusive and liberal academic culture. While teaching, methods of story-telling,

group discussions, role plays, are included for an overall understanding of concepts; co-curricular and cultural programs encourage and revive Indian traditions and culture.

c) The College is committed to an all-round development of students equipped to face global challenges. Towards this, the students are exposed to the latest technological developments and new frontiers of knowledge through the media of national, state, local level seminars, workshops, guest lectures etc. Besides these, Autonomous Short Term Courses, activities through the various committees in the form of extra -curricular and co-curricular, help to explore the students' potential talent and impart new skills.

6.1.2 **What is the role of top management, Principal and Faculty in design and implementation of its quality policy and plans?**

The members of the managing committees are from business background. The list is as under:

MANAGING BODY Jai Hind Sindhu Education Trust		
Sr. No.	**Name**	**Designation**
1.	Mrs. Nalini Gera	President
2.	Mrs. Sunita Mirchandani	Vice President
3.	Mrs. Aneeshya Aurora	Secretary
4.	Mrs. Ripple Mirchandani	Treasurer
5.	Mrs. Saroj Mirchandani	Member
6.	Mrs. Aruna Jethwani	Chairperson, College Committee
7.	Mrs. Geeta Bhojwani	Member
8.	Mrs. Shobhna Mirchandani	Member
9.	Mrs. Nita Chhabria	Member

LOCAL MANAGEMENT COMMITTEE
Sr. No.	Name	Designation
1.	Mrs. Nalini Gera	President, JHSE Trust
2.	Mrs., Aneeshya Aurora	Secretary, JHSE Trust
3.	Dr. Rajkumar Hirwani	Member, Director, URDIP
4.	Mr. Dharmesh Mangwani	Member, Chairman, Aqua Pharm Pvt. Ltd.
5.	Mr. Rajan Navani	Member, Chairman, Jetline India Pvt. Ltd.
6.	Dr. Parveen Prasad	Member, Teacher Representative
7.	Dr. Geetha Sivaraman	Member, Teacher Representative
8.	Ms. Pushpa Pamnani	Member, Teacher Representative
9.	Mrs. Madhubala Bathiya	Member, Non-teaching Representative
10	Principal Dr. (Mrs.) Vijayalakshmi Nambiar	Member, Secretary
11	Mrs. Aruna Jethwani	Management Representative

Levels	Approaches
Role of Management	The role of the top management in designing and implementing quality policy is facilitated by empowering the Principal, IQAC & Heads of various co/extracurricular committees to implement the annual plans in line with the central goal. A meeting of the College Committee (CMC) is held every month, where members evaluate the activities of the previous month and discuss the activities/ plans for the next month. They put forth new ideas and also support the implementation of the same.
Role of Principal	The Principal plays a very significant role in the institutional decision making. In order to manage all the aspects of College efficiently and effectively, the Principal conducts regular meetings with the teachers. For example, a regular 10 minute interaction with the teachers during the tea break is a unique feature. The Principal acts as a guide and a philosopher to achieve the goals and objectives of the institution.

Role of Faculty	➢ Heads of departments and senior teachers as representatives of teachers are also involved in the institutional decision-making process.
	➢ Teachers can express views through teachers' representatives on Local Managing Committee (LMC) –a statutory body formed as per provisions of Maharashtra University Act, 1994.
	➢ Quality plans are implemented through IQAC, where the Principal, senior teachers and representatives of various stakeholders discuss quality measures.
	➢ Teachers, as heads of various co and extracurricular committees, design a plan of the activities to be undertaken by them. The departmental as well as committee wise yearly plans are combined to form the activity calendar of the institution.

6.1.3   What is the involvement of the leadership in ensuring?

1. **The policy statements and action plans for fulfillment of the stated mission:** The policy statements are usually decided by the Trust (parent body); the IQAC is taken into confidence while deciding the policy statements.

2. **Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan:** The IQAC, the Principal and Academic/co & extracurricular committee heads meet regularly to discuss policies which facilitate day to day functioning. These are communicated to the concerned teachers for necessary action. The democratic working environment in the College has generated a sense of accountability, efficiency and transparency in its functioning.

3. **Interaction with stakeholders:** The College has open channels of communication with students, teachers, non-teaching staff, alumni, employers/industry and parents. Measures like orientation of the students at the commencement of the academic year, regular interaction with the Student Council and students in general; Teachers, Alumni, Parents, etc enable the leadership to garner regular feedback. Valid suggestions and recommendations of all stake-holders are taken on board to improve performance.

4. **Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders:** The continuous communication between the leadership and the stakeholders ensures support for institutional policy and planning. The interaction with stakeholders invariably leads to innovative plans for change and growth.

5. **Reinforcing the culture of excellence:** The College pursues high standards of performance in all respects. The IQAC meets regularly to monitor quality in all spheres. For example, in order to monitor the quality of teaching, the students' feedback is collected. Departmental/College presentations are made annually to enable all, to learn from the strengths and challenges of the College. The College publishes a refereed academic journal "SAMEEKSHA- shodh" which has an ISSN number and its third volume is due shortly. It attracts contributions from scholars around the nation. Apart from this, the College publishes an in-house research journal Vision Think Tank and a college magazine Vision, annually. In order to improve the competencies of students and to encourage them, several scholarships have been offered to them by the management and teachers for both, academic and extra-

curricular activities. A Scholars' List identifies the toppers in different classes and they are felicitated on the Annual Prize Distribution day. The management of the College continuously improves the facilities and resources through improved infrastructure in classrooms, laboratories and library.

6. **Champion organizational change:** JHSE Trust looks ahead and endeavors to bring about a positive change in the College, through regular interaction, consultation with management experts and hiring of new talent.

The organizational change is initiated by the leadership through rotation of responsibilities of the teachers and staff.

6.1.4 **What are the procedures adopted by the institution to monitor and evaluate policies and plans of the institution for effective implementation and improvement from time to time?**

The College through IQAC constitute various committees to ensure an effective functioning. The process is as follows:

➢ Constitution of the Committee
➢ First meeting of all members for planning activities during the year
➢ Execution of planned activities by the committee members
➢ Maintaining of records in the form of minutes and reports
➢ Submission of reports to the editor of college magazine, namely, Vision

The details of committees are as follows which runs under the umbrella of IQAC:

Academic Committees	Administrative Committees	Other Committees
Academic Planning Committee	Admission Committee	Alumni Association
Research Cell	Purchase Committee	Culfest
Competitive Examination Coaching	Discipline Committee	Placement Cell
Commerce Association	Examination Committee	Attendance
Literary Association	Website Content Development Committee	Career Guidance
Remedial Coaching	Library Committee	Student Health
UGC Career oriented program	Grievance Redressal Cell.	Vidyarthini Manch
E-Club Committee	Students' Welfare & Students' Council	N. S. S.
Staff Academy	Anti-Ragging Committee	Sports
	Ban Smoking Committee	Nature Club
		Music Appreciation Club

The interaction during the various meetings is vital to the success of the College strategies.

6.1.5 **Give details of the academic leadership provided to the faculty by the top management.**

The top management which is represented by the members of the Managing Board is actively involved in the functioning of the College. Some of the thrust areas include industry collaboration, career counseling, technological up gradation and research.

Teachers are encouraged to take up UGC/BCUD sponsored research projects, participate in conferences, seminars and workshops and publish papers and/or books. They are assigned to play different roles as convener, coordinator, in charge, mentor, examination in charge etc.

The management adopts different strategies to enhance the academic culture of the College. These are as follows:

1. **Planning of Activities:** The Management and the Principal plan activities while Heads of the departments and coordinators prepare action plans like guest lecture plan, yearly activity plans, budgets etc.

2. **Research atmosphere:** The management is also keen on fostering a research atmosphere in the College. The impact is as follows:

   a) **Faculty:** Out of 22 full time Teachers, 8 are Ph.D.s, 1 has submitted her thesis and 5 are pursuing Ph.D.

   b) **Good Research library:** The College has a rich library. Teachers are also encouraged to purchase research oriented books and journals.

   c) **Deputation of teachers**: Teachers are encouraged to attend various conferences and seminars and present papers.

   d) **Publication of Research Journals**: The College publishes a refereed research journal SAMEEKSHA- shodh (with ISSN) and an in-house research journal Vision Think Tank annually.

3. **Transparent administration:** The policy of the management is to be transparent for ensuring better governance and academic growth of the institution.

6.1.6 **How does the college groom leadership at various levels?**

An organization's strength lies in successfully identifying, developing, and retaining talented leaders. The College helps to develop leadership skills through the following measures:

➢ As leaders, the class representatives and the student representative of various committees, academic, co-curricular and extracurricular, serve as a liaison between their teachers/coordinators/conveners of various committees and the Principal. They are also welcome to contribute innovative ideas that would facilitate the smooth functioning of the College. These avenues provide opportunities for boosting their leadership, organizational, financial, management and communication skills and enhancing their self-confidence.

➢ The E-Cell helps to hone entrepreneurship skills among the students.

➢ The teachers are involved in various activities of the College. Senior teachers / Heads of Departments are appointed as conveners/ chairpersons of various committees/cells and are given full autonomy in decision making. They delegate duties to teachers/ students and supervise their performance. Together, they organize various festivals/seminars/workshops/awareness activities/ cultural activities.

- ➢ The Students Council is a body formed as per the University rules. It elects a University Representative. These students are given opportunities to work in the College Committees where they are groomed for leadership.
- ➢ The Principal of the College coordinates with the external agencies like University, UGC and Government bodies for the smooth functioning of the College.
- ➢ The Principal is assisted by senior personnel for a smooth conduct of administrative and academic activities. So, leadership competencies are developed at all levels.

6.1.7 **How does the college delegate authority and provide operational autonomy to the departments / units of the institution and work towards decentralized governance system?**

The college has adopted a system of delegating responsibilities to the coordinators of various programs and departments. This decentralization of responsibilities facilitates the smooth functioning of various academic and administrative activities.

i. **Academic autonomy**: The College atmosphere allows an operational autonomy at all levels. Policy and plans are initiated in the meetings of the Principal with the HODs and coordinators at the IQAC meeting, and the decisions taken are shared with all. All departments, have a democratic mode of functioning in planning and implementing their teaching, co-curricular and extra-curricular activities.

ii. **Financial autonomy:** Departments are provided a budget for the purchase of books. Heads of Departments and Coordinators of extra/co-curricular activities present their budgets for the activities of the year which are collectively presented before the management, for sanction. The same is followed for other units of the institution, namely, library and Department of Physical Education.

iii. **Teachers have freedom** to organize seminars, conferences, events, and plan educational tours, adopt different teaching methods, work on various research projects, take up major/minor projects etc.

6.1.8 **Does the college promote a culture of participative management? If 'yes', indicate the levels of participative management.**

Yes, the College promotes a culture of participative management. All the teachers are encouraged to contribute ideas to identify and set organizational goals, solve problems and make decisions that will promote a good work culture. This approach empowers the staff, which then leads to increased efficiency, improved communication, improved morale, motivation and job satisfaction.

The Management along with the Principal takes major policy decisions involving finance, infrastructure etc. The Principal plays a pivotal role in this strategy. The members of the Local Managing Committee discuss matters related to the teaching and non-teaching staff and the college budget. The IQAC is responsible for the quality improvement strategies of the institution and its implementation.

- Various Committees are constituted comprising teachers and student representatives to take responsibilities for the different activities of the College. The heads of departments/coordinators for activities hold regular meetings with the teachers and put across their points which are further discussed with the Principal.
- The class representatives who are members of the Students' Council are the voice of the student community. Suggestions made are put forward for consideration to the higher

authorities. The Exit form administered to the third year students helps in generating feedback of the College.

- Parents are important stakeholders of the institution. Their suggestions are sought at the Parent - Teacher meetings held every year.
- A regular meeting of teaching and administration staff is held. Suggestions are encouraged. Useful suggestions are accepted and implemented.

6.2 Strategy Development and Deployment

6.2.1 Does the Institution have a formally stated quality policy? How is it developed, driven, deployed and reviewed?

Yes. The College has developed a Quality Policy through discussions with teachers in the light of the Mission and Vision of the College. The College conducts regular meetings of the Staff, Sports, Library committees and IQAC to discuss the Quality Policy of the Institution. The decision taken is forwarded to the Local Managing Committee to formulate the policies after a critical review of the same.

6.2.2 Does the Institute have a perspective plan for development? If so, give the aspects considered for inclusion in the plan.

Yes, the institute has a perspective plan for its development. The perspective plan is developed through discussions among various committees. The following aspects are considered in the perspective plan:

- ➢ Infrastructure and its development to meet the growing requirements. E.g. LCDs, Desktops, Laptops, Printers, Smart TV, Sound Systems, Furniture etc.
- ➢ Provision for Library resources as per requirement.
- ➢ Introducing new courses as and when required.
- ➢ Meeting the needs of materials and human resource requirements. (Teaching, non-teaching and technical staff, Training and development of staff and students, Remedial Programs, Establishment of Equal Opportunity Cell, Competitive Examinations, Coaching).
- ➢ Conducting entrepreneurship related activities through the Entrepreneurs' Club
- ➢ Encouraging greater interaction with researchers and experts by organizing several seminars, conferences and workshops
- ➢ Introducing new green initiatives and maintaining an eco-friendly campus.
- ➢ Launching many need based autonomous courses:
  - Certificate course in Cyber Laws
  - Certificate course in Taxation
  - Certificate course in Business Law
  - Certificate course in Motor Accident Policy
  - Certificate course in German Language.
  - Certificate course in Sindhi Language.
- ➢ Ensuring a sense of social commitment and ethics through College Committees like Students Welfare, NSS, Vidyarthini Manch, association with NGOs
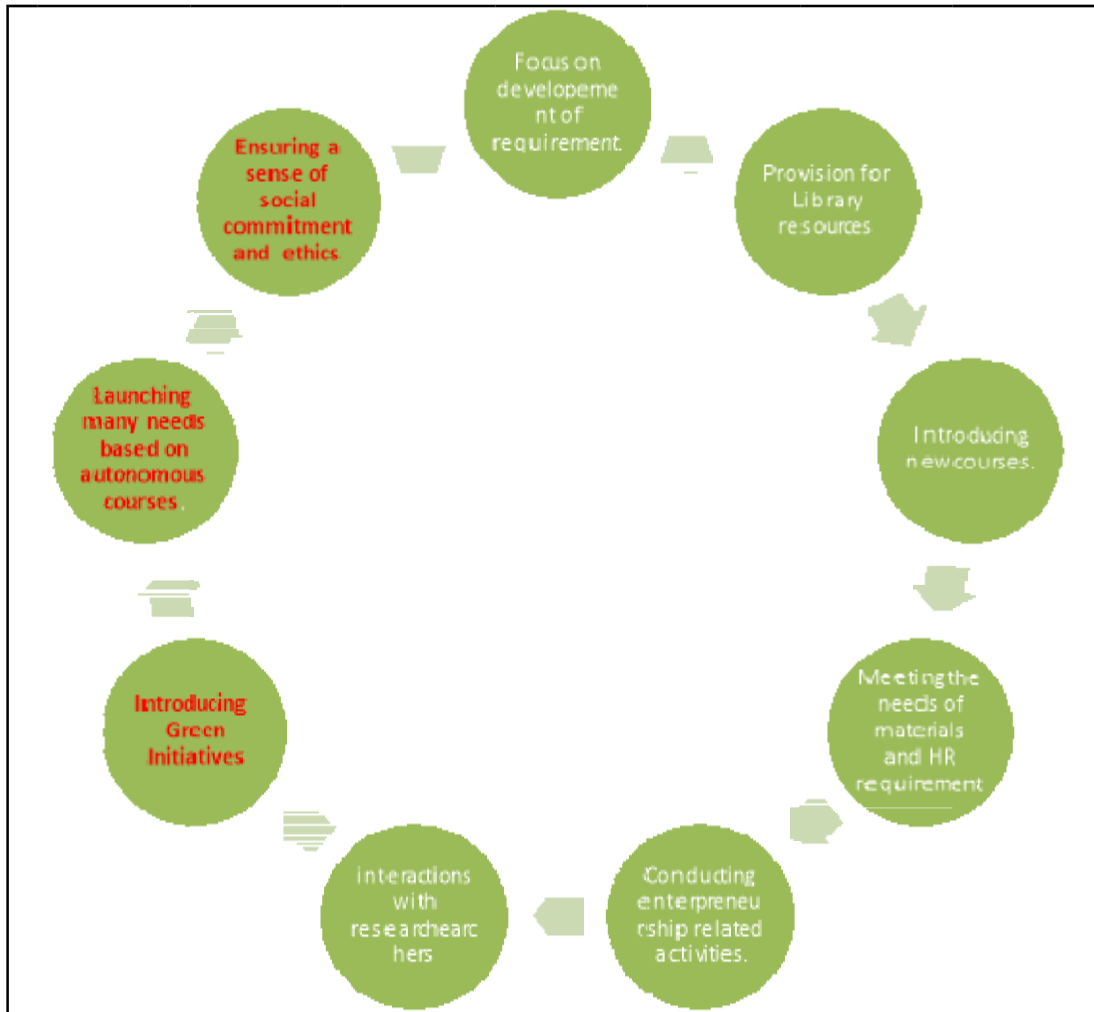
6.2.3 Describe the internal organizational structure and decision making processes.

I. The internal organization of the Jai Hind Sindhu Education Trust (JHSE)which manages Manghanmal Udharam College of Commerce(MUCC) consists of the following:

• **Management:** President, Vice-President, Secretary, Treasurer and committee members of JHSE Trust.

• **College Committee:** President, Vice President, Secretary, Treasurer and members of JHSE Trust, Chairperson College Committee**,** Principal and a Teachers' representative.

• **Local Management Committee:** President**,** Secretary, Chairperson of College Committee, Principal, 3 Members of the Teaching Staff, 1 Member of the Non-Teaching Staff and 3 members from the industry.
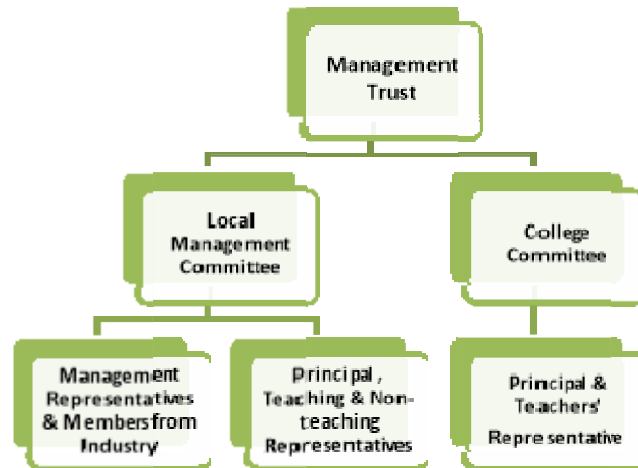
II. The internal organization of the College consists of the following:

- **Principal** is the Head of the Institution.
- **Heads of the Department of** Commerce**,** Economics & English.
- **Office Superintendent** is the head of the non-teaching administrative staff of the College.
- **Librarian** and **Director of Physical Education**
- **Coordinators** of various co and extra-curricular activities.
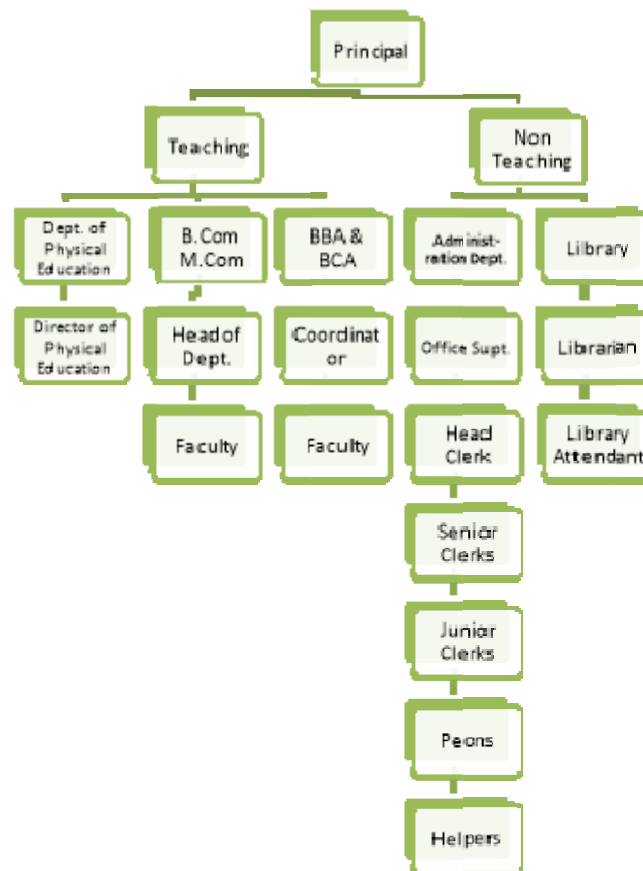
III.   Decision making process:
Any matter, depending upon its nature, is first discussed by the Heads of Departments / Coordinators, Administrative Staff Committee, Gymkhana Committee or Library Committee with the IQAC and then referred to the Local Managing Committee and College Committee. After a detailed examination of the same, the Management gives their approval.

MANAGEMENT
FOR APPROVAL

COLLEGE COMMITTEE
AND LOCAL
MANAGEMENT
COMMITTEE

IQAC

STAFF MEETINGS

FUNCTIONAL COMMITTEE MEETINGS

6.2.4   Give a broad description of the quality improvement strategies of the Institution for each of the following
The College is focused upon improvement of its services to the student community. It has adopted a number of strategies to do so.

I.   Teaching & Learning:
a. Various teaching and learning techniques like seminars, guest lectures, demonstrations, group discussions, study tours, role plays, mock shows, quiz, industrial visits and feedback are used by the teachers as per the requirement of the subject, for a deeper understanding.
b. Guests from the industry and academics extend valuable guidance to the students.
c. A learner centric approach is followed, which encourages self-learning, field work, assignments and so on.
d. In order to conduct the examinations smoothly, an Examination Committee is constituted.
e. The results of the examinations are displayed and the performances of the students are analyzed.

II. Research & Development:

a. The College has constituted a Research Cell to facilitate and monitor research activities. It also motivates and guides the teachers to apply to different agencies, to carry out research projects.

b. The College deputes teachers to attend Orientation and Refresher programs and to enhance academic   research, the College provides space, equipment and other facilities.

c. Duty leaves are   sanctioned to the teachers, for attending seminars and conferences.

d. The College publishes an interdisciplinary Annual Research Journal "Sameeksha - shodh" (ISSN 2348-2362)

e. The College publishes an in house Annual Research Journal, Vision Think Tank for the students.

f. Out of 22 full time Teachers, 8 are Ph. D. holders, 1 has submitted Ph.D Thesis, 5 are registered for Ph.D and 3 are Ph.D supervisors.

g. The College regularly participates in Avishkar, an SPPU initiative, to encourage research among undergraduate and post graduate students.

h. Teachers, mentor students and guide them to write research projects and publish the same.

III. Community engagement:

1. Under the auspices of the Outreach Programs, the College conducts workshops for women of weaker sections like, making- perfumes, soaps, jams, sauces, jelly and other food beverages, conducting a fashion technology course and extending training for self-defense.

2. Under the Women Empowerment Program, a one day seminar was organized for mothers of the students where they were exposed to various aspects of women empowerment. Self Help Groups also extend guidance.

3. Surveys are conducted by the students regarding health, branding, organizations, and social networking areas in the community. These are published in Vision Think Tank, the in-house Journal.

4. NSS volunteers extend their services in the following areas_ Ganesh Festival, Traffic Awareness, Literacy Awareness, Water Management, Tree Plantation, AIDS Awareness, Pollution Control, Female Foeticide, Blood Donation, etc.

5. "Clean up Drives" are undertaken under Swachh Bharat Abhiyan.

6. Augmentation of financial resources for the socially disadvantaged people in the society is enabled through the Committees of NSS, Vidyarthini Manch and Entrepreneurs' Club.

7. The College has a socially conscious faculty. It makes use of the talents of students and teachers for the benefit of society.

IV. Human Resource Management:

- The college has adequate staff members. The new staff is appointed by taking into consideration the man power requirement and the college follows rules and regulations laid down by the university and the government of Maharashtra.

- The Management and the IQAC encourage the teachers to organize various programs and conferences. Continuous interaction between the teachers and management paves the way for maintaining cordial human relations. This participative management also helps in fostering a character of integrity and a sense of belongingness among the teachers.

- There is also provision for assessment of teachers by the students. As per directives of the Maharashtra Govt. and University, all the sanctioned posts are filled.
- The career advancement schemes for the teachers as well as the non-teaching staff are implemented.
- Uniforms are provided to the support staff.
- Festival advance is provided to the non-teaching staff.
- Health check-up for students is conducted annually.
- Workshops on spirituality/yoga are conducted.
- Academic visits and picnics are organized.
- A Canteen facility and a separate reading section in the library is provided to the teachers.
- Lectures are conducted for the staff members under the auspices of Staff Academy.
- There is a Staff Tea Club

V. Industry interaction:
1. Annual Industrial visits are organized. Students opt for summer training/internships in some organizations.
2. Seminars/workshops/guest lectures are held, where experts from various industries are invited to speak
3. The Placement Cell arranges campus interviews by industries/organizations/ institutions for graduate students. Many companies visit the College for campus placements.
4. MOUs are signed with the industrial establishments.
5. The Alumni Association also plays an important role in strengthening placements.

6.2.5 How does the Head of the institution ensure that adequate information (From feedback and personal contacts etc.) is available for the top management and the stakeholders, to review the activities of the institution?

The College has a well-defined system initiated by the Principal, which ensures that adequate information is available to the Management to review the activities of the institution. The information related to the different committees' activities, is shared with the Principal. The Principal sends an administrative and an annual report to the Management every month. The audit report and the budgets are also sent to the Management. The Management collects the feedback from LMC members too. Thus, there is a constant flow of feedback made available to the management.

The **Annual Report** of the college highlights students admitted, results of the last year students along with distinction holders, achievements of faculty and students, academic prizes and reports & photos of various activities.

6.2.6 How does the management encourage and support involvement of the staff in improving the effectiveness and efficiency of the institutional processes?

➢ A proactive IQAC ensures support and effectiveness.
➢ **Formation of various committees:** The College forms many committees, for the effective and successful implementation of the programs.
➢ The Management through the Principal, encourages the staff members to suggest strategies for the improvement of the institution. It also motivates teachers to attend seminars, conduct seminars and undertake research projects. Besides, they are also

encouraged to avail the academic improvement programs of UGC such as refresher courses, orientation programs, M.Phil. and Ph.D.

➢ In order to enhance their knowledge and understanding, teachers are deputed for various programs of SPPU.

➢ Regular staff meetings are held. In addition, special meetings are held if the need arises. The staff involvement and support is solicited for various decisions taken by the Principal and the Management.

6.2.7 Enumerate the resolutions made by the Management Council in the last year and the status of implementation of such resolutions. (College management)

The following resolutions were made by the Managing Board in the last year and they are being implemented. The resolutions are enclosed as an Annexure.

6.2.8 Does the affiliating university make a provision for according the status of autonomy to an affiliated institution? If 'yes', what are the efforts made by the institution in obtaining autonomy?

Yes. The Management will take a decision at the appropriate time.

6.2.9 How does the Institution ensure that grievances / complaints are promptly attended to and resolved effectively? Is there a mechanism to analyze the nature of grievances for promoting better stakeholder relationship?

The College has several platforms, where grievances are heard from the aggrieved parties- whether teachers, employees, parents or students. These are as follows:
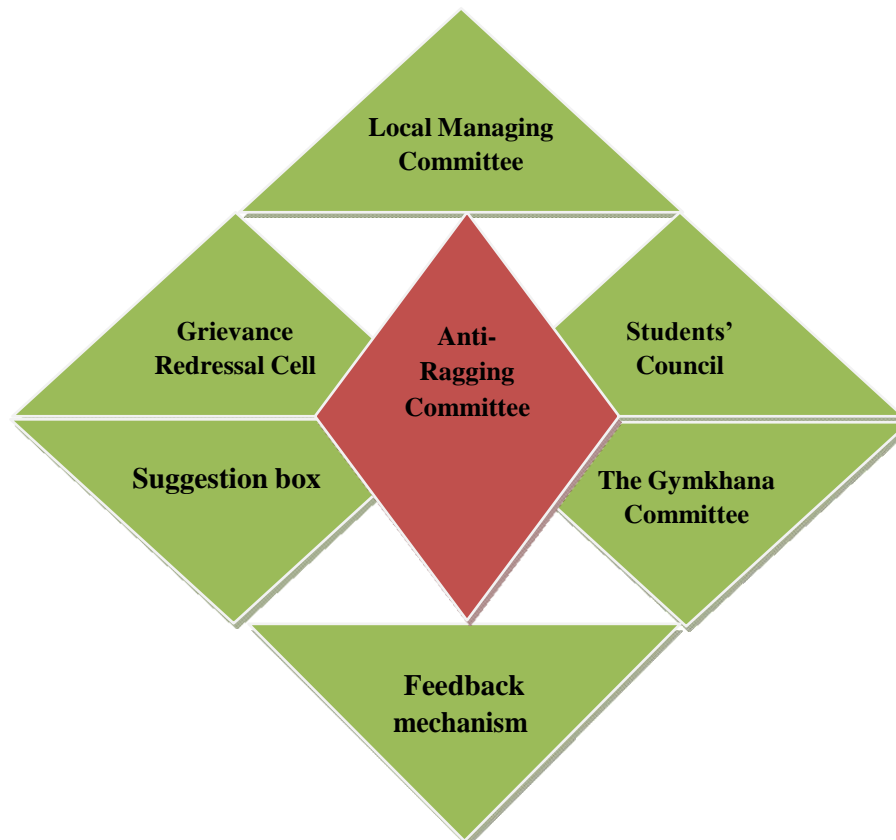
- ➤ **Local Managing Committee** which has members of teaching and non-teaching staff. It meets once in each term.
- ➤ **Grievance Redressal Cell** addresses grievances of teaching, non-teaching staff and students.
- ➤ **Anti-ragging committee** is formed as per the Government of Maharashtra rules
- ➤ **Students' Council** consists of students' representatives and looks into students' problems.
- ➤ **Suggestion box** is kept in the library. The box is opened regularly and steps are taken to resolve the problems and implement the suggestions.
- ➤ **Feedback mechanism**: Student Feedback is collected every year. Exit forms are filled by final year students. Steps are taken to resolve problem areas.
- ➤ **The Gymkhana Committee** deals with complaints and grievances, if any, related to sports.

6.2.10 During the last four years, had there been any instances of court cases filed by and against the institute? Provide details on the issues and decisions of the courts on these?

During the last four years, there was no court case filed by and against the institute.

6.2.11 Does the Institution have a mechanism for analyzing student feedback on institutional performance? If 'yes', what was the outcome and response of the institution to such an effort?

Analysis of Students' Feedback 2012-13 to 2015-16

Sr. No.	Suggestion	Action Taken
1	Creative and Artistic Courses	The College introduced Photography and Music Appreciation Club as well as Classical music concerts.
2	Start MBA	The College is a recognized study centre of IGNOU, New Delhi, which offers MBA through distance mode.
3	DTL Courses	The college introduced a short term course in Direct Taxes
4	Coaching for Competitive Examination	Competitive Examination Cell guides students for various examinations like, UPSC, MPSC and RBI.
5	Better Placement Facilities	The College organizes Job Fair and Career Guidance for the Students
6	Start MCA and MCM	Due to technical problems, these could not be started.
7	A Short Term Courses in Mobile and Computer Repairing	One course was conducted.
8	A course in French, German and Spanish languages	The College started a Course in German Language
9	A Course in Fashion Designing	An Awareness Course in Fashion has been introduced.
10	A course in Hardware and Web Designing	The College started workshops in Hardware Management and Web Designing where experts are invited from the software and hardware industry

6.3   Faculty Empowerment Strategies:

6.3.1   What are the efforts made by the institution to enhance the professional development of its teaching and non-teaching staff?

The College has always been keen on the professional development of its staff.
Following are the measures taken by the College:

➢ **Deputation of teachers to academic programs:** The College deputes teachers to various Conferences and Seminars, Refresher and Orientation courses, Faculty Development Programs and so on.

➢ **Publication of research papers:** The teachers are encouraged to present and publish Research Papers in Seminars, Conferences, and Journals

➢ **Minor and Major Research:** One teacher completed a Major Research Project. Three teachers completed Minor Research; two are in progress while three have applied for the same.

➢ **Staff Academy:** The Staff Academy has been active. It has been inviting people of eminence as guest speakers for the teachers. The lectures are followed by lively discussion on varied subjects. The staff academy organizes picnics & outdoor events also.

➢ **Infrastructural Facilities** are provided for the teaching and non-teaching staff.

➢ **Non-teaching staff** are deputed to workshops / seminars for their job enrichment.

6.3.2   What are the strategies adopted by the institution for faculty empowerment through training, retraining and motivating the employees for the roles and responsibility they perform?

➢ Teachers undergo academic training in the form of Refresher, Orientation and FDPs Courses. The College deputes teachers to these courses on a priority basis. Teachers are encouraged to attend various seminars & conferences related to their research and subject related areas.

➢ Teachers undertake various co and extra-curricular activities on a rotation basis. This keeps the teachers motivated.

➢ In addition to the regular duty of teaching-learning, all teachers are encouraged to join various /committees in order to hone their organizational and leadership skills. A good mix of senior and junior teachers helps sharing of ideas, motivating the newer faculty members to eventually carry the baton forward. All of them are also included in the NAAC related committees, so that they too learn the various quality measures practiced by the institution and are totally in synchronization with their peers.

➢ Necessary steps are taken to ensure staff empowerment through training and motivating the employees for the roles and responsibilities they perform. Their performance is reflected in their service records and PBAS forms and recommendations are made for their placement to a higher grade.

➢ The teaching-learning process is technology driven today and the Management has tried to encourage this process, by providing computers, laptops, projectors and smart boards in classrooms. This motivates the teachers to use these facilities and make the teaching-learning process very effective and stimulating.

➢ The College conducts National Seminars, State Seminars and workshops on issues related to teaching, learning, research methodology and aspects related to environment etc.

➢ Even the administrative staff is motivated to upgrade their skills by attending relevant workshops. Acts of appreciation by the Management and the various welfare measures extended to them, motivate the staff to perform their roles and responsibilities very well.

6.3.3 **Provide details on the performance appraisal system of the staff to evaluate and ensure that information on multiple activities is appropriately captured and considered for better appraisal.**

➢ **Performance Appraisal of Teaching Staff** is measured through dimensions like innovation in teaching, syllabus completion, examination duty, participation in institutional and corporate life, research, consultancy and collaborations, co-curricular aspects, extra-curricular activities, conferences organized and attended, papers presented and published, books published, achievements and honors.
Every year 'Performance Based Appraisal System' (PBAS) forms are filled by the teachers after which, the HOD makes his/her remarks which is finally evaluated by the Principal. This is also used for promotion of teachers for various levels under the UGC Career Advancement Scheme (CAS). Prior to the Performance based appraisal system, self-appraisal forms were filled by the teachers.

➢ **Performance Appraisal of Administrative Staff** is done in consultation with Office Superintendent by observing dimensions like punctuality, reliability, honesty, dependability, promptness, character, intelligence, and quality of work, relations with colleagues and others and special duty performed if any, etc.
The record of performance of the staff is maintained in the service books and periodically submitted to the Government for promotions and placement in higher scales.

6.3.4 **What is the outcome of the review of the performance appraisal reports by the management and the major decisions taken? How are they communicated to the appropriate stakeholders?**

PBAS forms duly filled by the teachers are reviewed. If the API score achieved by a teacher is not as per the norms laid down, the teacher is counseled to ensure an improvement. This is of prime importance, as the promotions of a teacher to the next stage are based on fulfilling all the criteria laid down by the UGC. If there is a need to complete an orientation course/refresher course or short term course, the teachers are encouraged to finish them as early as possible. Teachers, who are totally qualified as per the norms, are given their due promotions after a screening-cum-evaluation committee review, and then recommendations are forwarded to the office of the Joint Director of Higher Education and University.

6.3.5 **What are the welfare schemes available for teaching and non-teaching staff? What percentage of staff have availed the benefit of such schemes in the last four years?**

The College has taken several measures to promote welfare of its teaching and non-teaching staff. Some of these measures are as follows:

➢ **Advance against Salary during emergencies** like sickness, hospitalization, accidents etc. The loans against provident fund are made available through government schemes. Interest free advance is provided to meet emergency expenses.
➢ **Admissions to Wards of Employees** are given on a priority basis.
➢ **Social Gatherings of Staff:** These include get-togethers and excursions.

- ➢ **Uniform (two sets)** is provided to Class IV employees.
- ➢ **Deputation to attend Seminars, Conferences and Workshops:** Teachers are deputed by the institution to attend seminars, conferences and workshops. Leave facilities are extended for attending Faculty Improvement Programs.
- ➢ **IT Facilities** like Computers, printers, internet, audio-visual aids, etc. are provided to the teachers for research and study.
- ➢ **Staff completing 25 years of service** in the College is felicitated with cash awards by the Management.
- ➢ **Benefit of EPF** provided as per rules.
- ➢ **Incentives are given to M.Phil. and Ph.D. holders.**
- ➢ **Retiring Room Facility** is available on the College premises.
- ➢ **Benefits availed by staff:**
  Three administrative staff members have attended workshops, seminars and training programs organized by the Office of Joint Director of Higher Education, Pune, SPPU, Center for Education and Development Administration, Pune, and other colleges in and around Pune. One teacher has attended an IQAC workshop. Two teachers were granted special medical leave. All teachers avail duty leave.

6.3.6 What are the measures taken by the Institution for attracting and retaining eminent faculty?

The Management has taken measures for attracting and retaining faculty and these steps have greatly benefitted the institution in retaining its good academic stature. Measures taken are:

- ➢ Confirming faculty and staff in service on completion of the requisite period.
- ➢ Opportunities for career advancement and incentives for research and publication of research. Flexibility in timings to attend the Faculty Development Program of UGC for completion of Ph.D.
- ➢ Due recognition given to teachers for acquiring higher / additional qualifications and research publication in journals of repute.
- ➢ Conducive atmosphere provided for teaching and project based learning.
- ➢ Adequate facilities like enriched library, free internet facilities with INFLIBNET and availability of modern teaching aids.
- ➢ Convenient timetable for visiting faculty.
- ➢ Conducive environment for women teachers.
- ➢ Enriched library with e-journals, latest books etc.
- ➢ Colour and black and white Reprography.
- ➢ National, State Level Seminars and workshops conducted

6.4 Financial Management and Resource Mobilization

6.4.1 What is the institutional mechanism to monitor effective and efficient use of available financial resources?

Separate books of accounts are maintained for fees, and grants received from funding agencies. Separate and consolidated balance sheets are prepared. Internal, statutory external audit and audit by the granting authority is undertaken. For State Government grants, month wise salary bills statements are maintained. For UGC grants, approval

letters are maintained. Stock registers showing the purchases done on furniture, equipment; books, etc. are maintained by office/departments/library respectively. Office obtains Utilization Certificates for expenses done towards UGC Grants. Proper procedure for purchases is adopted. Quotations are invited and prices are compared. The utilization of financial resources is monitored at several levels for effective and efficient use of available financial resources.

Institutional mechanism is as follows-

- Finance management and accounts system is fully computerized by the College. Latest version of Tally Package is used for the day to day accounting system of budget and budgetary control.
- Expenses are properly planned and controlled through budgeting. Financial resources are thus, effectively utilized.
- The day to day trial balance is maintained for supervision.
- Reports of the balances at different accounts of the College are submitted to the Management.
- Accounts are audited by the Chartered Accountants.
  The College has a Purchase Committee which examines the purchases to be made.
  Thus the utilization of the financial resources is monitored at several levels.

6.4.2 **What are the institutional mechanisms for internal and external audit? When was the last audit done and what are the major audit objections? Provide the details on compliance.**

Internal Audit:

- Financial transactions are checked by the internal auditor appointed by the Management.

External Audit:

- External Audits are carried out by Chartered Accountants appointed by the Management every year.
- Action has been taken on issues raised in the internal audit.
- No objections were raised in the report.

6.4.3 **What are the major sources of institutional receipts/funding and how is the deficit managed? Provide audited income and expenditure statement of academic and administrative activities of the previous four years and there serve fund/corpus available with Institutions, if any.**

The major sources of receipts are:-

- Fees from Students.
- State Government grants.
- UGC grants

Institution gets financial support from Government as salary grants (for B.Com. Course). Major source is fee and deficit, if any, is managed by the JHSE Trust. Fee structure for courses is laid down by SPPU.(The details are annexed herewith.)

Reserve fund/corpus fund:

The trust provides financial assistance whenever required for various activities.

6.4.4   Give details on the efforts made by the institution in securing additional funding and the utilization of the same (if any).

Budgetary resources available with the College as follows:

➢ **State Government Grants** for salary, administrative expenses and development activities
➢ **UGC Development Grants** of recurring and non-recurring nature under XIth and XIIth Plan.
➢ **Fees** from Students aided, unaided/self-financed and add on courses
➢ **Grants from University** for Quality Improvement Programs, Seminars and Workshops.
➢ **Grants from University** for students welfare activities.
➢ Research grants from SPPU and other funding agencies
➢ **Financial support from University for NSS activities.**
➢ **Contribution from Management.**

6.5   Internal Quality Assurance System (IQAC):

6.5.1   Internal Quality Assurance Cell (IQAC):
a) Has the institution established an Internal Quality Assurance Cell (IQAC)? If 'yes', what is the institutional policy with regard to quality assurance and how has it contributed in institutionalizing the quality assurance processes?

The College has established IQAC in the year 2003. It is constituted as per NAAC recommendations and IQAC meetings are held regularly during the academic year. The primary aim of the IQAC is to develop a system for conscious, consistent and catalytic action towards quality sustenance and quality enhancement. Through the IQAC, the following systems are ensured:

• Transparency in the functioning of the college
• A strong basis for decision-making
• A dynamic system that provides for quality changes. Senior faculty and HODs are a part of the IQAC. Every teacher is a member of a Criterion Committee for NAAC.
• An organized methodology for accountability through documentation

The institutional policy with regard to quality assurance includes a continuous improvement in the teaching -learning process, efforts for ensuring quality education and making students competitive through their personality development. It further underlines, imparting business education of high academic, professional and ethical standards. All important decisions are rooted through IQAC.

Institutionalizing the Quality Assurance Process

The IQAC has been constituted as per NAAC guidelines. Discussions take place in the periodical IQAC meetings. They are related to the following areas:

• Decisions about research activities, assessment and evaluation system.
• Plans and any other issues related to the College.
• Seminars / workshops to be conducted.
• Improvement in teaching learning and evaluation process.
• Reviewing the feedback from stakeholders, to make quality enhancement an ongoing process.
• Recommending changes and institutionalizing the quality assurance process.

b. How many decisions of the IQAC have been approved by the management/ authorities for implementation and how many of them were actually implemented?

The IQAC is regarded as one of the important bodies related to the academic policy of the College. Most of its decisions are approved and implemented by the top management/ authorities.

To mention a few:

- Publication of Sameeksha- shodh, a refereed academic journal.
- Provision of LCD projectors in all classrooms.
- SMS alerts to parents.
- Audio system, music system for cultural activities.

c. Does the IQAC have external members on its committee? If so, mention any significant contribution made by them.

Yes. They provide suggestions and ideas related to the use of ICT and Programs on Communication Skills.

d. How do students and alumni contribute to the effective functioning of the IQAC?

The contribution of students and alumni to the functioning of the IQAC has been in the form of support and feedback given by them. Feedback of students and suggestions made by Alumni through their meetings in the College, help IQAC to take decisions for the benefit of students.

As required by the IQAC, one student and an Alumnus are members of the IQAC. They are present at the IQAC meetings and contribute valuable inputs. The student member is also a member of the Student Council and brings to the attention of the IQAC, suggestions regarding improvement in teaching-learning process, examination system, day-to-day facilities like library services, canteen, etc. The alumnus from the industry plays a very important role in giving relevant suggestions.

The students and alumni have contributed in the following ways:

- Financial support for the National Seminar on "Sports Medicine and Allied Sciences"
- Organizing guest lectures
- Holding workshops

They have also contributed through various suggestions to the IQAC, like, up gradation of computers and in the organization of curricular and extra-curricular activities.

e. How does the IQAC communicate and engage staff from different constituents of the institution?

The IQAC engages staff from different constituents of the institute.

The IQAC has the following members

- Chairperson - The Principal
- A Member from the Managing body
- Coordinator of the IQAC
- Heads of Departments/Senior Faculty Members
- Administrative office representative
- Two Local Community Representatives
- Student Representative
- Alumni Representative

As the IQAC, is represented by the staff from different committees of the institute, the plans of the IQAC can be executed in consultation with other members of other committees.

The committees of the College are directly involved in the functioning of the IQAC. These are Coordinators, Office Superintendent, Director of Physical Education and Librarian. They are directly responsible for the departmental academic inputs, administrative inputs and library inputs.

6.5.2 **Does the institution have an integrated framework for Quality assurance of the academic and administrative activities? If 'yes', give details on its operationalization.**

Yes. All constituents of the institution work as an integrated whole to implement the IQAC policies. This is possible through joint consultative meetings of all constituents, when necessary. The integrated framework for quality assurance comprises of the Management, IQAC and LMC. Departmental heads, Coordinators, Office Superintendent are also an integral part of quality assurance mechanism. It is a decentralized structure and all decisions on academic or administrative matters are taken through detailed discussions.

Operationalization of Quality Assurance

Pro-active IQAC: Every academic year, the Committees for various activities are re-constituted.

Meetings by Principal and teachers are held to review academic plans, use of innovative methods in teaching general teaching methodology.

Heads of the Departments and coordinators initiate, promote, design and conduct the work of the departmental activities.

Each HOD and coordinator holds informal meetings to take a review of the work of the department. Normally, matters covered in such meetings include academic planning, organization of seminars, completion of practical and projects, evaluation activities /continuous assessment under choice based credit system and conducting examinations.

Meetings of IQAC for preparation of AQAR, discussion and suggestion for quality enhancement activities and reviewing and identifying gaps if any, in the necessary compliances for NAAC and UGC.

Internal Quality Checks on Administrative Matters:

The College exercises an internal quality check on administrative matters in the following manner-

Local Managing Committee is constituted as per rules laid down by the University.. Meetings of LMC are held at least 2 times in a year. Continuous dialogue between LMC and staff helps in establishing various internal checks on the administrative, academic and financial matters which come under the purview of LMC.

Constitution of Other Administrative / Functional Committees like Library, Purchase, Timetable, Discipline, Examination, Grievance Redressal, Admission and Anti-ragging Committees.

Computerization of the office has made it easy to access records. The MIS is in place which helps to review the administrative actions. Through the above stated quality assurance mechanism, quality is ensured through the internal quality checks on the working of the non-teaching staff, on Library activities and on financial matters.

Thus, all the constituents of the institution have to work as an integrated whole to implement the quality policies.

6.5.3 Does the institution provide training to its staff for effective implementation of the Quality assurance procedures? If 'yes', give details enumerating its impact.

Yes. There have been a number of interactive sessions for this purpose, with different experts from the field. These sessions have been very useful for gaining clarity with regard to any policy components.

Besides, several senior teachers attend seminars related to 'Quality Assurance' and they give valuable feedback.

Teaching and non-teaching staff is motivated to go for training and soft skill programme for enhancing its skills. These programs have helped to enhance their efficiency and for developing their inter-personal relationship. The college has organized different sessions for enhancing quality. The list is as under:

No.	Academic Year	Topic	Expert Faculty
1	**2011-12**	Coaching and Mentoring Skills	Dr. George Judah, Senior Faculty, Pune
2	**2012-13**	Research in Commerce	Principal Dr. Rawal, B. M. College of Commerce, Pune
3		Excellence through Autonomy	Principal Dr. Ms. Gulshan Gidwani, St. Mira's College, Pune
4		Performance Based Appraisal System	Principal Dr. Kharat of Modern College, Pune
5		Interpersonal Relationship	Miss Anjali Rege, HR Manager, Tata Business Support Services, Pune
6		Social Dynamics in the Teaching Environment	Dr. Shruti Tambe , Asso. Professor, Dept. of Sociology, SPPU
7		Yoga for Good Health	Mrs. Vijaya Teksinghani, Freelance Trainer, Pune
8		Innovation	Mr. Saiprakash Belsare, Consultant, Patni Computers
9	**2013-14**	The Power of Story Telling	Mr. Randhir Khare, Author, Poet, Painter & Director, Bhojwani Group of Institutes, Pune
10		Staff Picnic to Ananda Valley	To enhance team building and communication skills
11	**2014-15**	Interpersonal Skills	Mr. Manohar Nair, Freelancer Corporate Trainer, Pune
12		Healthy Diet in this Hectic Lifestyle	Mrs. Suman Pandey, Associate Professor, SPPU
13	**2015-16**	Wellness	Dr. Umedh Bhosale, Director, Fitness Club
14		Life Beyond Earth	Dr. Yogesh Souche, Scientist, NCCS, Pune

6.5.4 Does the institution undertake Academic Audit or other external review of the academic provisions? If 'yes', how are the outcomes used to improve the institutional activities?

External review of academic provisions is done by the Local Inquiry Committees, UGC or the University.

Local Inquiry Committees (LIC) visits the College to check provisions like faculty, library, etc. for smooth conduct of academic courses. It results in LIC making recommendations which are promptly implemented by the College.

UGC/University Sanctions Grants for Minor /Major Projects are undertaken by the teachers. Utilization of these grants is audited by Chartered Accountants and audited accounts are submitted to the UGC/University. Such a review by external bodies helps to sustain and improve the quality of the institution's academic culture.

Academic Audit is done by the Principal and Heads of Department and it involves audit of completion of teachings days, completion of syllabi and other academic assignments, assessment and evaluation, academic activities, implementation of timetable and lectures plans etc.

6.5.5 **How are the internal quality assurance mechanisms aligned with the requirements of the relevant external quality assurance agencies/regulatory authorities?**

The internal quality assurance mechanisms of the College are aligned with the regulating bodies like the University, Office of the Joint Director of Higher Education and UGC. The College has also aligned their quality assurance mechanisms to the guidelines provided by NAAC. The requirements of external quality assurance agencies are not likely to be in conflict with those of the IQAC. The College makes it a point to bring to the notice of the staff, various government/ university circulars relating to mandatory conditions required to be fulfilled by them for their personal promotions . Thus, the expectations of the external agencies are most likely to be fulfilled well in advance. The College finds this alignment to be smooth and productive.

6.5.6 **What institutional mechanisms are in place to continuously review the teaching learning process? Give details of its structure, methodologies of operations and outcome?**

Structure: The Management of the institution, IQAC and HODs and Coordinators together review teaching learning processes. The college has a feedback mechanism wherein students provide their valuable suggestions. Any suggestions or problems related to teaching-learning processes are considered and implemented.

Methodology: Right from framing of timetable for class room lectures, teachers are involved. Teachers are motivated to use innovative techniques for teaching-learning. Their suggestions are considered in evolving a teaching-learning mechanism. Extra coaching is provided to students who need to cope up with the syllabi.

Outcome: Planned lectures, completion of syllabus on time and good results

- Solutions to problems
- IT-savvy
- General quality measures (white boards, interactive projectors, starting of mentor cell) to enhance the teaching learning process
- PBAS forms, Principal's review meetings, and confidential reports.
- Field visits, industrial visits, PPT presentations, use of audio-visual equipment, case study methods etc. are used to enhance the quality of teaching-learning process.

6.5.7 **How does the institution communicate its quality assurance policies, mechanisms and outcomes to the various internal and external stakeholders?**

Good results and performance in curricular and co-curricular activities reflects quality assurance. These are also communicated through notice boards, press releases, website, annual magazine, letters, meetings and programs with stakeholders. Further, the communication to stakeholders regarding quality assurance policies, mechanisms and outcomes takes place during the meetings of the different Committees, Alumni, Students' Council, Gymkhana Managing Body, Library Committee, Office Committee etc.

Any other relevant information regarding Governance Leadership and Management.

Jai Hind Sindhu Education Trust (JHSE), which manages the College, is an archetype of Women Empowerment. It's an all Women Trust. The Trust is characterized by respect for the teaching profession, transparency in operations, decentralized decision-making, financial integrity and social and secular outlook. It has a background of its founding fathers, all respected social workers, who worked for the betterment of the Sindhi minority community after the partition. They identified the need of education for the community at the right time and established JHSE in the year 1955, which caters to the needs of the people in and around Pimpri-Chinchwad from pre-primary level to post-graduation level.

Criterion VII: Innovations and Best Practices

7.1 Environment Consciousness:

Innovation is one of the desired prerequisites of any academic institution. In order to build this culture, the College emphasizes on adopting innovative practices and also bringing environment consciousness among the students and teachers, and surrounding areas, through various strategies and activities.

Some of the notable ones are mentor system, introduction of teachers' diary, feedback mechanism and its review, use of smart boards in teaching, learner centric approaches (role play, digital lectures, educational CDs etc.). in teaching and so on.

Also, the College adopts ICT enabled teaching learning, conducts women empowerment programs, guides research projects by students and compiles research articles invited in different disciplines for its annual research journal 'SAMEEKSHA: shodh' ,and an in-house research journal, a compilation of surveys of students in 'Vision Think Tank'. For holistic skill building, student centered practices are followed through well-designed co-curricular and extra-curricular activities.

The best practices include: **Entrepreneurs' Club, Spoken English Course for First Year Student, Music Appreciation Club, Hindustani Classical Concerts, Community Development Programs**, **Blood Donation Camps**, **Environment Awareness Programs, Women Empowerment Programs**, **Health Awareness Lectures**, **Legal Awareness Sessions** and many more.

7.1.1 Does the Institute conduct a Green Audit of its campus and facilities?
Though the College has not conducted a Green Audit of its campus and facilities yet, regular environment awareness programs like youth day celebration, Swachch Bharat Abhiyan activities are organized for the students through the Nature Club and NSS.

7.1.2 What are the initiatives taken by the college to make the campus ecofriendly?
Regular monitoring by the Principal, Teachers and Office personnel ensures cleanliness in classrooms, washrooms and the campus. The College has adopted eco-friendly initiatives through the use of dust free chalks, white boards and an interactive board. The proposal for online admission is in process for all courses. It would be a useful step towards building an eco- friendly environment. The college has a plan to make college office paperless.

Energy Conservation:
All the classrooms have adequate ventilation and light which minimizes the use of electricity. Wastage of electricity is controlled with the cooperation of teachers, students and non-teaching staff. Energy efficient equipment is installed in some of the classrooms. The College has replaced old tube lights of the classrooms with energy efficient LED tube lights. This helps to reduce the power consumption and saves electricity.

Water Harvesting:
The College organizes lectures on 'Water Conservation' to create awareness about the importance of water. During the festival of Holi, the College creates awareness regarding 'save water, save life' by sending messages through the social media. The students also prepare various banners on the theme. At the same time, the College has proposed to establish rain water harvesting in its campus. The College has already invited quotations from various organizations for the same and it would be implemented soon.

Tree Plantation:
The College campus is green and eco-friendly. The parking space is adjacent to the main gate of the College, which helps to avoid air and sound pollution in the campus. The College has appointed a teacher as EVS coordinator for conducting various eco-friendly activities. A Nature Club entitled "Evergreen" under WWF, Mumbai (World Wide Fund) has been established. Various environment related activities, like tree plantation projects, are conducted under its auspices. The College has also developed a plant nursery on its campus. The College organizes various guest lectures, workshops and seminars for creating green awareness among students and the teachers. Also, during the NSS Camp, students undertake tree plantation activity in the adopted village

Use of Renewable Energy:
The College is planning to take a positive step towards implementing the use of renewable energy in the coming years.

Hazardous Waste Management:
The College has only commerce related courses, so no harmful waste is generated in the College campus.

E-Waste Management:
The College creates awareness about E-Waste Management by organizing guest lectures as well conducting poster making competitions. In order to manage e-waste, the College sells re-usable electronic equipment like computers to recycling agencies. This is an eco-friendly and cost-effective method of e-waste disposal.

Swachh Bharat Abhiyan:
The College organizes various cleanliness drives under **Swachh Bharat Abhiyan**. For instance, the College conducted a cleanliness drive at Pimpri Railway Station and at Chatushringi Temple, Pune. The College also undertook a cleanliness drive in its campus ground, office, library as well as classrooms, in order to inculcate a habit of cleanliness among the students.

The College also organized an awareness rally about the importance of cleanliness, where students displayed posters. The College also participated in Plastic Mukta Abhiyan.

7.2 Innovations

7.2.1 Give details of innovations introduced during the last four years which have created a positive impact on the functioning of the college.

The following innovative activities have been introduced, to create a positive impact on the functioning of the College:

1. **Publication of an Annual National Research Journal:** The College has started publishing an annual, multidisciplinary research journal **SAMEEKSHA: shodh** with ISSN.
2. **Vision Think Tank:** This is an annual, research journal published by the College since 2010-11. The students from all levels conduct surveys which are then transformed into research articles with the help of the editor.
3. **Entrepreneurship Club (E-Club: Renaissance):** Pimpri- Chinchwad area is a well-known industrial belt. Many small, medium and large industries are successfully operating in this area. Keeping this in mind, the College has established an E-club. The club undertakes various activities to create awareness and promote entrepreneurial skills among the students. Lectures by successful businessmen, visit to small scale industries, workshops and sharing of experiences by alumni who run their own businesses, are some of the activities of the club.
4. **Spoken English Course for First Year Student**. The College offers, Spoken English Course for the first year students. This helps them to get acquainted with the spoken form of the English language. Practice sessions are also conducted for improving their English speaking ability.
5. **Hindustani Classical Concert:** Every year one live performance of a renowned artist is organized to develop passion and understanding of classical music.

Sr. No.	Academic Year	Name of the Performer
1	2013 – 2014	Ustad Arshad Ali Khan & his team
2	2014 – 2015	Ustad Arshad Ali Khan & his team
3	2015 – 2016	Pt. Anand Bhate & his team

6. **Late Mrs. Kaushalya Sangtani Annual Intercollegiate Quiz Competition:** This is organized to develop deeper knowledge in these areas

Date	Quiz	Teams Participated
January 25 , 2012	Economics and Banking	**39**
January 31 , 2013	Economics and Banking	**68**
January 27, 2014	Economics and Banking	**48**
January 29, 2015	Commerce and Management	**27**
February 9, 2016	Commerce and Management	**35**

7. **Music Appreciation Club:** A Music Appreciation Club has been established in the College to enhance the different genres of music understanding among students. For this, different musicologists are invited to interact with the students on different

topics. A visit to a Sound Recording Studio 'Realization Music Studio', Karve Road was also organized.

No.	Academic Year	Name of the Speaker	Topic
1	2013 – 2014	Dr. Subroto Roy, Musicologist	Meaning of seven surs & their origin and Appreciation of Classical Songs
2		Dr. Amit Deokule, Musicologist	Meditative Effects of Music
3	2014 – 2015	Dr. Subroto Roy, Musicologist	Music Appreciation of Rock and Heavy Metal genre of music
4		Dr. Amit Deokule, Musicologist	Classical Music
5		Music visit	A visit to Sound Recording Studio at 'Realization Music Studio', Karve Road
6	2015 – 2016	Dr. Amit Deokule, Musicologist	Understanding of OM

8. **Reflexion:** It is an intercollegiate co-curricular competition organized every year. Students from various colleges participate in different competitions like Power Point Presentation, Extempore, Mono Act, Sales Demo and Mad Ads.

9. **Finishing School and EduBridge Training Course:** The College has conducted two training programs: Finishing School and EduBridge Training Course, to develop communication skills of the learners and make them employable.

10. **Business Games, Contests and Quiz Competitions:** These techniques adopted, create a healthy and a competitive spirit among the students. It is also an effective way of creating students' interest in a subject.

11. **Role Play and Simulations:** This helps to recreate conditions as an experiential learning. Students are able to understand the subject with more clarity. It also enhances their confidence. This method is used in the subjects of English, Marketing and Finance.

12. **Reading Club and Biblio-Know-How:** Continuous efforts are being made to inculcate a reading habit among the students. The College library organizes various competitions like Biblio Know-How and conducts innovative technological information sessions. The Book Exhibition is an annual feature of the College, where different publishers display books on various subjects. The teachers and students select the books and purchases are made.

13. **Suggestion Box:** Suggestions are invited from the students regarding their problems, infrastructural related issues and any other grievance. For that purpose, suggestion

box is kept in the library. This suggestion box is opened in front of the Principal and two teachers regularly. Valuable suggestions, if any, are then implemented.

14. **Exit and Feedback Form:** Every year exit forms are provided to outgoing students, to get their suggestions on different aspects like courses to be started, suggestions for quality improvement and facilities required. In the feedback forms, students' rate teachers on the given scale, related to relevant criteria. This helps to improve the teaching-learning process.

15. **Teaching & Learning**: Emphasis is on learner-centric approaches like Role-play, Digital Lectures etc. The College has introduced a number of add-on courses. These include courses like General Awareness in Law and Awareness in Motor Accident Claim (open for community members), Cyber Law, Tally, Fashion Awareness, Direct Taxes and a Course in German, Sindhi and Spoken English.

16. **Photography Club:** This Club invites expert photographers to share techniques in photography. In the year 2015-16, Mr. Anand Sampat gave a demonstration on Basics of Photography.

15. **Excursions of Staff Academy:** The College has organized excursions to places like Surya resort, Ananda Valley and many other places for recreation. Such excursions facilitate in team bonding among the staff.

16. In the year 2012-13, The College had organized a 1 week **Faculty Development Program** where renowned speakers addressed and interacted with the teachers for 2 hours every day.

17. **The College organizes various lectures under the auspices of Staff Academy.** The details are as follows:

No.	Name of the Topic	Resource Person
1	Interpersonal Skills	Mr. Manohar Nair, Freelancer Corporate Trainer, Pune
2	Healthy Diet in this Hectic Lifestyle	Mrs. Suman Pandey, Associate Professor, SPPU
3	The Power of Story Telling	Mr. Randhir Khare, Author, Poet, Painter & Director, Bhojwani Group of Institutes, Pune
4	Research in Commerce	Principal Dr. Rawal, B. M. College of Commerce, Pune
5	Excellence through Autonomy	Principal Dr. Ms. Gulshan Gidwani, St. Mira's College, Pune
6	Performance Based Appraisal System	Principal Dr. Kharat of Modern College, Pune
7	Interpersonal Relationship	Miss Anjali Rege, HR Manager, Tata Business Support Services, Pune
8	Social Dynamism in Teaching Environment	Dr. Shruti Tambe , Associate Prof, Dept. of Sociology, SPPU
9	Yoga for Good Health	Mrs. V. Teksinghani, Freelance Trainer, Pune
10	Innovation	Mr. Saiprakash Belsare, Consultant, Patni Computers
11	Coaching and Mentoring Skills	Dr. George Judah, Senior Faculty, Pune
12	Conservation of Environment in Himalayas	Mr. Deepak Dalal, Author

13	Google Tools	Dr. Mrs. S. Nagarkar, Assistant Prof, Department of Library Science. SPPU
14	Right to information	Dr. Manoj Kulkarni, Senior Librarian, Yashada Research Centre
15	Research Methodology	Dr. Rajendra Kumbhar, Prof. Department of Library Science, SPPU
16	How to write Research Report & Bibliography & References.	Dr. Rajendra Kumbhar, Prof. Department of Library Science, SPPU
17	Information Scientist: Role and Responsibility	Dr. Shubhada Nagarkar, Asst Prof. Dept of LIS, SPPU
18	Google Search Strategy	Mr. Kishore Ingale, Inf. Scientist; TCS
19	Information Sources	Mrs. Priyanka Chaskar, Asst Prof, Shahu College, Pune
20	Staff Picnic to Ananda Valley	To enhance team building and communication skills

18. **Soft Skill Development for Students:** Every year, the College conducts a Soft Skill Development Program for T.Y.B.Com students. The College invites experts from various fields to guide the students. The subjects like Interview techniques, Personality Development, Communication Skills, Time Management, Mind Control and Meditation are covered during the program.

19. **UGC Sponsored Career Oriented Program in Soft Skill:** This course has been initiated with a view to develop the overall personality of the students. Certificate, Diploma and Advanced Diploma courses are offered to first, second and third year students respectively every year.

20. **Special Guidance for various Competitive Examinations:** Special Guidance is provided for various Competitive Examinations including RBI Young Scholar Program, UPSC/MPSC and other Banking exams.

21. **Best Outgoing Student of the Year:** The College awards Finolex Trophy for Best Outgoing Student from B.Com, M. Com, BBA and BCA. So far, 11 students of B.Com, 3 each from BBA and BCA and 2 of M.Com have received this trophy.

22. **Sindhology Trophy:** The College, being a Sindhi minority institution, encourages the students to participate in various Sindhi culture related activities. Institute of Sindhology, Adipur, Gujarat, has sponsored an annual trophy for the winner of the competition.

7.3   Best Practices

7.3.1   Elaborate on any two best practices as per the annexed format which have contributed to the achievement of the Institutional Objectives and/or contributed to the Quality improvement of the core activities of the college.

The College believes in a holistic development of the students. The list of eminent alumni who have achieved success speaks for itself. The College provides support for research by encouraging teachers and students to undertake projects .A number of research papers, publications and their participation in seminars and conferences bears ample testimony to this motivation. These healthy practices promoted by the management, for the teachers,

students and other non-teaching staff makes this, an institution of choice in Pimpri Chinchwad.

Our College has many best practices like Promotion of Research Culture, Industry-Academia Interface, Enhancing Creativity of Learners, Entrepreneurship Club, Job Fair and Career Guidance, Counseling by a permanent Psychologist, Award of Finolex Trophy and many more.

BEST PRACTICE – I

Entrepreneurs' Club: Renaissance

The College has an Entrepreneurs' Club named "Renaissance", which encourages the students to start their own business. In order to balance textbook learning with practical orientation of Business Entrepreneurship as a subject, the students are given an assignment to show their entrepreneurial skills. Lectures by successful businessmen, visit to small scale industries, seminars & workshops and sharing of experiences by alumni who run their own businesses, are some of the activities of the club. Many entrepreneurs are invited to conduct special sessions in areas like Entrepreneurship in 21st Century, Idea Generation Workshop, Entrepreneurial Experiences, and Social Entrepreneurship etc.

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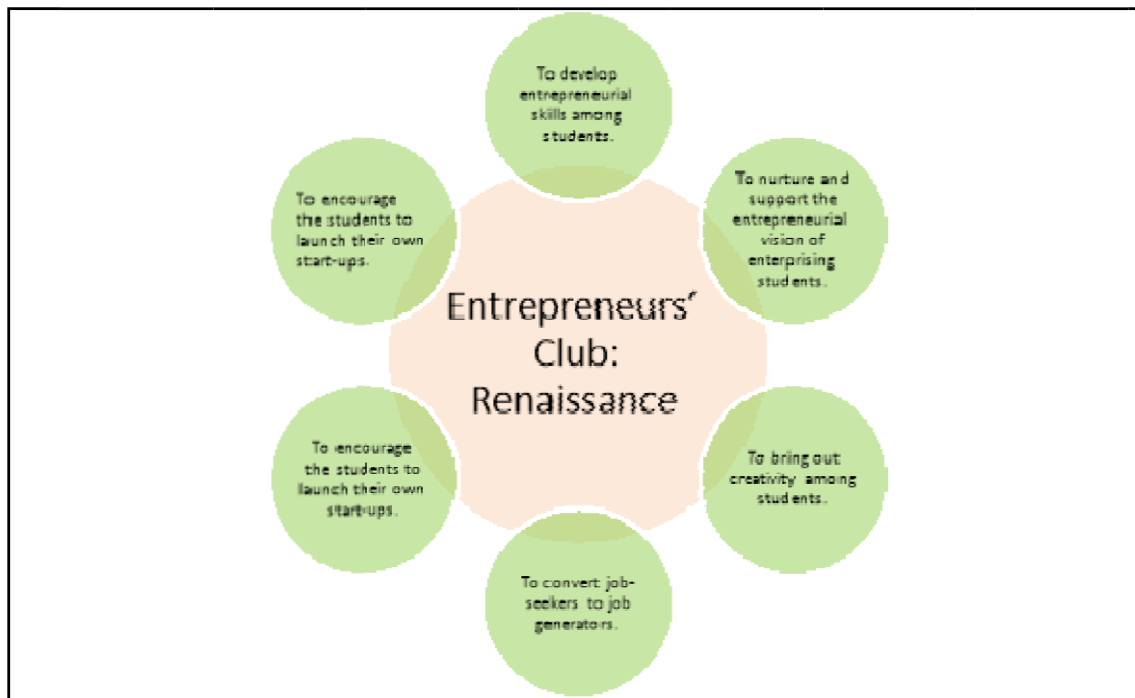
1. **Title of Practice**: Entrepreneurs' Club: Renaissance

2. **Goal:**
   The following are the objectives of the e-club:
   ➢ To develop entrepreneurial skills among students.
   ➢ To nurture and support the entrepreneurial vision of enterprising students.
   ➢ To bring out creativity among students.
   ➢ To convert job-seekers to job generators.
   ➢ To encourage the students to launch their own start-ups.

3. **The Context:**
   The vision of the college is to become an education centre of excellence in commerce with emphasis on entrepreneurship aimed at generating knowledge for the wellbeing of the society. Keeping in mind, the Vision of the college and the location benefit, Pimpri Chinchwad, which is a well-known Industrial belt, the College has established an e-club named Renaissance. The cell is affiliated to the Entrepreneurs' Club, Pimpri Chinchwad which is the part of Entrepreneurs' International. Many small, medium and large industries are successfully operating in this area. The club undertakes various activities to create awareness and promote the entrepreneurial abilities of the students.

4. **The Practice :   Activities:**

Academic year	Name of the workshop / Lecture
2015-16	State level Seminar on Entrepreneurship in 21st Century
	Lecture on SHG
	E-club Meeting for arrangement for state level seminar
	E-club Meeting
	E-club Meeting
	E-club Inauguration
	Lecture on Innovation
2014-15	Industrial Visit to KVIB, Aga khan palace & Sun Automation
	E-Club Meeting
	Guest lecture on Entrepreneurship in 21st Century
	E-Club Inauguration
	E-Club Meeting : Idea generation
2013-14	Visit To Sevadham, Parle Product ,Sant Tukaram Sugar Factory
	Seminar on Employment & Entrepreneurship
	Industrial Visit To KVIB & Resham Udyog,
	E-club Meeting
	Industrial Visit to Navnath Milk Dairy
	E-Club Inauguration

2012-13	Seminar on Employment & Entrepreneurship
2011-12	VYAPAAR KI AUR: IDEA TO REALITY
	Lecture on Women Entrepreneurs
2010-11	Workshop on Business Plan & Business Model
	Vocational Training in co-ordination with Kasturba Mahila Gram udyog Vidyalay on making of Shampoo, perfume, Aloe vera gel, phenyl, Liquid soap, etc…
	E-Talk
	Idea Generation Workshop

5. **Evidence of Success**

   Four students of Business Entrepreneurship subject started their own business.
   a. Gulshan Kumar , owner, Telling Call , a BPO.
   b. Deepesh Shrivastav , franchisee for Sami Direct products.
   c. Shailesh Ingle , franchisee for Diet Supplements.
   d. Vijay Yadav , owner, Fabrication business.

   The following students are in the process of starting their own business:
   1. Sumeet Sithwani is starting a manufacturing unit of moulded pipes.
   2. VivekYadav is starting a mobile repairing shop.

6. **Problems Encountered and Resources required**

   Girls being a majority in the College, there is potential to develop women entrepreneurs among them. Conservative attitude among parents needs to be addressed.

BEST PRACTICE II

1. **Title of the Practice:**   **Personality Enrichment Program**

2. **Goal:**   To develop holistic personality of students

3. **The Context:**

   In today's globalized world, a student must have holistic personality. In view of this, the College has started Personality Enrichment Programs. These programs are open to all the students of the college catering to the development of all the personality traits.

4. **The Practice:**
   ➢ Under this program, the college organizes a Soft Skills program of 20 hrs duration every year.

Academic Year	Name of the Course	Duration
2010-11	Soft Skills	20 hrs

2011-12	Soft Skills	20 hrs
2012-13	Soft Skills	20 hrs
2013-14	Soft Skills	20 hrs
2014-15	Soft Skills	20 hrs
2015-16	Soft Skills	20 hrs
2016-17	Soft Skills	20 hrs

➢ The college has organized two bridge courses, to develop the communication skills and employability skills like group discussion, resume writing and interview techniques of the students.

Academic Year	Name of the Course	Duration
2014-15	Finishing School	60 hrs
2015-16	EduBridge	60 hrs

5. **Evidence of Success:**
   At the end of the course, a certificate is awarded to students who have sufficient attendance. A considerable improvement is seen in their personality.

6. **Problems Encountered and Resources required:**
   Time management is a major constraint while running the course, as the training is provided by industry experts and outside trainers.

Contact Details
Name of the Principal: Dr. Mrs. Vijayalakshmi Nambiar
Institution: Jai Hind Sindhu Education Trust's Manghanmal Udharam College of Commerce, Pimpri, Pune 411017.
Accredited Status: NAAC Re-accredited with B Grade
Work Phone & Fax: (020) 65107016
Website: www.mucollege.org
Mobile: +91 9422010261

Evaluation Report of the Departments

Department of Commerce

1. **Name of the department: Commerce**

2. **Year of Establishment:**   B.Com: July 1983

                                    M.Com: June 1992

3. **Names of Programs / Courses offered:**

Sr. No.	Course	Level
1.	B. Com.	Under Graduate
2.	M.Com	Post Graduate

4. **Names of Interdisciplinary courses and departments / units involved:** N.A

5. **Annual / Semester/ Choice based credit system (Program wise):**

Sr. No.	Course	Pattern
1.	B. Com.	Term End and Annual
2.	M.Com.	Credit Based Semester Pattern

6. **Participation of department in courses offered by other department:**

Sr. No.	Course	Subject
1	BBA	Business Exposure Business Statistics

7. Courses in collaboration with other Universities, Industries, Foreign institution:
The college runs a study center of IGNOU. The faculty members of the college deliver lectures on Sundays to the learners of IGNOU. Some of the major programs offered under IGNOU are MA Economic, MA English and MBA.

8. **Details of courses/ programs discontinued with reason:** NA

9. **Number of teaching posts: Full Time: 12   Part Time: 1   CHB: 3**

10. **Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt./Ph.D./M.Phil. etc.)**

Commerce

No.	Name	Qualification	Designation	Specialization	Experience
1.	Dr. Mrs. Vijayalakshmi Nambiar	M.Com, M.Phil., Ph.D.	Principal	Advanced Accountancy	UG – 33 PG - 25
2.	Dr. Mrs. Varsha Borgaonkar	M.Com, M.Phil., Ph.D.	Associate Professor	Advanced Accountancy and Advanced Costing	UG – 33 PG - 25
3.	Dr. Parveen Prasad	M.Com, Ph.D	Associate Professor	Marketing, Management, OB	UG -22 PG -17
4.	Dr. Geetha Sivaraman	M.Com, M.Phil., Ph.D.	Assistant Professor	Cost and Works Accountancy	UG –23 PG–16
5.	Ms. Pushpa Pamnani	M. Com.	Assistant Professor	Advanced Accountancy & Costing	UG – 23 PG – 14
6.	Ms S. Nadar	M. Com, MBA	Assistant Professor	Financial Accounting and Costing	UG – 19 PG – 19
7.	Ms. Rekha Chetwani	M.Com, M.A. B.Ed.	Assistant Professor	Advanced Accountancy Costing	UG –16 PG – 7
8	Mr. Ashok Tarani	LLM	Assistant Professor	Business Law and Civil Law	UG – 29
9	Mrs. Leena Modi	M. Com., B. Ed., M. Phil.	Assistant professor	Accounting	PG – 4

Economics and Banking:

No.	Name	Qualification	Designation	Specialization	Experience
1	Mr. Azhar Khan	M.A. (SET)	Assistant Professor	Economics and Banking & Finance	20
2	Mr. Vishal Amolik	B.Com, M.A., NET , SET	Assistant Professor	Indian Economy, Banking	16
3	Dr. Ajit Gaikwad	B.Com, M.A., NET-JRF-Ph.D.	Assistant Professor	Economics	12

Languages:

No.	Name	Qualifications	Designation	Specialization	Experience
1	**Dr. Vinita Basantani**	M. A. Ph. D.	Associate Prof.	English Literature	25 years
2	**Dr. Dnyaneshwar Shirode**	M. A. B. Ed. Ph. D.	Assistant Prof.	English Language	12 years
3.	**Dr. Madan Kale**	M. A. Ph. D.	Clock hour basis	Hindi	13 years
4.	**Mrs. Anita Keswani**	M. A.	Clock hour basis	Sindhi	2 years

11. List of senior visiting faculty: NIL

12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty. NIL

13. Student -Teacher Ratio (program wise): Division -wise
B.Com.:   (120:1)
M.Com.:   (60:1)

14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:

	Sanctioned	Filled
Technical Staff		
Computer lab Asst.	**1**	**1**
Librarian	**1**	**1**
Asst. Librarian	**2**	**2**
Administrative Staff		
Office Superintendent	**1**	**1**
Head Clerk	**1**	**1**
Sr. Clerk	**2**	**2**
Jr. Clerk	**2**	**1**
Peons		

	Total Sanctioned Post	Recruited
Teaching (Grant in aid)	**15 Full Time 01 Part Time**	**14 Full Time, 01 Part Time**
Teaching (Non Grant)	**07**	**07**
Non-Teaching (Grant in aid)	**13**	**11**
Non-Teaching (Non Grant)	**10**	**10**

Positions	Non- Teaching Staff	
	M	F
Sanctioned by the UGC / University State government	7	4
Yet to recruit	2	
Sanctioned by Management / Other authorized bodies Recruited	3	7
Yet to recruit	-	-

15. Qualifications of teaching faculty with DSc/ D.Litt/ PhD/ MPhil/PG:
    Ph.D. – 9
    M. Phil-1
    PG - 6

16. Number of faculty with ongoing projects from
    a) National b) International funding agencies and grants received: Nil

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received:

Research Project	Duration	Title of the Project	Funding Agency	Amount Sanctioned	Amount Received
Major	01.04.2007 to 31.03.2010	A study of Leadership Qualities of Indian Women Entrepreneurs in the changing scenario	UGC	215500	215500
Minor	July 2011	Establishing standard norms of duration of Cant in Kabaddi by testing the intervarsity mate participants	UGC	55000	37000
Minor	Ongoing	1. 'A study of Promotion of Educational Loans for Higher Education Students by Indian Banks' 2. 'A Study of Health Insurance & Financial Accessibility With Reference To Pune District'	BCUD	100000 105000	50000 52500
Minor	Applied	Three Faculty Members have applied for the same	BCUD	-	Yet to receive

18. Research Centre /facility recognized by the University: Three of our faculty members are associated as research guides with research centers at BMCC, Garware College of Commerce and Ramkrishna More College.

19. Publications: Publication / Presentation and Participation per faculty

Commerce:

Teacher Name	Resource Person	Books ISBN	Chapters in Books	Inter National With ISSN / ISBN	National With ISSN / ISBN	Presentation & Participation	
						Inter.	National
Dr. Mrs. Vijayalakshmi Nambiar	-	-	-	2	1	-	-
Dr. Mrs. Varsha Borgaonkar	2	2	-	7	8	-	-
Dr. Mrs. Parveen Prasad	1	2	-	22	5	-	-
Dr. Mrs. Geetha Sivaraman	2	1	-	6	1	-	-
Ms. Pushpa Pamnani	-	-	-	4	4	-	-
Mrs. S. T. Nadar	-	-	-	1	2	-	-
Mrs. Rekha Chetwani	-	1	-	2	2	-	-
TOTAL	**6**	**6**	**-**	**44**	**23**	**-**	**-**

Languages:

Teacher Name	Resource Person	Books ISBN	Chapters in Books	Inter National With ISSN / ISBN	National With ISSN / ISBN	Presentation & Participation	
						Inter	National
Dr. Vinita Basantani	2	3	2	10	4	2	6
Dr. Dnyaneshwar Shirode	-	-	-	2	3	3	7
Dr. Madan Kale	-	-	-	-	2	-	5
TOTAL	**2**	**3**	**2**	**12**	**9**	**5**	**18**

College Director of Physical Education & Sports and Librarian:

Teacher Name	Resource Person	Books ISBN	Chapters in Books	Inter National With ISSN / ISBN	National With ISSN / ISBN	Presentation & Participation	
						Inter	National
Mr. Shakur Sayyad	1	-	-	-	1	4	1
Mrs. Sunita Desale	-	-	-	-	-	1	3
TOTAL	1	-	-	-	1	5	4

	Resource Person	Books ISBN	Chapters in Books	Inter National With ISSN / ISBN	National With ISSN / ISBN	Presentation & Participation International	Presentation & Participation National
GRAND TOTAL	9	9	2	56	33	10	22

20. Areas of consultancy and income generated: NIL

21. Faculty as members in:
a) National committees b) International Committees c) Editorial Boards:

National Committees:

Sr. No.	Name of the Faculty	Name of the Body
1.	Dr. Vinita Basantani	Member, Maharashtra State Sindhi Sahitya Academy
2.	Dr. Mrs. Varsha Borgaonkar	Life Member, Indian Commerce Association
3.	Dr. Mrs. Geetha Sivaraman	Life Member, Indian Commerce Association
4.	Mrs. S. Nadar	1. Life member, Laghu Udyog Bharti, PCMC 2. Member, Entrepreneurs' Club PCMC

Editorial Boards of Research Journals

Sr. No.	Name of the faculty	Name of the research journal
1	Dr. Mrs. Varsha Borgaonkar	1. International Journal of Advanced Research in Applied Science and Technology (Interdisciplinary Journal) (ISSN: 2230-7850 with impact factor 4.1625) 2. World Journal of Advanced Engineering and Technology (Interdisciplinary Journal) 3. An International Multi -Disciplinary Quarterly Research Journal 'Ajanta' of Ajanta Prakashan (ISSN 2277- 5730)
2	Dr. Parveen Prasad	1. Review Member of Premier Publisher (PP 0514 – 129)
3	Ms. Pushpa Pamnani	1. Sameeksha - Shodh (In-house Peer-reviewed, Multidisciplinary Research Journal) (ISSN: 2348-2368)
4	Dr. Vinita Basantani	1. Vidya Warta (International Multilingual Research Journal) (ISSN: 2319-9318) 2. Printing Area (International Multilingual Research Journal) (ISSN: 2394 – 5303 3. Literary Cognizance (International Refereed e-journal of English Language, Literature & Criticism) (ISSN: 2395 – 7522) 4. Guest Editor: Lang Lit An International Peer-Reviewed Open Access Journal (ISSN: 2349-5189): IBI Factor 2015 – Indexed – 2.4 5. Sameeksha - Shodh (In-house Peer-reviewed, Multidisciplinary Research Journal) (ISSN: 2348-2368)
5	Dr. Madan Kale	1. Sameeksha - Shodh (In-house Peer-reviewed, Multidisciplinary Research Journal) (ISSN: 2348-2368)
6	Mrs. Sunita Desale	1. Sameeksha - Shodh (In-house Peer-reviewed, Multidisciplinary Research Journal) (ISSN: 2348-2368)

Editorial Boards of Conference Proceedings

Sr. No.	Name of the faculty	Name of the Seminar Proceeding
1	Dr. Parveen Prasad	1. Chief Editor: National Seminar Culture and Communication: Reflecting paradigm Shift (ISSN: 2348-2368) 2. Member, Editorial Board- Sports Medicine & Allied Sciences ISBN: 978-81-925146-0-4
2	Mr. Shakur Sayyad	1. Chief Editor - Sports Medicine & Allied Sciences ISBN: 978-81-925146-0-4

3	Ms. Pushpa Pamnani	1. Co - Editor: National Seminar Culture and Communication: Reflecting paradigm Shift (ISSN: 2348-2368)
4	Dr. Vinita Basantani	1. Chief Editor: Sindhi Identity, Culture & Lore ISBN: 978-81-925146-1-1 2. Member, Editorial Board- Sports Medicine & Allied Sciences ISBN: 978-81-925146-0-4 3. Chief Editor: National Seminar Culture and Communication: Reflecting paradigm Shift (ISSN: 2348-2368)
5	Dr. Dnyaneshwar Shirode	1. Member, Editorial Board- Sports Medicine & Allied Sciences ISBN: 978-81-925146-0-4 2. Co - Editor: National Seminar Culture and Communication: Reflecting paradigm Shift (ISSN: 2348-2368)
6	Mrs. Sunita Desale	1. Co - Editor: National Seminar Culture and Communication: Reflecting paradigm Shift (ISSN: 2348-2368)

22. Student projects:

a) **Percentage of students who have done in-house projects including inter departmental/program:**

1. All M. Com. students undertake projects.
2. **Around 40% under graduate students conduct a number of surveys every year and these are published in the in house journals (Vision Think Tank).**
3. Students also participate in Avishkar: A Research Competition of SPPU

b) Percentage of students placed for projects in organizations outside the institution i.e. .in Research laboratories/Industry/ other agencies: NIL

23. Awards/Recognitions received by faculty and students:

A. Awards:

Sr. No.	Title of the Award	Name of the Organization	Year	Level	Mode of the Award (Medal/Certificate)
1	Outstanding Teacher Award	World Malayalee Council, Pune Province	2012-2013	International	Memento
2	Ideal Teacher Award	Rotary Club of Pune, Nagar Road	2014-2015	Local	Memento

3	Best Paper Award	International Conference held in Jaipur organized by Research Development Research Foundation and Research Association	2012-2013	International	Certificate
4	Best Paper Award	International Conference organized by Research Development Association at Goa	2013-2014	International	Certificate
5	Best Paper Award	Research Development Association & Research Development Foundation Jaipur at Pondicherry	2014-2015	International	Certificate
6	Shiksha Bharati Puraskar	Indian Economic Development and Research association and All India Achievers association	2011-2012	National	Memento
7	Dr. Radha Krishnan Gold Medal Award for Outstanding Individual Achievement and Excellence in Education and Research	Global Economics Progress and Research Association	2012-2013	National	Memento
8	Rajiv Gandhi Gold Medal Award in the Individual Achievement in the field of Commerce	Global Economics Progress and Research Association	2013-2014	National	Memento

9	Indira Gandhi Sadbhavana Award	International Business School, New Delhi	2013-2014	National	Memento
10	Bharat Shiksha Ratan Award for the Achievement in the field of Commerce	Global Society for Educational Growth	2014-2015	National	Memento

Description	No. of Faculty	Level
Best Teacher	2	International / State / Local
Best Research Paper	3	3 International / 2 Zonal
Any Other	5	National

B. Recognitions:

As Ph.D. Guides:

   Dr. Mrs. Vijayalakshmi Nambiar
   Dr. Mrs. Parveen Prasad
   Dr. Mrs. Vinita Basantani

As Post Graduate Teachers:
Commerce

   Dr. Mrs. Vijayalakshmi Nambiar
   Dr. Mrs. Varsha Borgaonkar
   Dr. Mrs. Parveen Prasad
   Dr. Mrs. Geetha Sivaraman
   Ms. Pushpa Pamnani
   Mrs. S. T. Nadar
   Mrs. Rekha Chetwani

Economics & Banking:
   Mr. Azhar Khan
   Dr. Ajit Gaikwad
   Mr. Vishal Amolik

Languages:
   Dr. Mrs. Vinita Basantani
   Dr. Dnyaneshwar Shirode

24. List of eminent academicians and scientists/visitors to the department:
Following eminent academicians and scientists / visitors have visited our department, as guest faculty or keynote speakers in various programs organized in / by the college-

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Commerce:

Sr. No.	NAME	DESIGNATION
1	Mr. Kumar Gera	President, Builders' Association Pune
2	Dr. Mrs. Rajani Gupte	Vice Chancellor, Symbiosis International University
3	Dr. Rajkumar Hirwani	Director, URDIP
4	Mr. Abhijeet Ratolikar	Associate Vice President, Kalyani Hayes Lemmerz Ltd
5	Mr. Devendra Bora	Group General Manager, Thermax (Water and Chemical Division)
6	Mr. Sanjeev Bajaj	M. D. Bajaj Financial Services
7	Mr. Anil Pawar	President, Entrepreneurs' International-PCMC
8	Dr. Beig	Scientist G – Indian Institute of Tropical Meteorology, Pune & Govt. SAFAR Project
9	Dr. C. G. Deshpande	Scientist D – Indian Institute of Tropical Meteorology, Pune & Antarctica and Antarctic Project In-charge
10	Dr. Vinod Shah	M.D. Gastrology, Renowned Social Activist of Janseva Foundation
11	Dr. M. C. Uttam	ISRO Cell, SPPU, Pune
12	Dr. Yogesh Shouche	Scientist G – NCCS, Pune
13	Mr. Rahul K. Vaidya	Director, Kalyani Hayes Lemmerz Ltd
14	Mr. Vikram Sathe	General Manager, HR, TACO Pvt. Ltd
15	Mrs. Alka Duseja	Team Leader, Infosys
16	Mrs. Pallavi Rao	Ex Regional Head, Red Cross Society of India
17	Mr. Atul Bapat	Director, CATS Academy & GARRE
18	Ms. Sandhya Nair	MS – Honorary Director, ICAI, PCMC
19	Dr. Dhamankar	GM, Business Development, Forbs Marshall
20	Mr. Nelson Leo	Cost Accountant
21	Mr. Nitin Kirloskar	Manager, Media, Forbes Marshall
22	Mr. Pramod Deshmukh	Management Consultant
23	Mr. Jaideep Jejurikar	Director, Jekuma Tools & Gauges Pvt. Ltd
24	Mr. Sajeev Vartak	Manager and Faculty –GAARE
25	Ms. Jyoti Shetty	HR Manager, TCS Company
26	Mr. Pradeep Mishra	Branch Manager, LIC, Pimpri
27	Mrs. Madhu Mishra	Corporate Lawyer, Infosys
28	Mr. Vinayak Biware	Marketing Manager, Big Bazaar, Future Group

29	Mr. Sagar Kasar	Vice-President, ECPC
30	Mr. Prasad Zaware	Consultant & Practicing C.A.
31	Mr. Devendra Bora	Group General Manager, Thermax (Water & Chemical Division)
32	Mr. Vikram Sathe	General Manager, HR, TACO Pvt. Ltd.
33	Mr. Sudhakar Jadhavar	Dean of Commerce
34	Mr. Amit Panchal	Manager, Business Excellence, Kirloskar Oil Engines Ltd
35	Mr. Anil Mittal	MD, Mittal Precision HItech Steel Pvt. Ltd
36	Mr. Suresh Amin	ERCHR Head, Tata Motors Ltd.
37	Dr. (Mrs.) Bharathi Dole	Ex-Director, Hiraben Nanawati Institute of Management
38	Dr. Sanjay Kaptan	Director, DCRC, University of Pune
39	Mr. Vinayak Bhivere	Manager of Big Bazaar
40	Mr. Nilesh Gadgil	Owner of Easy Dry System, Pune.
41	Dr. Roshan Kazi	HOD, MBA Program at Allana Institute of Management Sciences, Pune.
42	Mr. Nitin Dahale	Software consultant to various banks
43	Mr. Satyanarayanan	Advocate
44	Mr. Sunil Gokhale	Lawyer, Visiting faculty for Symbiosis (M.D. of Easy Dry System Pvt. Ltd.)
45	Mr. Sachin Bhide	Marketing consultant

Economics & Banking:

Sr. No.	Name	Designation
1	Mr. M. Ansari	Member, IRDA, GOI
2	Dr. Mrs. Rajani Gupte	Vice Chancellor, Symbiosis International University
3	Dr. Shrikar Pardeshi	IAS, Commissioner PCMC
4	Dr. Parveez Masood	Senior Regional Director, IGNOU
5	Dr. Kalpana Gupte	Deputy Director, IGNOU, Pune
6	Mrs. D. Vijayalakshmi	Chair Professor, Life Insurance, National Insurance Academy
7	Mr. R. Balchandran	Financial Consultant And Management Educationist
8	Mr. Asim Pattnaik	Chair Professor – General Insurance, NIA, Pune
9	Mr. Safique Hazarika	Assistant Vice – President – Franklin Templeton , India
10	Mr. M.G. Ajayan	Assistant General Manager, Canara Bank, Western Zone
11	C A Shri Vinayak R Ranade	Deputy Manager, Oracle Business Group, L & T Infotech

Languages:

No.	Name	Designation
1	Dr. A. K. Singh	Professor of Translation Studies, IGNOU, New Delhi
2	Dr. Hitesh Raviya	Asso. Prof. The M. S. University of Baroda, Gujarat
3	Dr. Ashok Chaskar	Former Dean, Faculty of Arts, Fine Arts and Performing Arts, Savitribai Phule Pune University
4	Dr. Ashok Thorat	Director, Institute of Advanced Studies in English, Pune.
5	Dr. Bajrang Korde	Professor & Head Department of English, SPPU, Pune
6	Dr. Shirish Chindhade	Former Principal, M. U. College of Commerce, Pimpri, Pune
7	Dr. Shridhar Gokhale	Professor (Retd), Dept. of English, SPPU, Pune
8	Dr. Rahul Pungaliya	Asso. Prof., Abasaheb Garware College, Pune
9	Late Dr. Manoj Bhise	Head, Dept. of English, Nowrosjee Wadia College, Pune
10	Dr. Madhuri Gokhale	Associate Professor of English, Fergusson College, Pune
11	Dr. Rajbir Parashar	R. K. S. D. College, Kaithal, Hariyana
12	Dr. Lekhwani	Deccan College, Pune
13	Dr. B. Matlani	Head, Sindhi Dept, Uni. of Mumbai
14	Dr. Nirmal Goplani	Director, NCPSL, New Delhi
15	Mr. Ashok Kamdar	Member, NCPSL, New Delhi
16	Mr. Kamlesh Moorjani	Member, NCPSL, New Delhi
17	Dr. Govardhan Sharma	Sindhi Poet & Member, Sindhi Sahitya Academy, Maharashtra
18	Dr. Jetho Lalwani	Sindhi Writer & Member, NCPSL, New Delhi
19	Dr. Hiro Thakur	Sindhi Writer & Member, NCPSL, New Delhi
20	Dr. A. Avalgaonkar	Head, Dept. of Marathi, Savitribai Phule Pune University
21	Dr. V. N. Bhalerao	Head, Dept. of Hindi, Savitribai Phule Pune University
22	Mr. Rajan Lakhe	Hindi Poet
23	Dr. Ram Jawhrani	Writer & President, Sahyog Foundation, Mumbai

25. Seminars/ Conferences/Workshops organized and the source of funding:

Sr. No.	National Level Seminars
1	Culture and Communication: Reflecting Paradigm Shifts (Interdisciplinary) (2015-16)
2	Sindhi Identity, Culture & Lore (2013-14)
3	Sport Medicine and Allied Sciences (2012-13)
	State Level Seminars
1	Financial Inclusion Through Banking and Insurance (2015-16)

2	Entrepreneurship in the 21st Century (2015-16)
3	Environment Awareness in the Context of Green Environment, Climate Change & Monsoon Variation (2014-15)
4	Developing Effective Communication Skills (2013-14)
5	Sindhi Language & Young Generation (2011-12)
6	Communication Skills (2010-11)
7	Financial Derivatives (2010-11)
	District/Local Level Seminars
1	Research Perspectives and Cyber Security (2015-16)
2	Personality Development Workshop (2015-16)
3	Retail Marketing: Paradigm shifts (2014-15)
4	Information and Research (2014-15)
5	Personality Development Workshop (2014-15)
6	Personality Development Workshop (2013-14)
7	Self-Defense for girls (2013-14)
8	Employment and Entrepreneurship(2013-14)
9	The Role of Research in Commerce and Business in Today's Globalized Environment (2013-14)
10	Counseling (2013-14)
11	Recent Trends in Business (2012-13)
12	Quality Management (2012-13)
13	Information Literacy (2012-13)
14	Employment and Entrepreneurship (2012-13)
15	Youth Education (2012-13)
16	Personality Development Workshop (2012-13)
17	Vyapar ki aur… Idea to Reality (2011-12)
18	Theatre Workshop (2011-12)
19	Talent Management (2011-12)
20	Unorganized Labour (2011-12)
21	NGOs (2011-12)
22	Personality Development Workshop (2011-12)
23	Integration of Indian Market with Global Business. (2010-11)
24	Women Empowerment (2010-11)
25	National Integration (2010-11)
26	Soft skills (2010-11)
27	Leadership and Employee Engagement (2010-11)

26. Student profile program/course wise: Academic Year 2014-2015,2015-2016

Name of the course	Applications Received	Applications Selected	Enrolment
B.Com. 2014-2015	655	360	360
B.Com. 2015-2016	575	360	360
M. Com. 2014-15	71	60	60
M. Com. 2015-16	85	60	60

27. Diversity of Students: Being a Sindhi Minority college, the college has majority of Sindhi community students. The college also has students of Muslim community. At the same time, 65% students are girls. The following tables provide the details of diversity of students during the last six years:

Categories	Year 2010-11			Year 2011-12			Year 2012-13		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SC	20	32	52	12	18	30	22	33	55
OBC	14	21	35	25	20	45	17	30	47
ST	1	0	1	0	0	0	0	0	0
VJNT	1	2	3	0	3	3	7	5	12
Open	472	725	1197	276	583	859	615	675	1290
Total	508	780	1288	313	624	937	661	743	1404

Categories	Year 2013-14			Year 2014-15			Year 2015-16		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SC	44	71	115	67	54	121	37	70	107
OBC	30	79	109	58	69	127	40	97	137
ST	2	1	3	3	3	6	2	2	4
VJNT	4	5	9	0	3	3	1	2	3
Open	425	720	1145	344	779	1123	378	681	1059
Total	505	876	1381	472	908	1380	458	852	1310

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?

NET-6
CDSE –SSB- 1(Interview result awaited)

29. Student progression:
B.Com.

Progression type	Percentage
Progression from UG to PG	20%
Progression to Employment	30%
Progression to Professional Courses	20%
Progression to Family Business.	30%

M.Com.

Progression type	Percentage
Progression to Employment	50%
Progression to Professional Courses	20%

Progression to Family Business	30%

30. Details of Infrastructural facilities:
   Library:
   No. of books in Main Library: **14556**
   No. of subject related books (B.Com):   **9665**
   No. of subject related books (M.Com):   **1060**
   No. of subject related books (Eco. & Bank):   **1856**
             No. of subject related books (Languages):   **974**
   No. of subject related Journals: **28**

a) **Internet facility for Staff & Students**
   Staff: There are 10 computers with internet connectivity which are shared by teachers.
   Students: In the library, there are 2 computers with internet connectivity which are used by students.

b) **Classrooms with ICT facility**
   - All classrooms are ICT enabled.
   - The infrastructure available in the College is commonly used by all the departments.
   - The College library has a rich collection of Texts, Journals, Special issues and other subjects, which are readily available to the teachers and students. The library has been computerized for better and quick services.
   - The College has 2 well-equipped computer labs with all the necessary infrastructure and accessories. Computers with internet facilities are made available to the Teachers, and students.
   - The College has UGC Network Resource Centre.

   Other Facilities:
   - Intercom connection
   - Separate Departmental Room for Economics & Banking, furnished with two tables, ten chairs and white board

31. Number of students receiving financial assistance from college, university, government or other agencies:
   The students avail financial assistance from the College through Poor Students Fund. University and government also provide financial assistance (scholarships) as per the rules applicable to all deserving candidates. Private Agencies, Past Students and companies also sponsor financial assistance to needy students.

Name of Scholar ship (Sponsored)	2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	Rs.	No	Rs.	No	Rs.	No	Rs.	No	Rs.	No	Rs.	No
Cybage (for BBA/BCA)	-	-	214899	17	316505	17	555675	17	700325	31	621625	24
M.U. Trust Prizes (Academic)	4000	3	4000	3	4000	3	9000	3	9000	3	9000	3
M.U. Trust Prizes (Sports/ Other)	7400	2	4200	1	2400	2	23400	3	2400	2	3000	1
M.U. College Prizes	6000	24	6000	24	6000	24	6000	24	6000	24	6000	24
Sponsored by Teachers/Ex-teachers	6650	18	6650	18	6650	18	6650	18	6650	18	6650	18
Sponsored by Alumni	-	-	-	-	-	-	-	-	11000	2	11000	2
	24050	20	235749	63	335555	64	600725	65	735375	80	657275	72

32. **Details on student enrichment programs (special lectures/workshops /seminar) with external experts**:
   B.Com.:
   <u>Visits:</u>
1) The students visit CA firms to collect information on Audit procedure and documents required.
2) Visit to Forbes Marshall, Infosys, Kalyani Lemmerz, Parle G factory, Khadi Gram Udyog, Mapro Industry, Big Bazaar, Mega Mart, Kate Milk Dairy, Mothers Dairy , A visit to Lifesyle International ltd., Westside & Dorabjee's Retail stores, Banks etc are made for practicals in Costing, Marketing, Entrepreneurship and Finance are made by the students.
3) Old home age, Orphanage, Seva Dham are some of the NGO's where students visit and distribute old books, clothes and toys.
   Guest lectures, Seminars, Soft Skills Development Workshop :
   For over all development of students and for gaining practical knowledge guest lectures, seminars, soft skills development workshops are regularly organized. Some of them are- Self Defense for Girls, Yoga Health and Hygiene.
   Extension Activities:
   Students participate in extension activities through NSS Camps.
   Short Term Courses:
   Various short term courses are also organized to create awareness about different areas; A short term course in Cyber Law, Event Management, Insurance Management, Tally, Accident Claim, Business law and Ethics, Direct Taxes, and Fashion Designing.

Economics & Banking:
  a. The Department makes it a point to take students out on a study tour every year. The study tours conducted so far include –
    1. Reserve Bank of India, Mumbai (Between 2010 and 2013 every year)
    2. National Stock Exchange, Mumbai (2014)
    3. Mumbai Port Trust, Mumbai (2015)
  b. The department organized inter-collegiate quiz competition for three years, of which one was organized at a State level.
  c. To inculcate cultural values among students, the department organizes a programme on Hindustani Classical Vocal and Instrumental. Such programmes started from 2013 and continue till date. The programmes are sponsored by the department in association with the grants from the college trust.
  d. Competitive examination centre of the college is run by the Department and has picked in a very short span of time with many benefitting from the same.

Languages:
  * A short term course on Spoken English
  * Special lectures on Soft skills
  * Special lectures on Grammar
  * Special Guidance lectures under Student Welfare Office, Savitribai Phule Pune University, Pune
  * Literary Association Activities- Debating, Elocution, Essay Writing, Poetry Recitation Competitions
  * Celebrating Rashtrabhasha Diwas, Matrubhasha (Sindhi) Diwas, Marathi Diwas
  * Remedial Lectures

M.Com.
  * M. Com. Quiz was conducted in March 2014 and February 2015.
  * M.Com exhibition was organized on April 7, 2014.
  * A Guest lecture on Career Opportunities in Pvt. Sector Banks was delivered on 11 August, 2014 by Mr. Ramprasad Murthy of U.T.I and Mr. Ashish Pal.
  * Industrial visits to Mother's Recipe, Satara and Mapro Industry, Panchgani were organized on 17th January, 2015
  * 27 September, 2014 Sales Demo and PPT competitions were organized.
  * M. Com. students visited Kalyani Carpenter Steel Ltd on march 22, 2014
  * Literary Association Activities- Debating, Elocution, Essay Writing are conducted every year.

33. Teaching methods adopted to improve student learning:
  * Screening of relevant films.
  * Role play, conducting debates, Elocution, Quiz and Extempore.
  * Power point Presentations
  * Group Discussions
  * Teacher-Student Interactive Library
  * Management Games

- Practice in Grammar & Composition etc.
- Book review writing
- Industrial visit
- Seminars and Participation of students in intercollegiate activities

34. Participation in Institutional Social Responsibility (ISR) and Extension activities: The faculty and the students of this department undertake a number of activities to fulfill institutional social responsibility some of the highlights are;
1) NGO Visits and Support to NGOs, Distribution of clothes - utensils and toys in the orphanages.
2) Awareness Campaigns through Street Plays, Rallies, Save Girl Child, Women Empowerment, Child Abuse, Addictions, Use of Helmet, Voting, Eye donation. NO vehicle day etc
3) Environment Conservation – lectures on environment awareness, tree plantation at Baner hills, adopted village and college campus.
4) How to start your own business- lecture for the people in surround areas.
5) Reaching out to the students and the other community members educating them through the blog that department handles. The blog carries information pertaining to latest in Banking and Economics. The students and other stakeholder in the community can talk to the department faculty by registering their queries on the blog.
6) Outreach Seminars on socio-economic topics under Dept. of Adult Education and Extension.
7) The Economics college departments counsel students and their parents in their decisions pertaining to loans to be taken by them. The counseling pertains to the source of loan, its duration and the interest rate calculations.

35. SWOT analysis of the department and Future plans:

Strengths:
1) Well Qualified Staff having extensive work experience in different academic activities.
2) Most of the teachers have PG recognition. Few are recognized M.Phil. and Ph.D guides.
3) Some teachers are alumni of the College. The alumni support College activities.
4) Inputs from professionals like CA, Project Consultants, MBA, Industrialists, Lawyers, Academicians etc.
5) Blend of academic and extra-curricular activities.
6) Students are given a free hand in organizing academic and co-curricular activities of the department
7) Regular informal department meetings and commitment to work towards better internal cohesion.
8) Organizing Seminars every year.

Weakness:
1) High Student- teacher ratio
2) Limited consultancy
3) Placements have restrictions
4) Limited opportunity in terms of syllabi designing.
5) Languages are taught only at F.Y.B.Com level.

Opportunities:
1) Scope for consultancy
2) Collaboration with other institutions for academic activities, certificate courses and Interdisciplinary Research Projects
3) Organization of National seminar
4) Strengthening Industry-Institution Linkage by entering into MOUs
5) Developing Vibrant Placement Center.
6) Enhancement of Contribution to Society
7) Better and more regular application of creative teaching techniques using multimedia

Challenges:
1) To enhance the skills of the students relevant to the industry.
2) To make Infrastructural additions to accommodate E-Learning Process
3) Increasing number of collaborative major research projects.

Future plans:
1) Establishing study center to impart courses in entrepreneurship, family business, salesmanship and software –hard ware etc.
2) Conducting seminars and projects in association with Professional Bodies
3) More guest lectures by eminent personalities.
4) Conduct National Seminars.
5) Establishing study center to impart courses in economics and banking
6) Undertaking more Educational visits, Industrial Training
7) Signing More MoUs with Industry.

Department of BBA

1. **Name of the department: Commerce – BBA**

2. **Year of Establishment: 2007**

3. **Names of Programs / Courses offered:**

Sr. No.	Course	Level
1.	BBA	Under graduate

4. **Names of Interdisciplinary courses and departments / units involved:** N.A

5. **Annual / Semester/ Choice based credit system (Program wise):**

Sr. No.	Course	Pattern
1.	BBA	Semester Pattern

6. Participation of department in courses offered by other department:

Sr. No.	Course	Subject
1.	B.Com	Financial Accounting, Cost & Works Accounting Paper – III, Fundamentals of marketing, Corporate Law, Business Management
2.	BCA	Financial Accounting, Computer Applications in Statistics, Business Communication, Human Recourse Management, Principles of Management, Organizational Behaviour
3.	M Com	BA – Human Resource Management, Costing VI- Recent trends in Cost Audit and Cost Systems, Cyber Security, Production and Operations Management, Professional values an Business Ethics **,** Strategic Management, Recent trends in BA, Retail Management

7. **Courses in collaboration with other Universities, Industries, Foreign institution: NIL**

8. **Details of courses/ programs discontinued with reason: NA**

9. **Number of teaching posts:**

Sanctioned Posts	Filled
Full Time : 03	Asst. Professors: 03
CHB: 01	01

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt./Ph.D./M.Phil. etc.)

No	Name	Qualification	Designation	Specialization	Experience in Years
1.	Ms. Deepa Nathwani	M. Com, MCM	Assistant Professor	Advanced Accountancy and Advanced Costing	UG – 10 PG - 4
2.	Mrs. Diya Tanwani	M.Com	Assistant Professor	Advanced Costing	UG- 4. PG – 2
3.	Mrs. Asmita Bhagat	MBA	Assistant Professor	Finance / Marketing	UG – 4 PG – 2
4.	Ms. Sonam Poptani	M.Com.	Assistant Professor	Business Administration	UG – 4 PG – 1
5.	Adv Savita Yadav	LLM	CHB	Law	UG – 5

11. List of senior visiting faculty: NIL

12. Percentage of lectures delivered and practical classes handled (program wise) by temporary faculty: Business Economics, Business Law are taught by visiting faculties on clock hour basis.

13. Student -Teacher Ratio (program wise):
       F. Y.BBA. (54:1)
       S.Y.BBA. (28:1)
       T.Y.BBA. (26:1),

14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:
Sanctioned:1 Filled:1

15. Qualifications of teaching faculty with DSc/ D.Litt/ PhD/ MPhil/PG:
  PG: 4

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received: NIL

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: NIL

18. Research Centre /facility recognized by the University: NIL

19. Publications:
   a) Presentation and Participation per faculty

Name of the Faculty	Papers published in Journals		Seminar / Conference Proceedings/ Book	
	International	National	International	National
Ms. Deepa Nathwani	1	5	1	5
Mrs. Diya Tanwani	-	-	-	-
Mrs. Asmita Bhagat	-	2	-	2
Ms. Sonam Poptani	-	1	-	1

20. Areas of consultancy and income generated: NIL

21. Faculty as members in:
   a) National committees b) International Committees c) Editorial Boards: NIL

22. Student projects
   a) Percentage of students who have done in-house projects including inter departmental/program:
   S.Y.BBA – Business Exposure Project Work – Visiting Six Companies and making a project report
   T.Y.BBA – Finance Specialization – Project work on Working Capital Management and Ratio Analysis and Marketing Specialization on Brand Awareness and Advertising , Marketing Strategies, Brand Recall.
   b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: NIL

23. Awards/Recognitions received by faculty and students: NIL

24. List of eminent academicians and scientists/visitors to the department:

Sr. No.	Name	Designation
1	Mrs. Madhavi Purandhare	Manager Infosys
2	Ms. Madhuri Kulkarni	Trainer Pranik Healing
3	Ms. Deepa Luthra	CA (Finance Executive – Credit Suisse)
4	Ms. Swati Atitkar,	Director Business Strategy, Goldmine Advt. Ltd
5.	Mr. Sachin Sinha,	Manager, BVG India Ltd
6.	Ms. Neeta Bagade	Lead HR Infosys
7.	Mr. Piyush Rathi	Asst. Manager Credit Suisse
8.	Mr. Deepak Landge,	Soft Skill Trainee Manager
9.	Ms. Anuradha Biyani,	Asst Manager, Smart Fincon Pvt. Ltd.
10.	Mr. Sandeep Pherwani,	Manager, LIC Pune
11.	Mr. Naikwade	CA , Prop Naikwade & Associates
12.	Mr. Nikhil Khatri	Event Management Technologies

13	Mr. Nelson Mendes	HR Manager, Talent Track Pvt. Ltd.
14	Dr. George Judah	Management Consultant
15	Mr. Akshay Dange	(Graphic Designer and Instructor at FTII, Pune
16	Mr. Ajay Kadam & Mr. Chris Thomas	Deputy Manager Assistance Manager
17	Dr. P.V Sathe	(Research Head BMCC) Asso. Professor
18	Prof. Sunil Gokhale	Sr. Faculty in Cyber Law
19	Adv. Jyotsna Kamble	Adv. High Court
20	Mr. Abhishek Verma	Sr. HR Infosys

25. Seminars/ Conferences/Workshops organized and the source of funding:
   Seminars:

Sr. No.	Seminars / Conferences Workshops	Level	Funding Agency
1	Role in IT in Management		
2	BBA & BCA Seminar		
3	Importance of HR	College	College
4	Interview Skills and CV writing		
5	Time Management		
6	Cyber Security		

The college organizes an Induction Program every year for BBA and BCA students

26. Student profile program/course wise :

Name of the Course / program	Applications received	Selected
2014-2015	37	37
2015-2016	54	54

27. Diversity of Students: NA

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.? NIL

29. Student progression: NA

Progression type	Percentage
Progression from UG to PG	20%
Progression to Employment	30%
Progression to Professional Courses	20%
Progression to Family Business.	30%

30. Details of Infrastructural facilities:

c) Library:
   No. of books in Main Library-14,556
   No. of subject related books- 1316
         No. of subject related Journals-(BBA and BCA):6
         Internet facility for Staff & Students
         Staff: There are 10 computers with internet connectivity which are shared by teachers.
   Students: In the library, there are 2 computers with internet connectivity which are used by students.
         Classrooms with ICT facility
- All classrooms are ICT enabled.
- The infrastructure available in the College is commonly used by all the departments.
- The College library has a rich collection of Titles, Journals, Special issues and books on Research Methodology and other subjects, which are readily available to the teachers and students. The library has been computerized for better and quick services.
- The College has 2 well-equipped computer labs with all the necessary infrastructure and accessories. Computers with internet facilities are made available to the Teachers, and students.
- The College has UGC Network Resource Centre.

31. Number of students receiving financial assistance from college, university, government or other agencies:
   The students avail financial assistance from the College through Poor Students Fund. University and government also provide financial assistance (scholarships) as per the rules applicable to all deserving candidates. Khusbhoo Charitable Trust sponsors scholarships to students of BBA as their need and as per their merits. Private Agencies, Past Students and companies also sponsor financial assistance to needy students.

32. Details on student enrichment programs (special lectures/workshops /seminar) with external experts:
   1. A short term course on Finance.
   2. Special lectures on Soft skills.
   3. Special lectures on Personality Development.
   4. Remedial Lectures.
   5. Various seminars and workshops are arranged.
   6. Inter-collegiate Debate competition

33. Teaching methods adopted to improve student learning:
- Screening of relevant documentaries and films.
- Role play, conducting debates and discussions.
- Power point Presentations.
- Group Discussions.
- Teacher-Student Interactive Library.

34. Participation in Institutional Social Responsibility (ISR) and Extension activities:
         Through NSS& Student Welfare (Details)

35. SWOT analysis of the department and Future plans

Strengths:
- ➢ Well qualified and ambitious faculty with diverse research interests and specializations.
- ➢ Students are encouraged to improve programming skills.
- ➢ Students are encouraged to make presentations.
- ➢ Use of ICT in teaching
- ➢ Soft skill and personality development lectures are conducted.
- ➢ Students are given a free hand in organizing academic and co-curricular activities of the department
- ➢ Regular informal department meetings and commitment to work towards better internal cohesion
- ➢ Every year medical check-up for FY students

Weakness:
- ➢ Time constraint to complete the syllabus due to semester pattern.

Opportunities:
- ➢ Internship support provided gives better opportunities in the industry.
- ➢ Intercollegiate competitions are platform for students to develop.
- ➢ Better and more regular application of creative teaching techniques.

Challenges:
- ➢ To train the students as per the challenging industry standards.
- ➢ To bridge gap between industry and academia.

Future plans:
- ➢ To create awareness of computer technology in day to day life among students.
- ➢ Guest Lectures by Eminent Personalities.
- ➢ Visit to Large Scale industries.
- ➢ Conduct State/National Seminars.

Department of BCA

- **Year of Establishment: June 2009**

- **Names of Programs / Courses offered:**

Sr. No.	Course	Level
1.	BCA	Under graduate

- **Names of Interdisciplinary courses and departments / units involved:** N.A

- **Annual / Semester/ Choice based credit system (Program wise):**

Sr. No.	Course	System
1.	BCA	Semester pattern

- **Participation of department in courses offered by other department:**

Sr. No.	Course	Subject
1.	**BBA**	Management Information System

- **Courses in collaboration with other Universities, Industries, Foreign institution:** NIL

- **Details of courses/ programs discontinued with reason:**   No.

- Number of teaching posts:

Full Time : 03	Asst. Professors 03

- **Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt./Ph.D./M.Phil. etc.)**

	Name	Qualification	Designation	Specialization	Experience in Years
1	Mrs. Bijal Thakker	MCA	Asst. Prof.	Networking	9
2	Mrs. Snigdha Shukla	MCA, BE	Asst. Prof.	Java	10
3.	Mrs. Kiran Patil	MCA	Lecturer	Programming	3

- **List of senior visiting faculty:** NIL

- **Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty**: NIL

- **Student -Teacher Ratio (program wise):**
    F. Y.B.C.A (43:1)
    S.Y.B.C.A. (70:1)
    T.Y.B.C.A (35:1)

- **Number of academic support staff (technical) and administrative staff; sanctioned and filled:**
    Sanctioned:1 filled:1

- **Qualifications of teaching faculty with DSc/ D.Litt/ PhD/ MPhil/PG:**
    PG: 3

- **Number of faculty with ongoing projects from a) National b) International funding agencies and grants received:** NIL

- **Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received:** NIL

- **Research Centre /facility recognized by the University:** NIL

- **Publications:**
    Presentation and Participation per faculty

Name of the Faculty	Paper Presentation in Seminar / Conference		Participation in Seminar / Conference	
	International	**National**	**International**	**National**
Mrs. Bijal Thakker	-	1	-	1

- **Areas of consultancy and income generated:** NIL

- **Faculty as members in**:
    a) National committees b) International Committees c) Editorial Boards: nil

- **Student projects**
    a) Percentage of students who have done in-house projects including inter departmental/program: As a part of curriculum, TYBCA students have to do a project; so as all the students are doing in-house projects. Therefore the ratio in percentage is 100%.
    b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: 14%

- **Awards/Recognitions received by faculty and students:** NIL

- **List of eminent academicians and scientists/visitors to the department:**

Sr. No.	Name	Designation
1	Dr. Ranjeet Patil	Co-ordinator, BCA, SPPU
2.	Mr. Ramesh Birajdar,	Finance Controller, Lear Corporation Chakan
3.	Dr. George Judah.	Management Consultant
4.	Mr. Akshay Dange	Graphic Designer and Instructor at Film and Television Institute, Pune
5.	Mrs. Alka Duseja	Team Leader Infosys
6.	Mr. Rohit Joshi	Test Engineer - Wipro Technologies
7.	Mr. J.D. Jadhav	SDLC & Networking
8.	Mr. Sateesh Singh	Sr. Security Analyst for EC- Council and A Certified Ethical Hacker

- **Seminars/ Conferences/Workshops organized and the source of funding:**

Sr. No.	Seminars / Conferences Workshops	Level	Funding Agency
1	Role in IT in Management	College	College
2	BBA & BCA Seminar		
3	Importance of HR		
4	Recent Trends in Information Technology		
5	Cyber Security		
6	Hardware and Networking		

The college organizes an Induction Program every year for BBA and BCA students

- **Student profile program/course wise** : NA

Name of the Course/program BCA	Applications received	Selected
2014 – 2015	80	80
2015-2016	54	54

- **Diversity of Students: NA**

- **How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?** 01 (for 15-16)

- **Student progression**:

Progression type	Percentage
Progression from UG to PG	40%
Progression to Employment	40%
Progression to Professional Courses	20%

- **Details of Infrastructural facilities:**
    a)   Library: No. of books in Main Library-
    No. of books in Main Library-14,556
    Total no. of Journals BBA and BCA: 6
    Total no. of books for BCA: 754

    b) Internet facility for Staff & Students

    c) Classrooms with ICT facility
- The infrastructure available in the College is commonly used by all the departments.
- The College library has a rich collection of Titles, Journals, Special issues and books on Research Methodology and other subjects, which are made readily available to the students. It has been computerized for better and quick services.
- The College has 2 well-equipped computer labs with all the necessary infrastructure and accessories. Computers with internet facilities are made available to the Teachers, research candidates and students.
- The College has UGC Network Resource Centre.

- **Number of students receiving financial assistance from college, university, government or other agencies:**
  The students avail financial assistance from the College through Cybage scholarship and it is related to income of the guardian. University and government also provide financial assistance (scholarship) as per the rules applicable to all deserving candidates. Private Agencies, Past Students and companies also sponsor financial assistance to needy students.

- **Details on student enrichment programs (special lectures/workshops /seminar) with external experts**:
- Industrial Visit for students.
- Special lectures on soft skills.
- Remedial Classes.
- Intercollegiate Programming and poster competition
- Intercollegiate Web Designing Programming Competition
- Power Point Presentations
- Skits

- **Teaching methods adopted to improve student learning:**
- Power point Presentations.

- Programming Practice.
- Group Discussions.
- Teacher-Student Interactive Library.

- **Participation in Institutional Social Responsibility (ISR) and Extension activities:**
  Through NSS & Student Welfare Activities

- **SWOT analysis of the department and Future plans**
  Strengths:
  - ➢ Well qualified and ambitious faculty with diverse research interests and specializations.
  - ➢ Students are encouraged to improve programming skills.
  - ➢ Students are encouraged to give presentations.
  - ➢ Use of ICT in teaching.
  - ➢ English/Sindhi language lectures are conducted.
  - ➢ Soft skill and personality development lectures are conducted.
  - ➢ Students who are given a free hand in organizing academic and co-curricular activities of the department .
  - ➢ Regular informal department meetings and commitment to work towards better internal cohesion.
  - ➢ Every year medical check-up is for FY students.

  Weakness:
  - ➢ Time constraint to complete the syllabus due to semester pattern.
    `
  Opportunities:
  - ➢ Small projects give better opportunities in IT industry.
  - ➢ Diversified languages are learned which gives exposure to many computer fields.
  - ➢ Better networking with neighboring colleges.
  - ➢ Intercollegiate competitions are platform for students to progress.

  Challenges:
  - ➢ To train the students as per the challenging industry standards.

  Future plans:
  - ➢ To create awareness of computer technology in day to day life among students.
  - ➢ Guest Lectures by Eminent Personalities.

Compliance Report

Recommendation 1: Start degree and certificate courses like Foreign Trade, Mass Communication, Fashion Design, Interior Design and Foreign Languages

Compliance:

- The College has started autonomous Short term courses in General Awareness in Law and Awareness in Motor Accident Claim, Cyber Law, Tally, Fashion Design, Direct Taxes and one in Foreign Language i.e. German, Sindhi Language and Spoken English.
- The College is a recognized **IGNOU center** for MBA, M.A. (English), M. A. (Economics), B. A., P. G. Diploma in International Business, Bachelors Preparatory Course, and Certificate Courses in Business Studies, Functional English and Teaching of English.
- The College is a Centre of **National Council of Promotion of Sindhi Language**, New Delhi, Ministry of H. R. D., Government of India for Certificate Course in Sindhi Language.
- **UGC Soft Skills Programs:** The College runs UGC Soft Skills programs as Certificate, Diploma and Advanced Diploma Courses for the First, Second and Third year students respectively.

Recommendation 2: Start a Women Study Centre to promote women entrepreneurship, women empowerment and study of gender issues

Compliance:

The University sanctions funds for a Women Study Centre to the colleges with Arts faculty. So the College, has designed its own programs for promoting women empowerment and study of gender issues

Gender sensitization is facilitated in the following ways:

➢ Cells like Vidyarthini Manch, NSS and Students' Welfare and through activities like films and documentary screening.

➢ Government initiative Jagar Janivancha- Rally, Poster Competition, Power Point Presentation, Debate and Elocution competitions organized to sensitize students about gender issues.

➢ Special attention is paid to their needs in the form of:

f. Health & Sex education- Experts from the respective fields, interact with girl students and deliver lectures on issues like cancer awareness.

g. Self-Defense Training workshop organized for girl students.

h. Yoga Demonstration by experts to create health awareness among students.

i. Health check-ups and haemoglobin tests regularly organized for girl students.

j. Students sent to cluster colleges to participate in activities under the auspices of Nirbhaya Kanya Abhiyan.

Recommendation 3: Library needs more books, quality journals and computerization of its systems
Compliance:
➢ Library Automation**:** Library is using LIBMAN as library management software.
➢ OPAC is used for accessing library database.
➢ Staff and students are provided with internet and digital library facility
   ➢ Library Website**:** The library link is provided on the College website.
   ➢ INFLIBNET- N List subscription of e books and journals is available

Recommendation 4: More teachers should be encouraged to pursue research, enhance academic quality and undertake projects

Compliance:
➢ 4 teachers were awarded Ph. D; 1 has submitted her Ph. D. thesis. Thus, out of 22 teachers, 8 are Ph. D holders; 6 teachers are registered for Ph. D.
➢ . The following table gives an overview of the number of research publications during the last 6 years:
· Conference proceedings: 60
· Research journals: 36
· Books (Single Author) : 2
· Books (co-Author): 5
· E- Book: 1
· Student Research publication 'Vision-Think Tank'.

Research projects:
Completed:
Major Research Projects: 01
Minor Research Projects: 01
On-going:
Minor Research Projects: 02
Applied: 3

Recommendation 5: ICT should be used as an effective tool to improve teaching and learning process:

Compliance:
➢ **Computer Laboratory**: Computer labs are equipped with 55 computers.
➢ All the classrooms and seminar/conference halls are ICT enabled.
➢ PowerPoint presentations using LCD is extensively used by teachers
➢ A smart T.V and a smart board are available for teaching-learning.
   ➢ **OPAC:** OPAC is provided on most computers of the College for maximum access to the Library Collection.
➢ **Package for e-journals**: N-list subscription enables teachers to access e journals and books
➢ **KINDLE:** Students are provided with Kindle for reading E-Books.

Recommendation 6: Improve sports infrastructure and encourage more students for participation

Compliance:
➢ A basket-ball court is constructed.
➢ For Outdoor games, there is a kabbadi, volleyball, handball, netball, and football and softball court and for indoor games, a table tennis room housing carom, chess facility is available. The College hires polygrass hockey court for practice and hosting for University level tournaments.
➢ Yoga, Zumba and Aerobics are conducted in the Seminar Hall.
➢ There is a special room for Director of Physical Education. All the sports equipment is kept in the room.

Recommendation 7: Formal collaboration and linkages with industry be enhanced:
Compliance:
➢ MOU signed with Kalyani Lemmerz Ltd and Entrepreneurs' Club.

Recommendation 8: Placement cell should be more result oriented
Compliance:
➢ The College has formed a Career Counseling and a Placement Cell. This cell invites experts from various fields to guide students and help them to choose a career which suits best their abilities/skills. Teachers and class mentors also counsel the students.
➢ Placement cell provides information regarding different job opportunities for the students. Various companies / organizations approach the college placement officer regarding the available vacancies. These details are then displayed on the notice board of the College.
➢ The college has also subscribed to Employment News.
➢ Every year, a job fair is organized
➢ The companies that were a part of the formal placement process in the past include TCS, TBSS, ICA and Wipro respectively.
➢ The other components of the structured mechanism for offering placement include:
   a) Presentation by Companies
   b) Development of Communication Skills through workshops
   c) Actual recruitment
• The following table gives the details of students who were placed in different organizations:

Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Total On Campus	2	4	38	13	25	22
Total Off	Approx. 30-40%					

Recommendation 9: Strengthening of alumni involvement in college development:
Compliance:
The Alumni Association established, which meets annually, supports the College in the following ways:
➢ Organization of National Seminars,
➢ Placements
➢ Guest lectures
➢ Sponsoring Cash Prizes

Declaration by Head of the Institution

I certify that that the data included in this Self-Study Report (SSR) are true to the best of my knowledge.

This SSR is prepared by the institution after internal discussions, and no part thereof has been outsourced.

I am aware that the Peer team will validate the information provided in this SSR during the peer team visit.

Signature of the Head of the institution with seal:

Place: Pune

Date: