



Yearly Status Report - 2015-2016

Part A

Data of the Institution

1. Name of the Institution		DR. BABASAHEB AMBEDKAR COMMERCE AND MAHARSHI V. R. SHINDE ARTS COLLEGE
Name of the head of the Institution		PROF. TAYADE SAMBHAJI SUDAM
Designation		Principal (in-charge)
Does the Institution function from own campus		Yes
Phone no/Alternate Phone no.		02026350857
Mobile no.		9890038157
Registered Email		narpote@gmail.com
Alternate Email		drambedkarcollege@rediffmail.com
Address		896, 'Ahilyashram', Nana Perth
City/Town		PUNE
State/UT		Maharashtra
Pincode		411002

2. Institutional Status					
Affiliated / Constituent		Affiliated			
Type of Institution		Co-education			
Location		Urban			
Financial Status		state			
Name of the IQAC co-ordinator/Director		PROF. AGARWAL RATNESH RAMESHLAL			
Phone no/Alternate Phone no.		02026350857			
Mobile no.		9822186001			
Registered Email		ratneshagarwal11@gmail.com			
Alternate Email		nareshpote@rediffmail.com			
3. Website Address					
Web-link of the AQAR: (Previous Academic Year)		https://dbamsc.in/website/aqar_files.php			
4. Whether Academic Calendar prepared during the year		Yes			
if yes,whether it is uploaded in the institutional website: Weblink :		https://dbamsc.in/website/aqar_files.php			
5. Accrediation Details					
Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	B	72.25	2007	10-Feb-2007	09-Feb-2012
6. Date of Establishment of IQAC			01-Jul-2015		
7. Internal Quality Assurance System					
Quality initiatives by IQAC during the year for promoting quality culture					
Item /Title of the quality initiative by IQAC	Date & Duration		Number of participants/ beneficiaries		

Several internal committees were constituted, and their functions decided	22-Jun-2015 5	30
Academic Calendar in tune with University Academic Calendar prepared	06-Jul-2015 4	25
The Students Induction Program conducted	08-Aug-2015 3	500
Motivate the teachers to prepare the plan to include the use and enrichment of ICT	11-Aug-2015 4	30
Remedial coaching and Bridge courses organized for the benefit of the students	24-Aug-2015 10	300
Introduction of Add on/Certificate Courses to bridge the gaps and hone the skills	01-Aug-2015 40	250
The information of the AISHE Survey completed	17-Aug-2015 10	20
Framed the Code of Conduct	14-Dec-2015 5	30
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/ Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	nil	2016 0	0
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9. Whether composition of IQAC as per latest NAAC guidelines:

Yes

Upload latest notification of formation of IQAC

[View File](#)

10. Number of IQAC meetings held during the year :

4

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

Yes

Upload the minutes of meeting and action taken report

[View File](#)

11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No
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12. Significant contributions made by IQAC during the current year(maximum five bullets)

The IQAC encourages teachers to use ICT-enabled tools in classroom teaching, prepares action plans, and executes them for quality improvement.

The IQAC has imparted knowledge to students with value education through talks, workshops, and seminars, encouraging the students to participate in sports and inter-collegiate activities.

The IQAC has introduced an add-on-certificate course on Tally, MS Office, personality development, and spoken English to the students and introduced counselling services to the students through the Mentor-Mentee System throughout the year.

The IQAC has conducted an orientation program for newly joined students with information about vision, mission, and institution.

The IQAC organizes an orientation program for teaching and non-teaching staff regarding the assessment and Accreditation Framework of NAAC.

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13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achievements/Outcomes
Remedial Coaching Classes	Conducted
Continuous Internal Evaluation	meticulously conducted as per the university guidelines
Maintain discipline on the campus	The Discipline committee was constituted, and proper discipline was maintained.
The Preparation of the college website	The web site upgraded with more user-friendly for easy access to the stakeholders.
To promote extension outreach activities through the NSS unit	Regular and camping activities were organized, and outreach activities were conducted in the vicinity.
The Mentor-Mentee System is introduced	Mentor-Mentee System was introduced, and meetings were organized regularly.
The Feedback on the curriculum was collected collect from stakeholders	The Feedback was collected, analysed, and action was taken.
The students were encouraged to participate in sports and inter-	The students participated in athletics and group sports events and won awards.

collegiate activities

[View File](#)

14. Whether AQAR was placed before statutory body ?

Yes

Name of Statutory Body

Meeting Date

Local Management Committee

11-Dec-2015

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?

No

16. Whether institutional data submitted to AISHE:

Yes

Year of Submission

2016

Date of Submission

24-Aug-2016

17. Does the Institution have Management Information System ?

No

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

Response: The college ensures effective curriculum delivery through a well-planned, documented process in the following ways: The college has affiliated with Savitribai Phule Pune University, Pune. The curricula of all programs offered in the college are designed, developed, and revised by the university. The college prepares the Academic Calendar at the beginning of the academic year in tune with the Academic Calendar issued by the university. It includes commencement and conclusion dates of each term, holidays, workshops, seminars, conferences, guest lectures, study tours, special day celebrations, activities of NSS cultural, internal examinations, semester-end examinations, and sports activities. The faculty members prepare the teaching plans and maintain individual records, assignments and seminars, internal assessment and evaluation, remedial and advanced coaching, field visits, and project study. Each teacher has a personal record of individual timetables, class details, student performance, achievements, and internal examinations undertaken to maintain a Teacher's diary. The college starts job-orientated and value-added courses for the employable skills enhancement of the students. The faculty members incorporate ICT-enabled tools in the teaching-learning process. The Library provides services by adding textbooks, reference books, journals, and e-journals. The college conducts Special lectures, Workshops, Seminars, Debates, group discussions, essay competitions, and cultural events in the relevant fields related to the curriculum. The college collects feedback from the stakeholders such as students, teachers, parents, and Alumni on the curriculum

once a year through the structured questionnaire prepared by the IQAC.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
CERTIFICATE COURSE IN TALLY	0	01/07/2015	35	This course helps students to work with well-known accounting software i.e. Tally	To make students ready with required skill for employability in the job market.
CERTIFICATE MS-OFFICE	0	07/07/2015	35	Ms-Office course trains students how to use MS Office applications use in office work such as creating professional-quality	Arithmetic operations and functions and create dynamic slide presentations
CERTIFICATE COURSE IN SHARE MARKET	0	03/08/2015	35	To understand the capital market trading operations of NSE.	To know about the eligibility criteria for seeking membership at NSE.
CERTIFICATE COURSE IN ENVIRONMENTAL AWARENESS	0	04/08/2015	35	To help social groups and individuals acquire awareness of and sensitively to the total environment and it's allied problems.	To help social groups and individuals gain a variety of experiences and acquire a basic understanding of environment and its associated problems.
CERTIFICATE COURSE IN SPOKEN ENGLISH	0	12/08/2015	35	This program is mainly aimed at value addition, which help the students to	This course would help students to groom their personality, improve upon spoken

acquire English, and competence techniques to secure to face for jobs in any area related to IT ITES and other service industries job.

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
BCom	Core and Elective Subjects	28/02/1984
BA	Marathi, Economics, Sociology	21/02/1989
MCom	Advanced Accounting and Taxation	31/05/2004
MA	Marathi	31/05/2004
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
BCom	Core and Elective subjects	15/06/2015
BA	Marathi, Economics, Sociology	15/06/2015
MCom	Advanced Accounting and Taxation	01/07/2015
MA	Marathi	01/07/2015

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	300	0

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Computerized Accounting	17/08/2015	250
Gender Sensitivity	16/07/2015	300
Intellectual Property Rights Laws	09/09/2015	150
Value Education	20/09/2016	300
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1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BA	Environmental Awareness Course	250
BCom	Financial Accounting	240
BCom	Environmental Awareness Course	220
BCom	Business Communication	220
BCom	Banking and Finance II/ III	60
BCom	Costs and Works Accounting	60
BCom	Business Entrepreneurship	40
BCom	Marketing and Salesmanship	40
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution?
(maximum 500 words)

Feedback Obtained
<p>Response: The college collects feedback from the stakeholders on the curriculum prescribed by the university annually. 1. Students Feedback: The college collects class-wise and program-wise offline feedback from the students on the teaching-learning process. The structures questionnaire has been prepared by the IQAC and circulated among the students. The feedback collection details are given in the below table. Sr. No. Class No. of Students Enrolled No. of Students submitted their feedback of feedback received 1 F. Y. B. A. 282 250 88.62 2 S. Y. B. A. 191 170 89.00 3 T. Y. B. A. 85 70 82.35 4 F. Y. B. Com. 282 270 95.74 5 S. Y. B. Com. 226 200 88.49 6 T. Y. B. Com. 73 65 89.04 7 M. A. 24 20 83.33 8 M. Com. 54 45 83.33 Total students strengthen 1217 1090 89.56 One thousand ninety students submitted their feedback about the curriculum and teaching-learning process. Most students agreed that the syllabus is very challenging and the allocation of weights is appropriate for the level of coursework. Their percentage is 75. Most students strongly agreed that the teachers covered the syllabus on time. Around 95 of the students decided that the content provided in the syllabus was well-sequenced and equipped. Teachers Feedback: The class-wise and program-wise offline feedback was collected from the teachers on the teaching-learning process. The structures questionnaire has been prepared by the IQAC and circulated among the teachers. The feedback collection details are furnished below. Sr. No. No. of teachers engaged. No. of teachers submitted their feedback of feedback received 1 14 14 100 Feedback on curriculum aspects are sought from all the teachers working in 2015-16. The</p>

structured questionnaire includes the provision of adequate time and resources for framing the syllabus, coverage of theoretical components in the syllabus, the coherence of the syllabus with program outcomes, focus on necessary teaching skills, ensuring details that inculcate ethical values, enlisting reference books, focus on flexible curriculum based on current trends update elective courses. Parents Feedback: The structures questionnaire has been prepared by the IQAC and circulated among the parents. The feedback collection details are furnished below. Sr. No. No. of Parents Registered in the Parents Teacher-Association No. of Parents submitted their feedback of feedback received 1 250 150 60 Majority70 of the parents expressed that the simplicity and fairness of the admission procedure of the college are excellent. Academic discipline in the timely conduct of lectures and practical, co-curricular, and extra-curricular activities is highly appreciated. Most parents felt that the quality of the teaching and training provided at the college was excellent. 99 of parents were satisfied that the college can balance academics, co-curricular, and extra curriculum activities. Alumni Feedback: The college mentioned the program-wise passed-out students register, and offline feedback was collected from them on the teaching-learning process. The structures questionnaire has been prepared by the IQAC and circulated among them.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BA	Marathi, Economics, Sociology, English,	240	260	230
BCom	Banking and Finance, Business Administration	240	270	240
MCom	Advanced Accounting and Taxation	60	70	55
MA	Marathi	60	25	18
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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2015	14	4	14	4	2

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of	Number of	ICT Tools and	Number of ICT	Numberof smart	E-resources and

Teachers on Roll	teachers using ICT (LMS, e-Resources)	resources available	enabled Classrooms	classrooms	techniques used
18	18	1	1	1	1

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Metric No. 2.3.2. Response: The college has to implement the students' mentoring system since its inspection and assigns 35/40 students to each teacher. The teachers meet their mentee students and guide them with their studies and extra-curriculum activities. They also provide advice relating to selecting a particular level subject, career guidance, and personal problems. The mentors act as guides for the students during their projects. The mentoring system of the college ensures that the students adapt to the dynamic learning environment and lead their way into highly successful careers. Functions of the mentoring system: Mentors are assigned mentees and guide them through the three years. Mentors coordinate with the parents regarding the progress of the student. Mentors also keep track of the mentees' performance during the academic year. Benefits of a Mentoring system: It enhances the students' confidence and challenges them by setting higher goals, taking risks, and ultimately guiding them to achieve a higher level. Individual recognition and encouragement. Psychosocial support at the time of need. Mentors act as role models and facilitate leadership by developing interpersonal skills and helping students thrive in competitive environments. Students get access to a support system during the crucial academic, professional and intellectual development stages. Students get exposure to diverse academic and professional perspectives and experiences in various fields. The mentors lay the foundation for the students to reach greater heights in their professional lives.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
1298	14	1:93

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
18	18	0	0	2

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2015	Nil	Principal	Nil
Nil	Nil	Principal (in-charge)	Nil
Nil	Nil	Associate Professor	Nil
Nil	Nil	Assistant Professor	Nil
Nil	Nil	Administrator	Nil

[View File](#)

2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
BA	Bachelor of Arts	I, II, III, IV, V, VI semesters	15/06/2015	30/06/2015
BCom	Bachelor of Commerce	I, II, III, IV, V, VI semesters	15/06/2015	30/06/2015
MCom	Master of Commerce	I, II, III, IV, semesters	15/07/2015	10/08/2016
MA	Master of Arts	I, II, III, IV, semesters	15/07/2015	10/08/2016
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Metric No. 2.5.2. Response: The college has an affiliated institute therefore, it is mandatory to follow the guidelines of the Affiliation University. The college follows the annual examination pattern for B. A. B. Com programs during 2017-18. It includes 20 weightage for internal evaluation and 80 weightage for yearly examination for all the classes. For 20 weightage, the Term End Examination was conducted at the end of the first term. The college performs the term-end examination on behalf of the University, and the term-end examination assessment results are sent to the University. The college follows the CBCS pattern for M. Com and M. A. programs, and weightage is 40 and 60 for each semester. The college strictly follows the continuous Internal Evaluation (CIE) modalities prescribed by the Savitribai Phule Pune University (SPPU). The college has appointed the College Examination Officer (CEO), a senior faculty member who heads the college examination committee. The college conducts Term End Examinations and Continuous Internal Evaluation in the semester system as per the examination schedules prescribed and published by the college examination committee and the Director, Board of Examination and Evaluation of SPPU. The college communicates the examination schedule to the students and the teachers well in advance. Term End Examination is conducted at the end of the first term. The subject teachers assess the answer books in time, inform the students of their results, and communicate with the University. The teacher monitors the students progression toward achieving learning outcomes by using additional tools like open-book tests, oral exams, take-home tests, and general questions posed to the class, and instruction is modified as needed from time to time.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

Metric No. 2.5.3. Response: The college prepares an academic calendar in tune with the universitys academic Calendar. The college shares a well-prepared academic calendar with the students and the teachers at the beginning of the semester. It covers the commencement of instructional activity, tentative schedule of the CIE examination, End-semester practical and theory examinations, review of the performance of CIE, plans of the seminar, project work, and various activities. The Academic Calendar represents the planning of college, scheduled for the whole semester to inform teachers and students about crucial dates-driven information. The Calendar talks about academic and non-academic activities in addition to cultural events. Incorporating an academic calendar is to improve teaching-learning qualities, finish the assigned task

within deadlines, and instill professional standards among teachers and students. Given the colleges academic Calendar, each department prepares an individual timetable and Calendar of events, such as workshops, creative competitions, etc., at the beginning of each semester. Before the start of each semester, every teacher made a lesson plan for each theory and laboratory course. Before the commencement of the internal Examination, the college prepares the timetable as per the schedule, and the teachers submit the question papers to the concerned committee. The faculty is free to choose the method to assess their students. There are three types of tests that the teachers could take help of the objective test, descriptive test, and a combination of both. Certain subject teachers conduct even open book tests to encourage comprehensive skills.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://dbamsc.in/website/aqar_files.php

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
T. Y. B. A.	BA	Marathi, Economics, Sociology	170	112	65.88
T. Y. B. Com	BCom	Marketing, Costs and Works Accounting, Banking and Finance, Business Entrepreneurship	130	89	68.46
M. Com Part II	MCom	Advanced Accounting and Taxation	36	20	55.55
M. A. Part II	MA	Marathi	10	7	70

[View File](#)

2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

https://dbamsc.in/website/aqar_files.php

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year

Major Projects	0	Nil	0	0
Minor Projects	0	Nil	0	0
Interdisciplinary Projects	0	Nil	0	0
Industry sponsored Projects	0	Nil	0	0
Projects sponsored by the University	0	Nil	0	0
Students Research Projects (Other than compulsory by the University)	0	Nil	0	0
International Projects	0	Nil	0	0
Any Other (Specify)	0	Nil	0	0
View File				

3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Nil	Nil	15/06/2015

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Nil	Nil	Nil	15/06/2015	Nil
View File				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
Nil	Nil	Nil	Nil	Nil	15/06/2015
View File					

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
Nil	0

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Nil	0	0
International	Nil	0	0
View File			

3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Nil	0
View File	

3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Nil	Nil	Nil	2015	0	0	0
View File						

3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
Nil	Nil	Nil	2015	0	0	0
View File						

3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	0	0	0	0
Presented papers	0	0	0	0
Resource persons	0	0	0	0
View File				

3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Tree Plantation,	SPPU NSS Unit	4	150
Consumers Awareness Program,	SPPU NSS Unit	4	150

Road Safety drive,	SPPU NSS Unit	4	150
School Dropped Children Survey,	SPPU NSS Unit	4	150
Disaster Management of investigation	SPPU NSS Unit	4	150
Voters Awareness and Voter Registration Program,	SPPU NSS Unit	4	150
Cleanness of Rivers and Water Resources,	SPPU NSS Unit	4	150
View File			

3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Nil	Nil	Nil	0
View File			

3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Nil	Nil	Nil	0	0
View File				

3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Nil	0	Nil	0
View File			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Nil	Nil	Nil	15/06/2015	30/04/2016	0
View File					

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Nil	15/06/2015	Nil	0
View File			

CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
250000	225000

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Existing
Class rooms	Existing
Seminar Halls	Existing
Seminar halls with ICT facilities	Existing
View File	

4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
Nil	Partially	Nil	2015

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	0	0	550	35000	550	35000
Reference Books	0	0	400	88000	400	88000
View File						

4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
nil	nil	nil	15/06/2015
View File			

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth	Others
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								h (MBPS/ GBPS)	
Existing	0	0	0	0	0	0	0	0	0
Added	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

20 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
0	0

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
650000	100000	75000	100000

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Metric No. 4.4.2. Response: The college has developed a system, structure, and procedure for maintaining and utilizing physical infrastructure and academic support facilities. There is a common follow-up mechanism for maintenance and upkeep to set standardized care and utilization procedure for resources and achieve timely up-gradation, replenishment, repairing, and replacing the resources and services. The college has followed the mechanism as shown below. Day-to-day maintenance and care are taken by the non-teaching staff in consultation with the Principal. The Principal immediately sanctions the absolute and essential requirements of minor expenses of maintenance or replacements. The provisions of high costs are discussed in the trust meeting for approval and funding. The purchase or maintenance expenses are utilized as per the predetermined procedures. The cleaning of premises, classrooms, and grounds, open spaces is done by appointed non-teaching staff and maidservants. They maintain all classrooms, washrooms, and college premises regularly. The non-teaching staff has technical and mechanical skills to look after the day-to-day maintenance of infrastructure. Students carefully use main instruments and hazardous chemicals under the supervision of the teaching faculty and lab assistants. Fire extinguishers are placed in appropriate places, and they are refilled periodically. The librarian and Attendants maintain the Library and books and office documents preservation, and periodic pest control is carried out. An external electrician takes care of electric fittings and wiring periodically. Stock verification, such as electrical lab instruments, library books, stationery, furniture, and sports equipment, is done yearly. For drinking water supply, the college has installed water purifiers and coolers maintained by the non-teaching staff. The instrument supplier maintains the instruments and equipment during the warranty period. The gymnasium, indoor sports facilities, outdoor sports courts, and PlayGround are carried under the supervision of the Director of Physical Education.

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	0	0	0
Financial Support from Other Sources			
a) National	Post Metric Scholarship	50	250000
b) International	0	0	0
View File			

5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
MPSC and UOPSC Lectures Series	15/07/2015	300	Commerce Department
View File			

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2015	0	0	0	0	0
View File					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
5	5	10

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
YASH PLACEMENT CONSULTANCY	10	3	3	3	3
View File					

5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2015	10	Dr. Babasaheb Ambedkar commerce and Maharashi V R Shinde Arts college Nana Peth Pune	Marathi	Dr. Babasaheb Ambedkar commerce and Maharashi V R Shinde Arts college Nana Peth Pune	M. A. Marathi
Nil	50	Dr. Babasaheb Ambedkar commerce and Maharashi V R Shinde Arts college Nana Peth Pune	Commerce	Dr. Babasaheb Ambedkar commerce and Maharashi V R Shinde Arts college Nana Peth Pune	M. Com.

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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	0
SET	0
SLET	0
GATE	0
GMAT	0
CAT	0
GRE	0
TOFEL	0
Civil Services	0
Any Other	0

[View File](#)

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Debate competition on the topic of the need of Akhil Bhartiya Marathi Sahitya Sammelan	Inter Collegiate	25
Commerce Association Inauguration Function	Inter Collegiate	15
Well-come function	Inter Collegiate	15

National Sports Day	Inter Colleggate	20
International Yoga day	Inter Colleggate	21
Visit to the statue of Savitribai Phule Ahilyabai Holkar statue.	Inter Colleggate	22
Establishment of VIDYARTHINI MANCH	Inter Colleggate	22
Visit to oldage home	Inter Colleggate	20
Sceience Day	Inter Colleggate	18
View File		

5.3 – Student Participation and Activities

5.3.1 – Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one)

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2015	Nill	National	Nill	Nill	Nill	Nill
2015	Nill	Internat ional	Nill	Nill	Nill	Nill
View File						

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Metric No. 5.3.2. Response: The affiliating university has banned the colleges student council election therefore, and the college doesnt hold student council elections. But the affiliating university has guided the affiliated colleges regarding the formation of the yearly student council. The college forms the student council by selecting one student from each class based on the merit of their previous qualifying examination. The selected class representatives elect their president and the student council secretary. The student council calls their meetings frequently and forwards their problems to the Principal for the specific solution of their problems. The student council actively participates in the colleges curricular, co-curricular, and extra-curricular activities. The college nominates selected class representatives on internal committees like NSS, IQAC, Sports, Cultural, and feedback collection. The selected class representatives settle the students grievances regarding examinations, scholarship sanctions, internal tests, field visits, project works, library, sports, and cultural activities.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

No

5.4.2 – No. of enrolled Alumni:

100

5.4.3 – Alumni contribution during the year (in Rupees) :

0

5.4.4 – Meetings/activities organized by Alumni Association :

two

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

Metric No. 6.1.1. Response: The college follows democratic principles in its day-to-day work. The principal delegates authority and provides operational freedom to the teaching and non-teaching staff in all areas of academic performance, decision-making, and implementation of plans and policies. Principal: He is the academic and administrative head of the college, and he performs his duties as per the affiliating university statutes, rules and regulations. He forms several committees of the teaching and non-teaching staff of the college and provides an opportunity to the students through their nomination of several committees of the college. The NSS program officer conducts several extension and outreach activities in the college vicinity and adopted villages and slums. The Director of Physical Education and the Sports Committee oversee the Sports activities. The trustee has formed their Governing Council and meets regularly, discusses and decides on administrative matters, and keeps vigil on the achievements of the goals set by the Trust. The college has constituted Local Managing Committee as per the Universities Act 1994 and nominated its representatives from all the stakeholders. A case study showing practicing decentralization and participative management: Internal Quality Assurance Cell IQAC: The Internal Quality Assurance Cell has been established in the college, and through the IQAC entire academic and other work of the college is monitored. The IQAC managed the following activities during the academic year 2016-17. Submission of AQAR to the NAAC through the HEI portal Up-gradation of teaching pedagogy Organization of field visits, study tours, and industrial visits Promoting research culture in the college. We are organizing gender equity promotion activities. Collection of feedback on curriculum from the students, teachers, and Alumni Attainment of program outcomes, program-specific outcomes, and course outcomes and displayed on the college website. Examination Committee: The smooth and fair conduct of the Internal Assessment examination is one of the significant responsibilities of the college. The examination Committee then becomes the decision-making body regarding matters about Internal Assessment Examinations. The examination committee discusses and finalizes the suitable dates for the conduct of the Examination. The committee notifies the dates of the faculty members and asks them to submit question papers within a specified date. Invigilation and other examination-related duties are assigned to faculty members. After the Examination, the answer books are handed over to the concerned faculty for evaluation. The answer scripts are evaluated within ten days of the tests and distributed to students for verification. Improvement tests are conducted for those who want to improve their performance. Re-examination will be conducted for those absent from the tests on valid grounds. The committee also redresses grievances related to examinations. The whole process is managed and monitored by the Academic and Examination committee.

6.1.2 – Does the institution have a Management Information System (MIS)?

Partial

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
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Curriculum Development	The teachers regularly attend the revised curricula workshops organized by the SPPU. The respective subject teacher of the college designs the curricula of Add-on courses.
Teaching and Learning	The college provides quality education to the students through assignments, seminars, ICT-based teaching, study tours, lectures of renowned scholars, collection of feedback from the students regarding teaching-learning, and evaluation.
Examination and Evaluation	: Regular class tests, unit tests, and Term-end examinations are conducted per university guidelines and procedures. The Academic Calendar is prepared for Continuous Internal Examinations and is to be implemented. The College Examination Officer is appointed, acting as the university coordinator. The process of revaluation is followed.
Research and Development	Teachers are motivated for paper presentations and participation in National/International, State level Conferences, and Seminars. The teachers presented and published their research papers in Non-Peer Review Journals and conference proceedings at International, National, and State level Seminars and Conferences..
Library, ICT and Physical Infrastructure / Instrumentation	Library, ICT, and physical infrastructure/instrumentation: Library Advisory Committee has been constituted, which looks after the overall development of the Library and its other resources.
Human Resource Management	The teachers are involved in social movements and activities as suggested by the central and state governments. The affiliated university also indicates to the colleges through its Board of Student Welfare and NSS Department to be organized outreach activities in the college vicinity
Industry Interaction / Collaboration	Industry-institute interaction is the most preferred activity for mutual benefit and growth for industries and institutions. It provides the best platform for showcasing the best practices, the latest technological advancements, and their implementation and impact on the industry.
Admission of Students	The college follows a transparent admission process for its academic

programs. The admission process and procedure details are displayed on the college notice boards and Website. The college strictly follows the reservation policy of the Government of Maharashtra in the admission process.

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
Planning and Development	University Login, MahaDBT Login, NAAC login, BCUD login, and AISHE login.
Administration	University Login, MahaDBT Login, NAAC login, BCUD login, and AISHE login.
Finance and Accounts	University Login, MahaDBT Login, NAAC login, BCUD login, and AISHE login.
Student Admission and Support	University Login, MahaDBT Login, NAAC login, BCUD login, and AISHE login.
Examination	University Login, MahaDBT Login, NAAC login, BCUD login, and AISHE login.

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2015	Nill	Nill	Nill	0

[View File](#)

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2015	Nill	Nill	15/06/2015	30/04/2016	Nill	Nill

[View File](#)

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Nill	0	15/06/2015	30/04/2016	0

[View File](#)

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
0	0	0	Nil

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
<p>Welfare measures for teaching and non-teaching members: Employees Provident Fund as per PF rules keeping in view the future safety of employees. Medi-claim-Health Insurance as for health insurance, the college provides cashless Medi-claim for the employee and their family. Gratuity applies to every teaching and non-teaching staff appointed to the grant-in-aid program. Total paid Maternity Leave Under humanitarian grounds. The Government provides 180 days of fully paid maternity leaves to female employees. The provision is made for financial support to the economically weaker staff of the college in the form of fee concessions to their wards. Encashment of Earn leaves at the end of service of an employee. They can encash their earned leaves as per the rules of the Government. Salary is timely credited to the employees bank account each month, and the employee gets the salary on time through bank accounts only. The college has the provision of reimbursement of the membership fee of any professional body provided they publish a research paper within a year in the concerned professional Body. Festival advance Non-</p>	<p>Welfare measures for teaching and non-teaching members: Employees Provident Fund as per PF rules keeping in view the future safety of employees. Medi-claim-Health Insurance as for health insurance, the college provides cashless Medi-claim for the employee and their family. Gratuity applies to every teaching and non-teaching staff appointed to the grant-in-aid program. Total paid Maternity Leave Under humanitarian grounds. The Government provides 180 days of fully paid maternity leaves to female employees. The provision is made for financial support to the economically weaker staff of the college in the form of fee concessions to their wards. Encashment of Earn leaves at the end of service of an employee. They can encash their earned leaves as per the rules of the Government. Salary is timely credited to the employees bank account each month, and the employee gets the salary on time through bank accounts only. The college has the provision of reimbursement of the membership fee of any professional body provided they publish a research paper within a year in the concerned professional Body. Festival advance Non-</p>	<p>Annual Prize Distribution: Academic Merits, Participation in culture and sports events. Anti-ragging Cell. Nirbhay Kanya Abhiyan (Fearless Girl Campaign) Placement Cell. Soft Skills Programme. Career Guidance Scheme. Students Safety Insurance Scheme.</p>

teaching staff can avail of interest-free and repayable in 10 months Students welfare schemes:

teaching staff can avail of interest-free and repayable in 10 months Students welfare schemes:

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

Metric No. 6.4.1. Response: The college has received permission from the Government of Maharashtra for grant-in-aid. Therefore, internal and external audits mechanism is well-established for conducting annual audits on financial transactions to ensure financial compliance. The following agencies conduct a regular financial audit of the college. External Audit: The External Audit is conducted annually by a certified Chartered Accountants firm appointed by the managing body of the college. The Government of Maharashtra CAG, through Auditor General (AG) Mumbai Maharashtra, conducts audits covering all financial and accounting activities of the college as per their schedules. Joint Director, higher education has a close watch on the financial transactions, and the college submits its salary Budget for sanction to them. Internal Audit: The office superintendent conducts an internal audit every month and thoroughly verifies the income and expenditure details, and submits a compliance report of the Internal Audit to the Principal

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
Nil	0	0
View File		

6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

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

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

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

PTA members assist the college in the following: We are reviewing the Colleges progress through Parent Meetings. It is effectively communicating between the college and parents. We are supporting the activities and initiatives undertaken by the college. Help with fundraising, making the college a safe, orderly environment for learning.

6.5.3 – Development programmes for support staff (at least three)

1. Spoken English coaching is introduced to develop the English-speaking fluency of the support staff. 2. Regular meetings motivate the supportive staff toward their duties and responsibilities. 3. Yoga and Meditation Sessions are conducted to reduce mental stress, anxiety, anger, and low self-esteem among

the support staff

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Employable potential certificate courses are introduced. 2. The students strength is increased through the Mentor-Mentee System. 3. Examination results increase yearly, and the resulting graph shows a rising trend. Teachers are encouraged to acquire higher qualifications through research:

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	No
c) ISO certification	No
d) NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2015	Human rights, cyber security, and skill development courses introduced for M. Com., and M. A. programs students	15/07/2015	15/07/2015	31/12/2015	150
Nil	Academic Calendar prepared and implemented	30/06/2015	30/06/2015	30/04/2016	30
Nil	Certificate courses were introduced	01/07/2015	01/07/2015	31/10/2015	250
Nil	Remedial Coaching Conducted	01/07/2015	01/07/2015	31/07/2015	250
Nil	one day workshop on ICT-enabled Tools	08/08/2015	08/08/2015	08/08/2015	25

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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the	Period from	Period To	Number of Participants
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programme			Female	Male
Self-Defence Workshop for girls	07/07/2015	09/07/2015	60	10
One-Day Seminar on Gender Sensitization	10/08/2015	12/08/2015	90	15
One Day Campaign for Enhanced Spirit of volunteerism and women's Safety	22/09/2015	24/09/2015	100	15
One Day Self-Defence Workshop for girls with the co-ordination of Pune Police organized by NSS	08/10/2015	10/10/2015	100	15
Beti Padhao Beti Bachao Campaign organized by NSS units and the Students' Development Department.	20/01/2016	23/01/2016	120	10
One Day Seminar on International Women's Day	09/03/2016	09/03/2016	200	25

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources

1. The college has used LED bulbs/ tubes and power-efficient equipment 2. The college has constructed a vermicomposting plant. 3. The college has adopted sensor-based energy conservation.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	0
Provision for lift	No	0
Ramp/Rails	Yes	0
Braille Software/facilities	No	0
Rest Rooms	Yes	0
Scribes for examination	No	0

Special skill development for differently abled students	Yes	0
Any other similar facility	Yes	0

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2015	1	1	15/07/2015	2	Swachha Bharat Week	Importance of Cleanliness in public places	100
2015	1	1	12/08/2015	2	Cleaning Drive in the vicinity of the college	Inculcate the cleanliness among the masses	150
2015	1	1	09/09/2015	2	Outreach program to Old Age home	Inculcate respect in the mind of the students	120
2015	1	1	02/10/2015	2	Gender Awareness program	Create awareness about the environment	100
2015	1	1	12/12/2015	2	Environment Consciousness	Save the earth	150
2016	1	1	12/01/2016	2	Inter-School Competition like painting, Drawing, Slogans making, Debate, and quiz competitions.	Inculcate competitive spirit among the school-going students	100

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
<p>Belief in Individual Dignity:</p>	<p>01/07/2015</p>	<p>Belief in Individual Dignity: The idea of human dignity is an ancient one, and it has been the object of reflection with different approaches during various periods in philosophical, theological, and ethical thought history. The lecture focuses on the most relevant techniques to human dignity in this cultural evolution. It proposes a look at the ontological paradigm and its limits, the ethical paradigm and its values, and the theological paradigm and its resources. An anthropological reading concludes this essay, bringing out the relational value of human dignity. Based on this focus, human dignity assumes a form of critical thinking that makes us sensitive to the inequalities between human beings and opens the possibility of ethical and political practices of recognition and emancipation. Commitment toward the duties and responsibilities: Establishing Loyalty to your work and workplace is essential for career advancement. Dedication and initiative in the workplace will cause stronger relationships and improve overall performance. Showing your commitment to success at work gains the Trust and respect of management and can position you for possible leadership</p>

positions and career advancement opportunities. Lets explore what responsibility at work is, why it is essential to professional success, and some steps you can take to show your commitment at work.

Quality of Excellence: In private and public sector organizations worldwide, the pace of change continues to accelerate as they face increasing competition and demands for improved performance. Quality professionals must be in the vanguard of helping organizations increase competitiveness. Still, they will be listened to only if they communicate what they offer in clear terms that managers and employees can identify. Improving performance through good Planning, better Processes, and full involvement of the People should focus on qualified professionals in the 21st Century. Accountability, Diversity, and Commitment to the work: Human Values have the unique ability to define their identity, choose their values and establish their beliefs. All three of these directly influence a persons behavior. Conversely, people are not motivated to support or validate the assumptions when those beliefs are contrary to their own. People will act congruently with their values or what they deem essential.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
International Yoga Day	23/06/2015	23/06/2015	90

Karate classes for girl students	24/07/2015	24/07/2015	80
Integration, Communal harmony, and social cohesion	13/08/2015	13/08/2015	100
Fundamental Duties and rights	09/09/2015	09/09/2015	90
Lecture on Loyalty and integrity	12/12/2015	12/12/2015	80
Lectures on Respect and Selflessness	15/02/2016	15/02/2016	100
View File			

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

- The campus is covered with a mix of old and young trees.
- All roadside trees are appropriately marked with common and botanical names.
- Traditional cleanliness drives are undertaken by the NSS volunteers, besides the students and teachers.
- Several Programs related to Swachh Bharat Abhiyan are organized at the camp.
- Proper waste disposal measures are taken with the help of Pune Municipal Corporation, dustbins are placed at appropriate places, and the use of plastic bags is banned on the campus

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Metric No. 7.2.1. Response: 1. Title of the Practice: To provide financial assistance to deserving students. 2. Objectives of the Practice are: The college admits students who belong to the economically weaker section of society and need a little financial help from the college to continue their education. The college provides financial assistance to needy and prosperous students annually. The objectives of the practice are: To extend financial aid to poor students and save them from discontinuing their studies due to poverty. To support all deserving poor students financially without discrimination of caste, creed, or gender. To promote equality among the students. To teach the students values of generosity and a sense of social responsibility. 3. The Context: Most students admitted to the college have from SC/ ST/ OBC and economically weaker categories. The students who are not eligible to get government scholarships to expect financial help from the college and try to complete their higher education. The college provides financial assistance to the students selected by the scrutiny committee appointed for the purpose. 4. The Practice: The college has constituted a scrutiny committee that invites students applications and declares its schedules to approve their proposals. The committee finalized the sanction list and forwarded it to the Principal for further action. 5. Evidence of Success: The practice has continued successfully since the colleges inception. The deserving and meritorious students have been admitted and completed their higher education till M. Com and M.A. programs. 6. Problems Encountered and Resources Required: Every year, deserving and meritorious students strength increases, and the collection of donations from philanthropists is reducing gradually. Therefore, deserving students demand fulfillment becomes very tight.

Best Practice II 1. Title of the Practice: Introduces Spoken English Program to the First year B. A. B. Com students. 2. The objective of the practice are: To Improve the English Communication Skills of the students. To enhance the language skills of the students. To motivate the students to learn English Language Grammar To provide the students with

enough English knowledge. 3. Need to be Addressed and the Context: The students have completed their education up to twelve standards in the vernacular language, so they need extra coaching. The college arranges spoken English Classes as per the need and requirements of the students. The practice encourages students admission, especially those who completed their education in the vernacular language. 4. The Practice: The practice allows only first-year students who scored average marks in the English subject at their previous qualifying examination. The department of English designs the entire structure of the spoken English Course, like the syllabus, examination pattern, teaching schedules, teaching methods, and practical sessions. The majority of the slow learners participated in the practice. 5. Evidence of Success: The English Department takes the initiative in identifying the students for the Spoken English Course, monitoring the students till the completion of the course. The teachers associated with the Practice care for the students learning outcomes. The slow learners have improved their English language writing, reading and speaking skills. 7. Resources: The extra involvement of the teachers must be required. Without their involvement, the practice does not work correctly. The students are not ready to pay additional fees for the Spoken English Course. Financial assistance is required for the running of the practice. Some teachers are rendering their services accessible to poor students for their benefit.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

https://dbamsc.in/website/agar_files.php

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Metric No. 7.3.1. Response: The college has provided tremendous thrust and priority to its Programs. The colleges Vision is to educate, enable and empower young youth, including women students from a significant section of the student community. The college emphasizes the need to mainstream the marginalized and weaker sections of students to ensure justice and equity in society. The college follows a proactive financial aid policy, transparent admission policy, ICT skills for economically weaker sections, skill training courses, computer literacy, and mobility training program. The college has facilitated students to obtain financial aid from other agencies, trusts, and NGOs. The college has a single faculty institute and offers programs up to post-graduate levels. The college has got UGC recognition as a 2(F) and 12 (B) The college has permanently affiliated with the Savitribai Phule Pune University. The college has got permission from the Government of Maharashtra on grant-in-aid for B. Com. B. A. and M. Com., M. A. on a self-financed basis. The college has been functioning its curriculum, co-curriculum and extra-curriculum activities on its campus. The students of the college got government scholarships. The college faculty members achieved a higher degree in the educational field, like Ph. D. The passing percentage of the students is good, and has maintained that legacy for the last two decades. The NSS unit of the college is vibrant and proactive in organizing outreach extension activities. The college students have participated in inter-collegiate and inter-university sports events and competitions. The college has adopted a participatory management system and follows democratic principles.

Provide the weblink of the institution

https://dbamsc.in/website/agar_files.php

8.Future Plans of Actions for Next Academic Year

The trust and college management has prepared the perspective plan for the next decade and tries to fulfil it step by step with society, students, teachers, university, and Governments. The college has decided to fulfil the undermentioned plans. To obtain significant financial assistance from the UGC for the general development of the college, construction of boys and girl hostels, Indoor Sports Stadium, gymnasium equipment, grants for minor and major research projects, and organization of Inter-national and national seminars and conferences. To start new job-oriented certificate courses as per the requirement of the commercial enterprises. To strengthen faculty development programs for teaching and non-teaching staff. Organize competitive examination coaching classes in the college and motivate the students to participate. To establish a research centre in Commerce and Management in the college. To organize more programs based on gender equity and equality. To strengthen placement activities.