



SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

**MUMBAI PRADESH ARYA VIDYA SABHA'S GURUKUL
COLLEGE OF COMMERCE**

**TILAK ROAD, GHATKOPAR EAST.
400077**

www.gurukulcollegeofcommerce.com

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Mumbai Pradesh Arya Vidya Sabha, the trust which manages the college, was founded in 1912, by Swami Nityanandji, and late Dr. Kalyandas Desai with the objective of reviving the ancient Indian tradition of education, the Gurukul ashram system. The teachings and activities of Swami Dayanand Saraswati, founder of Arya Samaj, initiated this move. Today, Gurukul Educational Institutions run by Mumbai Pradesh Arya Vidya Sabha is a leading educational institution, imparting education to the needy and deserving students, in Ghatkopar and surrounding central suburbs in Mumbai, irrespective of caste, creed and religion, without charging any capitation fee or donation. The Trust envisions a place of excellence where learners can achieve full potential in their academic, creative, personal, physical, moral and spiritual development in view of the present educational system. MPAVS aims to give society intelligent, well informed, well groomed, socially responsible and holistic citizens, by imparting all-round quality education;

Gurukul College of Commerce, located in Ghatkopar East, Mumbai, is affiliated to the University of Mumbai. It was established in July 2001. Under the management of MPAVS, the college instils rich traditional and cultural values keeping in mind the aspects of changing times. The College has been accredited by NAAC with B Grade in 2017. Recently, the college has been certified with ISO 21001, 14001 and 50001.

Currently, the UG and PG Programmes offered here are B.Com, B.Com (Accounting and Finance), B.Com (Banking and Insurance), BMS (Bachelor in Management Studies), M.Com (Advanced Accountancy) and M.Com (Business Management).

This makes us a complete college offering both regular as well as professional courses with a total strength of 2293 students in the current academic year 2022-23.

The college offers add on certificate programmes approved by the University of Mumbai as well as value added certificate programmes and life skill enhancement courses. This helps learners to equip themselves with adequate skills towards employability and entrepreneurship.

Vision

VISION: To impart quality education with the commitment to shape career path of learners and inculcate cultural values in such a manner that there is holistic growth of the individual learner in particular and the society at large.

Our teachers address learners in the classroom with the help of PPTs and other ICT methods to have the maximum impact. The vision of the college is to impart quality education. The University defined syllabus as well as the Certificate Courses are taught mainly in English but local vernacular languages are also used when necessary to reach out to vernacular medium students. The syllabus of the Certificate Courses is drafted by Industry experts in collaboration with college teachers and approved by college authorities to ensure that the optimum relevant information is delivered in the classroom. In order to inculcate values as well as pride in our traditional Indian Knowledge system, Add On Courses like *Yoga and Ethics*, *Spoken Sanskrit*, etc. have been formulated so that education imparted within our college premises confirms the holistic growth of the

individual learner in particular and the society at large, since these students are the citizens of tomorrow. Social Outreach Add On Course exposes learners to the needs and requirements of Special Children and develops empathy towards the less fortunate. Guest lectures delivered by experts in their respective fields enhance the education delivered by in-house teachers. Quality education is also given to learners outside College premises when they go for camps and study visits. During NSS camps students are exposed to life outside their comfort zone, teaching them to adjust to different circumstances. They learn to work on the ground level for the upliftment of the marginalized communities and also learn to enjoy the bonding that these opportunities create. Study visits to the Stock Exchange, Judicial Courts, Reserve Bank of India, Consumer Rights Court, etc. give our learners practical experience of what they learn within the classroom. Committees like NSS, DLLE, WDC, Students' Council etc. give exposure to students which helps them develop Team Spirit and Leadership qualities.

Mission

MISSION: To emerge as one of the Best College in the central suburbs of Mumbai for studies in the Commerce stream through value based quality education and preparing learners towards nation building.

Therefore, the University prescribed curriculum is augmented by Value Based Programs designed by experts and approved by college faculty such as *Yoga and Ethics*, *Social Inclusion*, *Spoken Sanskrit* etc. The objective of such programs is to instill qualities within students which enable them to take decisions in life towards becoming upright citizens of India.

Classroom learning is made more meaningful when integrated with Study Visits to Courts of Law, the Stock Exchange, the Reserve Bank of India and various factories where learners can actually witness processes and procedures learnt in the classroom. Interactive Expert Guest Lectures, Seminars and Workshops at National and International levels enhance the grasping power of the student in the concerned subject. The College also conducts additional programs such as *Campus to Corporate*, *Corporate Communication* along with *Expert Sessions* on *Resume Writing* etc. to make learners industry ready. The college has also started taking the steps towards promoting Entrepreneurship Development so that our students have the option of learning to be self-sufficient and generate jobs instead of searching for jobs.

These statements reflect its distinctive characteristics. The college caters to the educational, social and economic needs of society. This is reflected in its policies as well. The college runs high quality educational programs and healthy practices in order to ensure uncompromising devotion to the values and principles of inclusion and social responsibility.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. Mumbai Pradesh Arya Vidya Sabha is a 111 year old Trust which has founded educational institutions on the basis of the ancient and traditional *Gurukul* system of learning.
2. The Management is a composition of Committed and Compassionate individuals having a far - sighted vision and who have taken the responsibility of imparting quality education for over a century.

3. No capitation fee is taken at the time of admission, even though the college is entirely unaided.
4. The college is located in the heart of the central suburbs of Mumbai. The local train railway station is within walking distance, providing easy accessibility to students commuting over some distance.
5. Recently, the college has been ISO certified in *EDUCATIONAL MANAGEMENT SYSTEM (21001)*, *ENERGY MANAGEMENT SYSTEM (50001)* and *ENVIRONMENTAL MANAGEMENT SYSTEM (14001)*.
6. Management provides adequate Infrastructure facilities like well-ventilated, furnished classrooms equipped with projectors and sound system, staff-room, administrative office space, ladies' common room, well-equipped library, gymnasium, space for indoor games, open space for outdoor games, canteen, air-conditioned auditorium, open-air theatre, lift and other facilities for the differently abled, etc. The staff have the required desktops and laptops and the entire premises is covered by CCTV surveillance, making the campus safe for all. This facility helps maintain strict discipline also.
7. Teaching staff are highly qualified and active holders of University portfolios as Assessors, Moderators and BOS Members. A very conducive work environment is maintained by a team of experienced, dynamic and enthusiastic staff.

Institutional Weakness

1. The College is entirely unaided and receives no financial aid from the government.
2. Fees collected from the students is the only income of the college. All expenditure including salaries is meted out from the students' fees. Therefore the fee component is also comparatively higher than in surrounding government aided colleges. Thus college gets deprived of good students who are ultimately unable to pay the comparatively higher fees.
3. Since status of Permanent Affiliation is still in process, no grants are received from UGC. Many good UGC schemes are also, therefore not applicable, eg. Fellowship for single Girl Child, Post Doctoral Fellowship, Research Grant for Newly Recruited Faculty Members, Research Grant for in-service Faculty Members, Fellowship for Superannuated Faculty Members and many other schemes including those for students. Had these schemes been available, quality and quantity of research output would have improved considerably.
4. RUSA grants are not available to the college, making further development difficult due to paucity of funds.
5. Space constraints limit the scope of an attractive and green campus. Sports activities, therefore have to be constrained and learners have use grounds outside the campus for practice of sports.

Institutional Opportunity

1. Registering College under 2f and 12b, the process of which has already been started. This will open up more opportunities for teaching staff and further development.
2. Availing of RUSA funding once 2f has been obtained. Various grants for infrastructure .can be used for college development in order to benefit learners.

3. Availing UGC funding once 12b has been obtained. Seminars and workshops at national and international levels can be conducted under UGC schemes with such funding.
4. Have more research scholars and research guides among staff.
5. Making college a research centre for Commerce.
6. Making College interdisciplinary with the introduction of new programs under Science and Humanities. This will offer more scope and choice to learners under NEP.
7. Working on collaborations with industry for more internships and better placements so that our learners may be benefitted.

Institutional Challenge

1. The presence of autonomous colleges in the vicinity will require dedicated efforts on the part of faculty to strategize so that college can maintain visibility in the future.
2. Planning and strategizing with Management for better infrastructure to meet the requirements of good HEIs.
3. To run more relevant and upbeat programs for students in spite of paucity of space.
4. Attracting and getting good faculty who prefer to work in government aided colleges for higher salaries and other facilities.
5. Improving college results through dedication and planning/strategizing on part of the faculty.
6. Developing confidence and Communication Skills among vernacular students to make them job ready in a competitive world.
7. High teacher – student ratio facilitating one to one attention and mentoring the students.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The college has adopted the Choice Based Credit System as prescribed by the affiliated University. But strategies for curriculum planning and delivery is handled by the college. ICT enabled classrooms provide for required smooth interactive delivery of the curriculum. 19 Add-on, Certificate, Value added and skill-based courses have been offered to learners also. Annual Departmental activities are planned revolving around the objectives of the curriculum. Workload is distributed well in advance. Lesson plans are made by faculty before the commencement of each semester. 4934 students (in last five years) have been assigned projects in topics relevant to the objectives of curriculum. The time table committee along with IQAC prepares individual time table, class wise time table and consolidated time table. Academic calendar is drafted under the guidance of IQAC and finalized in consultation with various committees. Add on committee along with Heads of departments and subject faculty plans, drafts and revises new and relevant (based on UGC and University of Mumbai) Add-on courses in consultation with industry experts. Library committee meets twice a year to take stock of the available resources in the library. Faculties recommend books, periodicals and journals for the enrichment of library. Examination committee monitors overall internal assessment process to ensure transparency and fairness.

Crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability are integrated into the Curriculum in more than 26 subjects. These issues are thoroughly addressed by the college through consciously planned activities and programs.

Teaching-learning and Evaluation

College has a transparent admission process as per University guidelines. Merit list is displayed on college website. The average enrolment in the last five years is 90.63%. There are 32 full time teaching staff, of which 12 have Ph.Ds and 2 more have registered. The average pass percentage in the last 5 years has been 81.97%. All teachers use ICT technology in the classroom. E-content developed by faculties is uploaded as learning resources on the website. During pandemic, online mode of teaching was adopted.

Student-centric participative learning, experiential learning and problem solving methodologies Visits / Tours are arranged for students to understand the practical implementation of concepts learnt in the classroom. Students are given wide exposure through webinars, seminars, academic presentations as well as hands-on experience.

Students learn to access information through college website and social media platforms created for college use. Students learn to decode the online admission process, project work, practicals, research, etc through ICT and other E-resources. Students are engaged in discussions and debates to widen their mental horizons and upgrade their problem solving skills. Mechanism of internal /external assessment is transparent and grievances, if any, are addressed timely.

Various workshops, seminars and sessions for students and faculty for transfer of relevant knowledge are organized. Entrepreneurship and Skill development training programs were conducted along with Educational visits beyond the classroom are organized. Faculties create and transfer knowledge through Minor Research Projects with grants received from the University of Mumbai. POs and Cos are displayed on the website.

Evaluation process is centralised and transparent. Exam Committee takes care of First and Second year assessment and evaluation as the exams are to be conducted by the college itself. Third Year applied components evaluation is done within the college whereas the compulsory papers are evaluated online on the University prescribed portal. Moderation and Revaluation is done as per university guidelines.

Research, Innovations and Extension

In the last 5 years, 17 UGC CARE Publications, 103 conference proceedings and chapters in edited books were published and 24 District Level, 3 National and 2 International level seminars / workshops were conducted. Reimbursements for the same serves as motivation.

Various support mechanisms to experience and inculcate leadership qualities through value based activities and training programmes are organised.

NSS unit has conducted various social activities to become a responsible citizen. Volunteers supported Traffic Police to manage Heavy Traffic during the Ganesh Visarjan and Election Day. Other activities include a three 3 days Eye Check Up Camp, Free Covid-19 vaccination for college students and staff , street plays performed on cleanliness and personal hygiene, organ donation and AIDS awareness, social issues, etc. rallies organised on Swachta hi Seva, Cancer Patient (HOSH), Plastic Ban, Rally for rivers, Run For Unity, Run for Vivekananda – Peace Marathon, Aids Awareness ,TATA Mumbai marathon – Dream Run, Poster Awareness through Rally on Social issue. Zonal Training Workshop for Internal Complaint Committee and District Level Planning Session are conducted. Awareness has also been created by NSS Unit about Pulse Polio, Drug Addiction, Tobacco Pledge, Dengue and Malaria, Mahiti Doot, Organ Donation, Bone Marrow and Stem Cell Registration, HIV –

AIDS Awareness, Disaster Management, PM Jan Dhan and Ujjwala Yojana Awareness, Electronic mode of Payment (GPay, UPI, BHIM, Paytm), free online Voter ID Registration Drive, Polio Vaccination Drive. Volunteers also taught Underprivileged Children as a celebration of NSS foundation Day, Ramabai Nagar, (Adopted Area) Ghatkopar.

Infrastructure and Learning Resources

College infrastructure is adequate. Classrooms are naturally well lit and are ICT enabled. The college has 05 computer labs and 197 Computers / Laptops.

13 Mounted and 01 Portable Projectors, 01 Portable Screen, LAN & Wi-Fi, Mikes and Speakers.

The College library uses Liberty Software as Library Management System which has all essential automation requirements. Over 18,000 books including textbooks, journals, magazines, reference books are there and a separate E-corner for students. Departmental library and Book Bank facility for the EWS category students and Extension Units of NSS and DLLE also has a dedicated infrastructure.

College has an adequate multipurpose activity area, a well-equipped Gymnasium, a Gymkhana for indoor sports, separate changing rooms for Boys and Girls and outdoor Sports Area. Auditorium and Open Air Theatre are available for co-curricular and extra-curricular activities.

The college has a Nursing room with full time Nurse, Doctor on Call facility, stretcher, wheelchair and First-Aid Kits are available at strategic points. Spacious Staff room with locker facility and Pantry, separate washroom (male / female) and HOD cabin.

An adequately equipped office, Principal's Cabin, Exam Strong Room with CCTV surveillance, IQAC room, Placement Cell, Store Room, Record rooms, ramp and washroom for differently abled and lift facility, Women Development Cell Room, Sakhi Box facility for female student grievances, Girls Common Room with a changing enclosure and Sanitary Vending Machine along with burning backup in the Girls Washroom and Canteen facility is also available. Campus security is available round-the-clock throughout the year. Various softwares related to admission, attendance, exam, results and accounts have been installed.

Student Support and Progression

The registration of the College Alumni Association is under process. However, an operational Alumni Association has been involved in various activities like Career Guidance seminars, support in facing interviews, cultural programmes, life skills, etc. Several alumni are invited as Judges to judge various college events. They also voluntarily contribute in the events like Blood Donation organised by the extension Unit. The College Fest Flame has been graced by many eminent alumni who have been invited as the Guest of Honour.

College management has provided financial support to the extent of Rs. 436500/- to economically backward students in the last 5 years to motivate them and boost their education plans.

In the last 5 years, students have benefitted by guidance for competitive exams and career counselling sessions and 810 students have been placed and/or pursued higher studies.

56 students of the college have been awarded prizes and certificates in sports and cultural activities at University, State, National and International levels. 126 students have qualified for JAM / CLAT /NET / SLET / GATE /GMAT / CAT /GRE /TOEFL /Civil Services / Government examinations in the last five years. Students' Council is constituted as per University norms. Committees and associations with faculty members along with student representatives where required keep the college activities continuously running.

Governance, Leadership and Management

Mumbai Pradesh Arya Vidya Sabha is the Governing Body which, along with the CDC, IQAC Students' Council and other statutory bodies control the decision making process. Decentralization of work through HOD's and Committee Leads ensures effective execution of the events and activities. College consistently upgrades its teaching-learning methodologies and apparatus so as to be able to deliver its core services in a relevant and updated manner. College has expanded the range of educative, informative and skill based programs under Add On/Certificate/Value added/Skill Development programs to increase employability. Extension Units (NSS and DLLE) open the vistas for social work and social inclusion for the learners thus developing the sense of responsibility towards society.

IQAC provides guidelines and maintains quality in and CDC provides guidelines for effective implementation of academic and administrative activities. Annual budget is prepared beforehand and proposed in CDC for further approvals from Management for the overall growth and development of the college. The IQAC sees to the requirements of the Upgradation of the college. Statutory Audits are conducted from time to time. Principal manages the administrative and academic activities. College administration with support of Class IV looks into accounts, admission, eligibility, enrolment, and other miscellaneous work.

Appointment and Service Rules are governed by the service rules of UGC, University of Mumbai, Government of Maharashtra and the Management as stated in the SOPs. The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff as per norms. **Appraisal for the Non-teaching Staff** is also done.

Institutional Values and Best Practices

The IQAC promotes measures for quality enhancement through Best Practices. Gender equity is maintained by ensuring a safe environment for students and staff. WDC and ICC have ensured a gender sensitive and inclusive campus. 24X7 CCTV Surveillance, male and female. Awareness programs on gender sensitization and women's rights are conducted regularly. College organized. Seminars and workshops catering to the health, safety and personality development for female students are planned and organized.

Communal inclusion, Socio-economic inclusion and Social Awareness has been also catered.

Awareness about Constitutional obligations through various activities are carried out regularly, Sensitization of Students towards an Inclusive Society aims at provoking students to work beyond their minimalistic approach by making them critical of India's social, economic and political realities. Faculty efforts towards developing all round personality of learners to mould them into self-dependent responsible citizens of tomorrow. In order to ensure holistic development of students, the college conducts variety of activities and events which target

different dimensions of personality viz; physical, intellectual, psychological, academic, social, emotional, spiritual, cultural and occupational. This ignites them to be productive and contributing members of society.

The College is also proud of its Policy of No Capitation Fees which we have inherited from Parent Trust. High Faculty Retention, Gender Equity and Parity, Encouragement to Staff and Students, Adequate ICT Infrastructure, etc. leads to great Teamwork and Amicable Relationship are the assets of the college.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	MUMBAI PRADESH ARYA VIDYA SABHA'S GURUKUL COLLEGE OF COMMERCE
Address	Tilak Road, Ghatkopar East.
City	Mumbai
State	Maharashtra
Pin	400077
Website	www.gurukulcollegeofcommerce.com

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Nandita Roy	022-25015688	9321784236	-	gccghatkopar@gmail.com
IQAC / CIQA coordinator	Asif Baig	022-2225015688	9867414615	-	profabaig@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Day

Recognized Minority institution	
If it is a recognized minority institution	Yes MINORITY CERTIFICATE.pdf
If Yes, Specify minority status	
Religious	Gujarati
Linguistic	Gujarati Linguistic Minority
Any Other	

Establishment Details				
State	University name	Document		
Maharashtra	University of Mumbai	View Document		
Details of UGC recognition				
Under Section	Date	View Document		
2f of UGC				
12B of UGC				
Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Tilak Road, Ghatkopar East.	Urban	1.86	5451

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom,Department Of Commerce	36	H.S.C. OR EQUIVALENT	English,Hindi,Marathi,Gujarati	480	480
UG	BCom,Department Of Self Finance	36	H.S.C. OR EQUIVALENT	English,Hindi,Marathi,Gujarati	180	147
UG	BMS,Department Of Self Finance	36	H.S.C. OR EQUIVALENT	English,Hindi,Marathi,Gujarati	60	59
UG	BCom,Department Of Self Finance	36	H.S.C. OR EQUIVALENT	English,Hindi,Marathi,Gujarati	60	29
PG	MCom,Department Of Commerce	24	GRADUATE OR EQUIVALENT	English,Hindi,Marathi,Gujarati	60	58
PG	MCom,Department Of Commerce	24	GRADUATE OR EQUIVALENT	English,Hindi,Marathi,Gujarati	60	19

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				1				12			
Recruited	0	0	0	0	0	1	0	1	8	4	0	12
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				20			
Recruited	0	0	0	0	0	0	0	0	5	15	0	20
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				12
Recruited	6	6	0	12
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	1	0	6	4	0	11
M.Phil.	0	0	0	0	0	0	0	1	0	1
PG	0	0	0	0	0	0	2	4	0	6
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	1	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	4	9	0	13
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
		2	4	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	353	13	0	0	366
	Female	347	2	0	0	349
	Others	0	0	0	0	0
PG	Male	26	0	0	0	26
	Female	48	3	0	0	51
	Others	0	0	0	0	0
Certificate / Awareness	Male	631	0	0	0	631
	Female	676	0	0	0	676
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
General	Male	637	842	943	988
	Female	685	900	995	990
	Others	0	0	0	0
Others	Male	198	211	221	172
	Female	204	180	190	143
	Others	0	0	0	0
Total		1724	2133	2349	2293

Institutional preparedness for NEP

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>College currently follows Choice Based Credit System (CBCS) system as prescribed by the University of Mumbai. Almost all programmes run by the institution have interdisciplinary courses / chapters integrated into their respective curriculum. These courses are truly interdisciplinary and provide a global perspective on the domain area. The institute last year had conducted 16 Add-on Certificate Courses of interdisciplinary nature and students of any programme can register and complete the Certificate course. In addition to this student also study about the environment, gender issues and professional ethics which are open to students of all programmes. There are about 26 courses across</p>
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	programmes which are interdisciplinary in nature.
2. Academic bank of credits (ABC):	NEP 2020 facilitates multiple entry and exits in pursuing higher education. This enables students to choose their own learning path to attend a degree / diploma / certificate. Working on the principle of multiple entry and exit will facilitate anytime, anywhere and any level of learning. The ABC will offer us online centralized system of credit accumulation and enable student mobility. This is in fact a boon to our urban students as they exit somewhere, engage in gainful employment for some time for support their family or their own education in future and come back and pursue the study. This will definitely reduce the dropout ratio in the higher education system. The institute is fully prepared to implement the ABC once the NEP 2020 is implemented by Government of Maharashtra and University of Mumbai. Over 1127 students registered on the ABC portal.
3. Skill development:	Skill development is the core of the present higher education system. In fact, all the programmes in the institute scrupulously follow problem solving skills, experiential learning and participative learning. As a result learners will imbibe the capacity to acquire and demonstrate the above skills in their practical world where they come across similar problems and challenges. We conduct more than 20 Certificate courses integrating varied skill component in them. To name a few, Digital Marketing and Adv Excel Tally ERP. In addition to this we are incorporating skills to enhance critical thinking, creativity, communication skill, Environmental awareness and action, Community engagement and service.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Already incorporated teaching the Indian languages, promotion of Indian culture, and traditions in the existing system. We have an MOU with a local Ambika Yoga Kutir for imparting yoga and conducted a Certificate Course on Yoga. International Yoga Day was celebrated highlighting the need for yoga and its significance to keep the body, mind and soul together. Matrabhasha Diwas, National days like Independence Day, Republic Day, and Maharashtra Day are observed with theme-based cultural activities.
5. Focus on Outcome based education (OBE):	In the beginning of the academic year necessary

	<p>guidance was given to develop COs, POs and PSOs by the IQAC. In the Induction Day programme which is known as Deeksharambh, an honest attempt is made to orient the students on Outcome Based Education. Various workshops, webinars and seminars were conducted to orient the faculty to develop the COs, POs and PSOs with respect to industry standards, employability skills and acquaintance required. The COs, POs and PSOs are communicated to students and explained what is expected of them at the end of the semester or the academic year. The college maps the attainment of the COs, POs and PSOs through the evaluation systems for each programme which is a combination of formative and summative methods.</p>
<p>6. Distance education/online education:</p>	<p>ICT is an integral part of teaching and learning in our institution. During the COVID pandemic period institution has resorted to online education mode to impart the curriculum. In the latter part of the pandemic institution has resorted to hybrid mode of teaching. Students have the facility in the Library of e-learning and students have been oriented towards MOOCs and courseware. We have conducted a few Certificate courses in online mode.</p>

Institutional Initiatives for Electoral Literacy

<p>1. Whether Electoral Literacy Club (ELC) has been set up in the College?</p>	<p>The Electoral Literacy and Voter Awareness has been done through College NSS Unit although college does not have Electoral Literacy Club.</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>The student leaders and volunteers under the guidance of Program officers created awareness about the registration of names of students in the electoral list of their constituency and also created awareness of the need and importance of voting.</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under</p>	<p>The college takes initiative in creating voter awareness campaigns since 2019. Many voter campaigns have been organized in the college to create awareness about voting. Voting machines were brought to the college by concerned authorities to motivate students above 18 years to apply for voter Id-card registration During the NSS special residential camp, students through door to door visit, campaign</p>

<p>privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>about voting, ethical voting, and its importance. And also undertake door to door survey about total number of members in the family, members above 18 years and members having voter id cards.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>The college has taken the initiative to organize voter awareness campaigns and also voter registration. This initiative was appreciated and acknowledged by State Election Commission - Maharashtra through a certificate to the college. The Foundation Course curriculum prescribed to first-year classes' deals in detail with the need and importance of voting.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>The college has taken the initiative on a priority basis to enrol above 18 years students by organizing voter campaigns and by arranging voter registration in the college itself.</p>

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
2293	2349	2133	1724	1381

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 34

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
32	23	22	23	22

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
142.22	51.22	48.57	76.42	65.63

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

Effective Curriculum Planning

- Curriculum is defined by the affiliated University
- The College has a different perspective to promote the students as competent, committed and creative.
- The Principal convene the faculty meetings at the beginning of every semester and the objectives of curriculum are highlighted and discussed.
- In the starting of academic year, every department contributes to the preparation academic planning.
- The departmental activities of the entire year are planned revolving around the objectives of the curriculum.
- The department heads distribute the workload well in advance.
- Students are assigned projects in topics relevant to the objectives of curriculum.
- The time table committee along with IQAC team prepare individual time table, class wise time table and consolidated time table.
- Under the Chairmanship of the principal, faculty meeting is held at the end of each academic year where in the workload, academic planning and other activities for the subsequent academic year are discussed.
- Add on committee along with Heads of departments & subject faculty plans, drafts and revises new and relevant (based on UGC & University of Mumbai) Add on courses in consultation with industry experts.
- Principal along with IQAC & Academic Council scrutinize and get the approvals in CDC.
- Management grants permission in CDC for new courses based on vision, mission of the college, relevance of the course and resources available.

Curriculum Delivery through Well planned and Documented process

- Principal and IQAC members interact with students to get a feedback on curriculum delivery.
- Library committee meets twice a year to take stock of the available resources in the library and update from time to time for effective curriculum delivery. Faculties recommend books, periodicals and journals for the enrichment of library.
- Faculty members ensure the fulfillment of objectives of the curriculum by maintaining Daily Lecture Report.

Academic Calendar

- Academic calendar is drafted under the guidance of IQAC and finalized in consultation with

various committees. The tentative Schedule of all Examinations is given in academic calendar. The students are informed of academic calendar and same is uploaded on college website and displayed on notice boards.

- The faculty members prepare the lesson plan before the commencement of semester, indicating the topics to be covered lecture wise including the evaluation process for each subject and it is duly reviewed by the head of the department.
- The Head of the department verifies the academic plan submitted by the teachers and ensures that there is no overlapping of the activities.

Continuous Internal Assessment

- Class Mentors interact/monitor learners' progress in academics and curricular activities.
- Performance of learners is assessed through internal and external assessment (25:75 for UG and 40:60 for PG).
- Every department informs students about syllabus and dates (submission/tests) giving sufficient time for preparation.
- Faculty provides supplementary academic and audio - visual resources to assist students in their preparations.
- The performance of students is analysed by the class mentors and subject teachers. Weak students are guided to perform better.
- Parents can track their ward's attendance live online.
- The marksheet of the students are handed directly to parents.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1 Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 19

File Description	Document
List of students and the attendance sheet for the above mentioned programs	View Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	View Document
Institutional data in the prescribed format	View Document
Evidence of course completion, like course completion certificate etc. Apart from the above:	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Other Upload Files

1	View Document
---	-------------------------------

1.2.2 Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 70.53

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1489	1755	1395	1149	1180

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

Professional Ethics

- The curriculum covers professional ethics in subjects like HRM, Business Ethics, Principles of Management Organisational Behaviour which prepares learners to be industry ready.
- Discipline, Integrity and Honesty is instilled which in turn improvises their behaviour and performance along with sincerity and dedication in their professional life.

Gender Sensitisation

- WDC conducts various activities and programs to provide equal opportunity for the development of girl students and female staff.
- WDC conducts a Self-defence course for girl students.
- WDC conducted 20 sessions in last 5 years where in 229 girl students took self-defense training, 30 students had skill based training of mehendi course, 121 students participated in zonal level workshop in association with WDC Cell, University of Mumbai, 250 students went through awareness session on Cyber Sakhi Session and 551 students have been benefitted from sessions of Health Hygiene and Self Grooming.

Human Values

- A special 10 days residential camp is conducted by the N.S.S Units for their students to familiarise with the prevailing problems of rural India.
- Various departments organise expert lectures on Human Values, especially on Gender Equality, Women Empowerment, and Skill Development for students.
- Importance for teamwork and leadership is being taught through student involvement in committee work.
- Accordingly the students are made aware of the contemporary issues. The college works with the objective of generating Social awareness among the students.
- Moral and ethical values are an integral part of educating our students. Our faculties put their best efforts to enrich students and make them responsible citizens as a part of curriculum in the subject of Foundation Course.

Environment

- Environmental issues are dealt with in detail in the classroom through a regular subject entitled 'Environmental Studies'. This is taught by subject teachers in the class. The said subject includes chapters such as, Scope & Nature of Environment Science, Natural Resources, Eco-System, Bio-Diversity, Pollution, and Social Issues and Population. The current issue of environment awareness has been thoroughly addressed by the college.
- To inculcate awareness in students. Environment Day is celebrated. NSS Units of our college motivates students to participate in tree plantation, Waste Management and cleanliness programs.
- The industrial visit (Environmental Visit) is organized by the college. Industrial visit is important to students undergoing professional education, during which student have visited Agro Based Industries and have got insight of the working environment of industries. It helps students gain first-hand information regarding functioning of the industry in relation to the environment. It also helps to enhance their interpersonal skills and communication as well as professional ethics. The students learn practical aspects from their study tours and field visits.

Sustainability

- Programmes for enrichment of students are arranged and conducted related to Gender Equality, Environment Sustainability, Human Values and Ethics. Under Mumbai University syllabus there are 20 subjects addressing these issues namely Foundation course subject covering Human Values and Gender equality, Environmental Studies covering Environmental sustainability and pollution. Business Economics covering Sustainable Development, Green GDP and Industrial Pollution. Business Ethics and Corporate Governance covering Ethics and corporate social responsibility.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 58.79

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 1348

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1 *Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website*

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	View Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	View Document
Action taken report on the feedback analysis	View Document
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 90.63

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
792	860	848	862	566

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
900	900	900	900	734

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list as published by the HEI and endorsed by the competent authority	View Document
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.1.2 Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 0

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	View Document
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.2 Student Teacher Ratio**2.2.1 Student – Full time Teacher Ratio
(Data for the latest completed academic year)****Response:** 71.66**2.3 Teaching- Learning Process****2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process****Response:**

The IQAC team of the college committed to the holistic development of students by engaging them in experiential learning, participative learning and problem-solving methodologies to enhance learning experiences. Along with traditional lecture method, various student centric pedagogical techniques using ICT tools for an effective teaching learning experience and improved learning outcomes for students.

Following measures are taken to make learning student-centric:

Experiential Learning Techniques:

- Experiential Learning through Visits / Tours arranged to Navneet Industries, Asiatic Library and Bombay Stock Exchange to understand the practicality and implementation of concepts learnt through ICT.
- Students are given wide exposure through various webinars, seminars and academic presentations.
- Hands-On Experience through programmes like Tally, Advanced Excel, Digital Marketing and Capital Markets.
- Students learn to access information through college website and social media platforms.
- Students teach ICT tools to deprived sections of the society in rural residential camps thus experiencing a rural community-based living and creating civil consciousness.
- Online classes and exams were conducted which gave them digital experience.

Participative Learning:

- Students are encouraged to take part in various extra-curricular and co-curricular activities, inter/Intra college events which enhance their planning, organizational and managerial skills using digital platforms.
- Online participation in workshops like craft making, Dance, Idol making, Zumba and Yoga during pandemic.
- Online submission and access of research articles for college annual research journal through college website.
- Enhancement of ICT skills by participating in online quizzes, contests, surveys, making videos, etc. organised on and off the campus.

Problem Solving Methods:

- Students are given access to in-campus ICT facility so that they learn to decode the online admission process, project work, practicals, research, etc.
- Students are encouraged to learn online problem-solving skills by participation in various digital platforms.
- During online lectures students were engaged in discussions and debates in various subjects. This helps to widen their mental horizons and upgrade their problem solving skills.
- Online Quiz Competitions and games are organized to promote scholastic excellence and to provide a venue for interaction among various student bodies and help students regain their balance in tensed situations.
- Motivating videos containing messages on how to deal with the pandemic situation were broadcasted to student fraternity and beyond.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years				
Response: 88.41				
2.4.1.1 Number of sanctioned posts year wise during the last five years				
2022-23	2021-22	2020-21	2019-20	2018-19
33	33	27	23	22
File Description	Document			
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	View Document			
Provide Links for any other relevant document to support the claim (if any)	View Document			

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)				
Response: 64.75				
2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years				
2022-23	2021-22	2020-21	2019-20	2018-19
20	17	16	15	11

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.5 Evaluation Process and Reforms

2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

As per the Mumbai University guideline, the whole examination process is transparent. During Orientation Programme, first year students are informed about the process of examination. Internal examination and semester end examination of First year and Second year are handled by college examination committee. The examination committee consists of a Convener and members from undergraduate and postgraduate departments. Non-teaching staff also provide their support in administrative work. The examination committee performs following functions to maintain transparency and robustness of examination procedure.

For Internal and Semester End Examinations:

- Time table and seating arrangement for internal and semester end examination are displayed on the notice board well in advance.
- For internal examination, respective subject teachers declare the syllabus and semester end examination are conducted on whole syllabus.
- Proof reading of every question paper is done to eliminate errors and stored in sealed envelope.
- Supervision chart is prepared in advance and respective supervisor is informed before examination.
- Separate seating arrangement for students with learning and physical disability and the writer/reader and extra time to such students is given as per university guidelines.
- College regularly conducts preparatory class tests and internal / external examinations as per the guidelines of University of Mumbai.
- Fresh students are informed about the examination pattern and distribution of marks, attendance rules, ATKT eligibility and Unfair Means regulations during the college orientation programme.
- Examinations are conducted semester wise. Students are further evaluated with internal being 25 marks and external being 75 marks for UG programmes. In case of PG the ratio differs where internal evaluation is 40 marks and external evaluation is 60 marks.
- **Unfair Means :**

If a student is found using unfair means during the course of his/ her examination by the invigilator or any other faculty on examination duty, the following sequence of steps must be taken:as per University ordinance 0.5050

- a. Confiscation of Copy Material along with answer book
- b. Recording of the case
- c. Issue of New Answer book
- d. Intimation to Parents / Guardians
- e. Discussion and Decision with Exam Committee and the Principal
- f. Communication of decision to the learner and parents
 - Evaluation through result software helps analysis of student progress in specific subject.
 - On result declaration, mark sheets are distributed in presence of students’ guardians.
 - Student feedback system helps determine the acceptability of syllabus and transparency of evaluation process to the students.
 - Question papers are set as per University guidelines.
 - Examination Committee determines deadline for assessment of answer books.
 - Moderation of answer books is done as per guidelines of university.
 - Results are checked and verified before grade cards are printed.
 - Re-exams are conducted in case of medical emergencies or University event participations as per prescribed university guidelines.
 - The grievances of students regarding the assessment and evaluation process are resolved by Exam Committee in consultation with the Chief Conductor of exams i.e. the Principal of the institution.
 - In case of grievances regarding evaluation, students can ask for photo copies of answer books as norms prescribed by affiliating University.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

The Program Outcomes (PO) and Course Outcomes (CO) are adopted for all programs offered by the College.

- Learning outcomes form an integral part of college vision, mission and objectives.
- The college communicates learning objectives through various means such as class orientation, subject syllabus discussion to students.
- For certain programs, the University prescribed syllabus contains POs and COs.
- These POs and Cos are available to all stakeholders at the University website and college website.
- Informing the stakeholders, especially the parents, persuade students towards skill oriented and value-based courses.
- Students are made aware of the course specific outcomes through orientation programme and classroom discussion.
- Orientation programmes organized for all first year students acquaint with the vision, mission and the expected outcomes of their selected programmes.
- The institute ensures the outcome of the programs through the analysis of the internal and external examination results and achievements in the placements, sports, cultural and extension activities.
- The NSS units of the college organize various community-oriented activities. These efforts help to inculcate socio-ethical values and develop community service attitude among the students.
- The assessment tools and processes used for measuring the attainment of each PO's, PSO's and CO's are direct and indirect methods.
- Direct methods are provided through university examination by observations of students' knowledge or skills against measurable course outcomes.
- Indirect assessment method comprises from students' feedback, survey, employability and progression to higher education.
- The methods adopted for the evaluations of program outcomes, program specific outcomes and course outcomes are as follows :

Formative Assessment:

As a part of continuous evaluation, the formative assessment of students' performance is conducted. This includes Assignments, Seminars and Group Discussions.

Summative Assessment:

The performance of the students in university examination is the source to judge their summative assessments. This includes assessment in theory examination. The institute analyses course-wise results and the faculties are instructed to initiate measures to improve students' performance in the examination accordingly. These are the other ways of measuring the outcomes whereas many other aspects of outcomes are evaluated indirectly through their performance such as active involvement in curricular, co-curricular, extra-curricular activities, sports, cultural, debate, elocution and N.S.S. program. The teachers also assess the development of students and their performance through observation. The participation of the students in departmental activities, study tours, industrial visits, etc. also helps in gauging the growth and development of the student.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2 Attainment of POs and COs are evaluated. Explain with evidence in a maximum of 500 words

Response:

The Course Outcome (CO) Attainment and Programme Outcome (PO) is assessed in order to track the Learners' performance. A continuous improvement in learners' abilities can be ensured through CO-PO Attainment.

Course Outcome Attainment is evaluated by the following:

Tests: To test the knowledge, skills, and aptitude acquired by the students.

Assignments or Project: It provides opportunity for students to learn, practice and demonstrate they have achieved the learning goals. It provides the evidence for the teacher that the students have achieved the goals.

Viva Voce: To assess the ability to comprehend, recall and communicate the contents learnt.

Semester End Examinations: Students appear in these end-semester examinations to test their knowledge, rectify their skills, analyze new problems based on their understanding and the given formulae and theories, and ultimately to qualify for the next semester or the next academic year.

Course Outcome attainment levels are set for all courses and based on internal and semester end term examination assessment. The CO Attainment is 75% (end term examination) + 25% (internal examination) for all learners. CO attainment is defined at four target levels:

Level 1: 40% - 50%

Level 2: 51% - 60%

Level 3: 61% - 70%

Level 4: >70%

PO attainment is calculated using direct and indirect methods. Direct method indicates course outcomes attainment contributing to respective program outcomes. Indirect method is the stakeholders' feedback of

the concerned programme. PO attainment is defined at four levels, based on the average attainment level of corresponding courses and the feedback.

PO Attainment= 80% (Average attainment level by direct method) + 20% (Average attainment level by Indirect method)

PO levels:

Level 1: Greater than 0 less than 1= Average

Level 2: Greater than 1 less than 2= Good

Level 3: Greater than 2 less than 3= Very Good

Level 4: More than 3 = Excellent

For instance, if the PO attainment target level is set to Level 3, it means that the department is aiming to achieve at least Level 3 in their graduates' abilities. Academic Audits also evaluate the curriculum at regular intervals to assess the strength and weakness of the course content and relevance of learning outcomes. The profile of the Alumni of the college over the past years is also a measure of the high levels of attainment of the learning outcomes offered by the College.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.3 Pass percentage of Students during last five years (excluding backlog students)

Response: 81.97

2.6.3.1 Number of final year students who passed the university examination year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
370	718	523	382	276

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
697	760	538	398	375

File Description	Document
Institutional data in the prescribed format	View Document
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	View Document
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process	
Response:	
File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

Response: 1.55

3.1.1.1 Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	1.00	0.55

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

- **Indian Knowledge System:** The research committee organize various activities to promote India's rich and diverse culture of its past and present. The interdisciplinary approach to exploring the Indian ethos, culture, civilization, kings and emperors of different eras, social structure, historical monuments and geographical phenomenon etc. By doing so, they can acquire and understand India's rich heritage of the past and are further encouraged to explore various areas of Indian culture and civilization which hasn't been touched yet.
- **Patents Filed:** A patent has been filed in the name of our faculty Dr. Hemal Vora and Dr. Asif Baig for the invention titled "The Impact of Management Consultancies on Small Scale Business Development".
- Organized various workshops, seminars and sessions for students as well as faculty on various topics like *Blogging & Website Creation, Citation Matrix, Data Analysis, Data Management System, Building Emotional Wealth and Emotional Equity : Tools for 21st Century and Journey of Research* etc. for transfer of relevant knowledge.
- Collaborations with institutions.

1. Faculty / Student Exchange Programme with Bharti Vidyapeeth, Patuck Gala College,

Chandrabhan Sharma College, Dyandeep College – Khed.

2. Bright Future for training and placements of Drop Out students.
3. Shri Shikshayatan College, Kolkata.
4. Smt. P.N. Doshi Women's College of Arts, Commerce & Home Science.
5. Consumer guidance Society of India(NGO).
6. Gurukul Centre of Special Children for Social Outreach Programme

- Participation of students encouraged in the Intercollegiate Avishkar Research Convention organized by University of Mumbai to enhance their research skills.
- Campus interviews conducted in collaboration with companies like TCS, ICICI Prudential, Hitachi, Bajaj Finance, CopperGate, Mcdonalds, Sony Electronics, Tata Business Support Services, Kotak Mahindra Bank, HDFC Bank, ICICI Bank, Technoserve and so on.
- College has its own Annual National level Student Research Journal, *Shodh Sagar*, as an initiative for creation and transfer of knowledge.
- Faculties create and transfer knowledge through Minor Research Projects with grants received from the University of Mumbai.
- Faculty present and publish Research papers at National and International levels.
- College organizes national and international conferences and publishes proceedings.
- Various sessions on Intellectual Property Rights, Financial Literacy, Career guidance, Consumer Awareness and Social issues.
- Online lectures are conducted with the use of mobiles and laptops for teaching, providing online notes and submission of online assignments by students on Google classroom.
- Lecture videos were uploaded on individual YouTube channels and links provided on college websites.
- Students are encouraged to join internships in various organizations and institutions to get practical knowledge in the workplace.
- Faculties create and transfer knowledge through Minor Research Projects with grants received from the University of Mumbai.
- Faculty present and publish Research papers at National and International levels.
- College organizes national and international conferences and publishes proceedings.

Extension Units spreads awareness and knowledge in areas not covered in the classroom, e.g. entrepreneurial skills, leadership skills, social inclusion, social responsibilities, environmental sensitivities etc.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 24

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on

Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
5	8	3	5	3

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards**3.3.1 Number of research papers published per teacher in the Journals notified on UGC care list during the last five years****Response:** 0.5**3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
2	1	4	10	0

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	View Document
Link to re-directing to journal source-cite website in case of digital journals	View Document
Links to the papers published in journals listed in UGC CARE list or	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.3.2 Number of books and chapters in edited volumes/books published and papers published in

national/ international conference proceedings per teacher during last five years**Response:** 3.03**3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	16	21	16	40

File Description	Document
List of chapter/book along with the links redirecting to the source website	View Document
Institutional data in the prescribed format	View Document
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.4 Extension Activities**3.4.1 Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.****Response:**

Students are exposed to experience to inculcate leadership qualities through value based activities in the neighbourhood:

- NSS volunteers participated in Two Wheels One Life activity organised by NGO United Ways in Ghatkopar.
- NSS unit has conducted various activities like *Tree Plantation, Rakhi Selling, Police Station Cleaning.*
- Volunteers supported local *Traffic Police* to manage *Heavy Traffic during the Ganesh Visarjan festival* and *Election Day.*
- Free *Covid-19 vaccination* for nearby students and guardians.
- Street play performed by NSS volunteers on cleanliness and personal hygiene, organ donation, AIDS awareness, social issues etc in locally adopted area (Ramabai Colony, Ghatkopar).
- Rally on Azaadi ka Amrut Mahotsav – Har Ghar Tirangaa on 15th August 2022, Independence Day Celebration
- Awareness drives on AIDS, Swachha Bharat Abhiyaan, Dengue-Malaria, Menstrual Hygiene in

locally adopted area.

- Flash Mob on AIDS with MDACS.
- Awareness at Ghatkopar Railway Station by Women Development Cell students on Women Issues.
- Awareness created by NSS Unit about Pulse Polio, Organ Donation, Bone Marrow and Stem Cell Registration, PM Jan Dhan and Ujjwala Yojana Awareness , Electronic mode of Payment (GPay, BHIM UPI, Paytm, Phonepe), Polio Vaccination Drive.
- Celebration of Raksha Bandhan with Public Servants at Ghatkopar Bus stop and Ghatkopar Railway station.
- Teaching Art and Craft to underprivileged children during Diwali festival in the local vicinity of Ghatkopar area.
- In an emergency situation NSS volunteers were sent to Siddhi Sai Building Ghatkopar West to help along with the National Disaster Response Force to rescue victims trapped under collapsed building.
- Stray Dog feeding at College Vicinity.
- A Session on Waste Management at VES College of Commerce Chembur.
- 30 hours ADD ON Course on Social Outreach Programme with Gurukul Centre for Special Children. Dance and Puppet Show was organised for Gurukul Centre for Special Children.
- DLLE volunteers helped the special children of Urmi Foundation (NGO at Chembur) conduct various activities for Sports and Annual Day.
- DLLE Volunteers helped Urmi Foundation celebrate Purple Parade day at Chembur to promote awareness and celebrate abilities of special children.
- 30 DLLE Volunteers assisted the Urmi Foundation in getting ready for the event, doing cosmetics and aiding them with their activities at Chembur, Govandi, Vikhroli, Mulund and Thane.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

Response:

2018-19 Awards:

- The Best Female Volunteer Award District Level by UOM.
- Received *cash prizes of Rs.15000, Rs.10000 and Rs.5000 respectively for Road Safety Expressia Competition* by Traffic Infra Tech Expo and United Ways NGO.

Appreciations

- Rajawadi Hospital 115 and 61 Blood bottles Collection.

2019-20 Awards :

- Ankit Sharma received Swami Vivekanand NSS *Best Social Workers' Award* by Chatra Bharti.
- Selection for the State Republic Day Parade by the Government of India, Ministry of Maharashtra.
- NSS P.O. selected as a *Member of the Advisory Committee* of NSS UOM between 2019-20 and 2020-21.
- NSS P.O. selected as *Area Co-ordinator* for Mumbai Eastern Suburbs and New Mumbai.
- Recognition from UOM for sending *Flood Relief Material* to Kurundwad (Sangli District)
- Selection for *Ek Bharat Shreshtha Bharat* State Level Camp organised by UOM.
- Selection for National Youth Camp Lucknow (U.P.)

Appreciations

- NashaBandi Mandal Maharashtra Rajya for *Street Play on Deaddiction*
- Abdullah Fazalbhoy Blood Bank CAMA Hospital for 100 Blood Units Collection.

2020-21 Awards :

- NSS Unit received the District Level *Best College Award* by UOM.
- NSS P O received *The Best Programme Officer Award* by UOM.
- Recognition as 4th rank for the waste collected more than 1000 kg from UOM.

Appreciations

- KEM Hospital for Blood Donation Camp at Ghatkopar Railway Station.
- From NSS Cell University of Kolhapur for *State Level Prerna Camp*

2021-22 Awards :

- Award of outstanding performance for *Mark Your Presence Civic Competition*. (Voter Id Registration)
- DLLE Unit Won *2nd Prize in Short Film Making and Consolation Prize in Poster Making* at *UDAAN Fest*, UOM.
- *State Level Award Organizing Committee* from Govt. of Maharashtra, Higher & Technical Education Department.

Appreciations

- The United Ways, NGO for Road Safety Drives.
- Navi Mumbai Municipality for “Street Play on Swachh Bharat Mission”.
- The Ministry of Youth Affairs and Sports, NSS Regional Directorate, Pune and UOM under GOI for National Integration Camp.
- Seva Vivek NGO for Promoting Bamboo Rakhi.

- Rajawadi, St. George and LTMG Hospital for collecting 268 blood units.

2022-23 Awards :

DLLE Unit won Consolation Prize in Street Play Competition at UDAAN Fest, UOM.

Appreciations

- State level Republic Day Parade Training Camp organised by NSS Cell, UOM as Organising Committee Members.
- Tata Memorial Hospital, L.T.M.G, Jagjivan Ram Blood Bank, Samarpan Blood Bank and KEM Hospital for collecting 475 blood units to needy patients.
- United ways,NGO for Environment Education Project.
- NSS Cell UOM with Shri Narayan Guru College of Commerce for *TALKS Art of Action* and Mulund College of Commerce for *LTP*.
- HDFC Bank for Blood Donation Drive.
- Gram Panchayat of Ganeshpuri for 7 days Residential NSS Camp.
- Head master ZP School Bhiwali for Painting of the School.
- Shri Deepak Vasant Kesarkar , Hon. Minister School Education and Marathi Bhasha Maharashtra State in the Launch of initiative ASTRAL -2023 for Adopting, Mentoring and supporting a School in the Rural Parts of Maharashtra.
- BMC, Mumbai for Clean up and Waste Collection drive.
- Selection of Students for State Republic Day Parade by Govt. of India.
- 2nd and 3rd position for Railway Station and College Blood Donation Camps.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.3 Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 38

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
9	18	3	3	5

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View Document
Institutional data in the prescribed format	View Document
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.5 Collaboration

<p>3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.</p> <p>Response: 12</p>	
File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	View Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

- **Classroom and ICT facilities:**
- Classrooms have adequate lighting, primarily from natural light and when needed from electrical lighting.
- Classrooms are also equipped with adequate ICT facilities like Computer systems, Projectors, Mike system and internet facility.
- 05 computer labs with multi-course desktop computers for teaching-learning process. 197 Computer systems including laptops are provided for staff and students in College.
- 13 Mounted Projector, 01 Portable Projectors, 01 Portable Screen, LAN & Wi-Fi, Mike and Speakers are available.
- An Internet Facility with a speed of 300 Mbps is installed on the college campus.

Campus security is available round-the-clock throughout the year. College is well equipped with fire safety equipment. College is providing adequate drinking water facilities. Spacious Staff room with locker facility, Computer system, Printing facility, Pantry and separate washroom for male and female staff. HOD cabin for all department heads. Adequately equipped office with counter for student queries and administrative work. Principal's Cabin. Exam Strong Room for exam affairs on all time CCTV surveillance with computer systems, Printers and Copier machine. ICT equipped IQAC room. Dedicated space for Placement Cell. Store Room and additional storage facility for maintaining and preserving stationery stock, papers etc. Ramp is available on the ground floor and 2nd floor for physically challenged students. Lift facility has been initiated. There are separate washrooms equipped for physically disabled students. College has a Women Development Cell Room with a Sakhi Box facility for female student grievances. Girls Common Room has a changing enclosure and Sanitary Vending Machine facility along with burning backup in the Girls Washroom. Canteen facility is also available.

First-aid centre:

First-Aid Kit is available at strategic points like college office, extension room, staff room, girls common room, gymkhana and library. Doctor on Call is available in case of emergency. Stretcher and Wheelchair are available in the premises. The college also has a nursing room for staff/students needing medical aid. Other than auditorium, campus ground and A.V. Room, college also has an Open Air Theater for activities including Yoga training and other events. Cultural, Yoga and other extra-curricular facilities:

College has:a multipurpose activity area used for extra-curricular activities. a well equipped Gymnasium. a

Gymkhana for indoor sports Separate Changing Rooms for Boys and Girls. Outdoor Sports Area The Departmental Library is attached to the HOD room to cater to the additional need of books for staff and students. A separate room for Book Bank facility for the EWS category students. Dedicated rooms for Extension Units of NSS and DLLE. Sports facilities:

Library and E-corner:

Essential library furniture along with over 18,000 books including textbooks, journals, magazines, reference books and others are available in the library Computer Systems available under E-Corner for students. Library has a separate reading room equipped with computers for faculties.

Additional ICT facilities:

The Air-Conditioned Auditorium and Audio-Visual Room are equipped with necessary ICT facilities and sound system. These rooms are used for teaching learning processes, faculty / student development programs, workshops, seminars, conferences as well as co-curricular and extra-curricular activities.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2 Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 12.7

4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
14.14	0.68	1.43	24.25	8.29

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

Library is automated using Integrated Library Management Software (ILMS):

- Library Management Software “Liberty” was purchased in the year 2015. The current version of the software is v5.0 Build 8.034.

The software has modules like:-

1. "My Menu" allows you to gather the menu items which are used regularly, even if it comes from different modules.
2. Cataloging is the process of creating bibliographic records in the library catalogue. Cataloging allows Resources and Copies to be created and edited. The Authority Control menu provides access to Genre, Subject, Author, Series and Publisher authorities, where headings can be created and maintained.
3. Circulation menu provides access to Circulation Desk and its Lending Rules. Borrowers provide access for adding new borrowers and maintaining existing ones.
4. The Serials menu provides access to the functions that control the serial. Each serial title requires a Component and a Subscription. Components store information about the serial's publication frequency and issue description. Subscriptions store the Supplier information and the catalog details for the copy.

Subscription to e-resources:

- NLIST Program provides access to 6000+ e-journals, 1,99,500+ ebooks.
- Shodhganga : a reservoir of Indian theses is a digital repository of theses and dissertations submitted to universities in India.
- Shodhsindhu consortium is an innovative project conceived and launched by MHRD Government of India.

Amount spent on purchase of books:

- Amount spent on purchase of books in the last 5 years (2018-19 to 2022-23) is Rs. 6,34,970.
- Number of Books collection shows growth, which were 16,391 books in 2018-19 and 2022-23 is increased to a total of 18,703 books.

Number of Resources of last 5 years

Particular	2018-19	2019-20	2020-21	2021-22	2022-23
Text Book	12427	14048	14159	14404	14460
Reference Book	2205	2384	2384	2392	2392
General Books	1759	1832	1849	1851	1851
Total	16391	18264	18392	18647	18703

Expenditure on Book of last 5 years

Particular	2018-19	2019-20	2020-21	2021-22	2022-23
Text Book	159110	226091	15244	44354	8862
Reference Book	6643	146753	0	1968	0
General Books	0	20177	5769	0	0
Total	165753	393021	21013	46322	8862

Amount spent on journals and magazines:

- Amount spent on journals and magazines in the last 5 years (2018-19 to 2022-23) is around Rs. 2,51,362

Number of Journals/Magazines of last 5 years

Particular	2018-19	2019-20	2020-21	2021-22	2022-23
Journals	7	9	14	23	23
Magazines	7	4	15	12	12
Total	14	13	29	35	35

Expenditure on Journals/Magazines of last 5 years

Particular	2018-19	2019-20	2020-21	2021-22	2022-23
Journals	10741	18825	26219	34957	54202
Magazines	13416	13480	15285	35957	28280
Total	24157	32305	41504	70914	82482

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection *Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words*

Response:

- **Computer Centre:**

- The college has sufficient computer systems and laptops (197), out of these the students have access to five computer labs, E-Corner and reading room in Libray (163 computers).
- The college has 09 black-and-white printers, 02 colour printers and 01 all-in-one printer.
- The institution has an internet connection with a bandwidth of 300 MBPS and a separate 10 mbps leased line for Exam Strong Room.
- Wi-Fi facility is available in the College.
- An Internet facility is available for Online Lectures. Also all classrooms are equipped with a projector and mike system.
- All Computers are connected to the LAN network.

- **Software:**

- The college purchased various softwares and initiated AMCs to keep the softwares updated.
- Softwares used:
 - "RESO" Software – For Result
 - Power student E- Attendance software which is a mobile APP based software enabling faculties to share necessary information / assignments to students through the mobile APP.
 - " ADme" - Admission software
 - "Liberty" Software for library
 - " Tally Prime" Software for Accounts
 - " Mastersoft" Software for online exam
 - Online Lecture Software (Google Meet).

- **Library:**

- The library is well-equipped with the latest technology and its staff is dedicated to ensuring that users can use these resources fully.
- It has become a hub of knowledge and learning, providing students with access to various books, magazines, journals, and digital media that can help them with their studies and research.
- Name of ILMS Software: Liberty

- Year of purchase: 2015
- Version: V5.0
- Build 8.034

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3.2 Student – Computer ratio (Data for the latest completed academic year)

Response: 14.07

4.3.2.1 Number of computers available for students usage during the latest completed academic year:

Response: 163

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	View Document
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 8.17

4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
6.23	6.35	3.95	10.44	4.41

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 6.7

5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
167	134	92	223	46

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	View Document
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	View Document
Upload policy document of the HEI for award of scholarship and freeships.	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.1.2 Following capacity development and skills enhancement activities are organised for improving students' capability

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	View Document
Report with photographs on ICT/computing skills enhancement programs	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 47.69

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
935	2252	457	642	426

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4 *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	View Document
Proof related to Mechanisms for submission of online/offline students' grievances	View Document
Proof for Implementation of guidelines of statutory/regulatory bodies	View Document
Details of statutory/regulatory Committees (to be notified in institutional website also)	View Document
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2 Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 31.96

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
259	186	110	212	151

5.2.1.2 Number of outgoing students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
792	761	542	399	378

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	View Document
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 6.45

5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)

2022-23	2021-22	2020-21	2019-20	2018-19
22	33	12	29	30

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.3 Student Participation and Activities

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

during the last five years**Response:** 17

5.3.1.1 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 wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
4	2	0	3	8

File Description	Document
Upload supporting document	View Document
list and links to e-copies of award letters and certificates	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 47.8

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
56	51	37	58	37

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.4 Alumni Engagement

5.4.1 There is a registered Alumni Association that contributes significantly to the development of

the institution through financial and/or other support services**Response:**

The registration of the College Alumni Association is under process. However, we have a operational Alumni Association is involved in various activities of the college. Over the years, the college has leveraged the connection with alumni towards the following ends:

1. Inspiration: The College has produced alumni who have been taught to be value leaders in several fields across the nation. They serve as role models for our students.
2. Industry - Connect: Enterprising alumni have served in several roles on campus as resource persons for the Entrepreneurial Development Cell and facilitated Internship and Placement opportunities.
3. Skill Development: Students have been addressed and guided by alumni to sharpen and hone life skills like self-defence and self-employability skills like jewellery making, make-up artistry, mehendi, and making decorations from household items.
4. Career Guidance: Several alumni act as resource persons for Career Guidance seminars organised by Departments thus helping the students make an informed choice of how to go about their future career.
5. Event Presence: Several alumni are invited as Judges to judge various college events. They also voluntarily contribute in the events like Blood Donation which is organised by the College NSS Unit. They also come forward and help the NSS Unit during the 7 days residential camp. The Alumni are also appointed as Choreographers to train our students in Dance as well as in Fashion Show so that they can perform well in intra and inter collegiate events. The College Fest Flame has been graced by many eminent alumni who have been invited as the Guest of Honour. Thus the Alumni Association makes a strong connect with the college through its active involvement in various college activities.
6. Employment and Opportunities in Campus: The institution is open to giving opportunities to the alumni in the teaching, sports and admin areas.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 *The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.*

Response:

The governance of the institution is reflective of and in tune with the vision and mission of the institution

- **Vision:** To impart quality education with the commitment to shape career path of learners and inculcate cultural values in such a manner that there is holistic growth of the individual learner in particular and the society at large.
- **Mission:** To emerge as one of the best College in the central suburbs of Mumbai for studies in the Commerce stream through value based quality education and preparing learners towards nation building.
- The institution's Vision and Mission reflect the distinctive characteristics of the institution. The College caters to the educational, social, cultural and economic needs of the society. All these characteristics are reflected in its policies. High quality educational programs and healthy practices are being implemented keeping in mind the policy of uncompromising adherence to the values and principles of inclusion, responsibility and social accountability.
- The management and the Principal together work towards the designing and implementation of the institutional quality policy. The various administrative and academic departments of the College are effectively governed through a constitution of mandatory bodies such as IQAC, ICC etc. having well-defined roles and principles keeping in sync with the vision and mission of the College.
- Decentralization of work through committees ensures effective execution of all the activities. Internal Quality Assurance Cell (IQAC) provides guidelines and maintains quality in all aspects of these activities.
- The College Development Committee (CDC) provides guidelines for effective implementation of academic and administrative activities.
- The IQAC supervises and looks after the quality control.
- The Principal forms the committees under the convenorship of teacher members from teaching staff, with members from non-teaching staff and students for overall management of the various operations of the college.
- The practice of effective leadership through decentralization and participative management is visible in the delegation of authority to the HOD and Committee Heads.
- College consistently upgrades its teaching-learning methodologies and apparatus so as to be able to deliver its core services in a relevant and up-to-date manner.
- The Head of the Department oversees the Teaching Plans.
- He/she is empowered to make adjustments in the routine, allot assignments and evaluation duties.
- He/she enjoys the privilege of convening departmental meetings where entire term schedules are decided.
- He/she takes the lead in planning seminars, workshops, career counselling sessions, remedial measures, interdepartmental or/and inter-college exercises, departmental excursions and study

tours.

- He/she, in consultation with his/her department oversees the paper setting, moderation, evaluation, and marks submission of all internal examinations.
- Committees take care of extracurricular and co-curricular activities.
- College continues to enhance extension activities and outreach programs.
- College has expanded the range of educative programs under Add On Certificate/ Value added/Skill Development programs at the graduate level.
- Senior clerks look after administrative office.
- Since the college is affiliated to UOM, NEP will be implemented as per university guidelines.
- Keeping in mind the vision and mission, short term and long term plans are prepared every year and deployment is ensured.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1 The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

Mumbai Pradesh Arya Vidya Sabha is the governing body of the college. A designated management representative (Honorary Secretary) guides and helps in the running of the college. Important policy decisions are taken by the Management in CDC meetings. Meetings are held with proper agenda, minutes and ATR briefed by the Principal. Proper evaluation of the activities is done from time to time by them.

College Development Committee (CDC) formerly known as Local Management Committee consists of members from diverse fields and constituted according to the Maharashtra University Act, 2016. Annual budget is prepared before hand and proposed in CDC for further approvals from Management for the overall growth and development of the college.

The Principal is involved with the efficiently and effectively day-to-day management of the college, along with the IQAC, HOD's and other Committees Heads. Various independent committees look after the curricular, co-curricular, extra-curricular and extension activities. Each committee has teacher and student members' representative. Principal manages the administrative and academic activities. College administration looks into accounts, admission, eligibility, enrollment, examination and other miscellaneous work related to administration.

IQAC is constituted by a team of representatives from Management, Local Societies, Industry, Faculty and Alumni. IQAC monitors all the activities and suggests quality improvement related to academics and

administration. IQAC deals with preparation of academic calendar and follows a strategic approach for development and involves all stakeholders in deployment.

H.O.D/COORDINATOR of each department is responsible for his unit and has other teacher members to assist in planning & deployment to ensure highest possible standards of excellence in all its activities.

COMMITTEE HEADS of statutory committees like College Development Committee, Grievance Redressal Committee, Internal Complaints Committee, Unfair Means Committee on Examinations, Anti-Ragging Cell, Student Grievance Cell and RTI Cell etc. are functioning according to the set standards.

The Time Table Committee prepares the master time-table, the Examination Committee oversees internal test and external examinations and each and every department organizes academic activities at the departmental level. Regular meetings of the staff are conducted to review the functioning of the college, execution of the policy decisions taken and it's monitoring. Class mentors are appointed for each class to ensure discipline, regularity of attendance, academic progress of students, mentoring and counseling of students.

Committees for co-curricular and extra-curricular activities look after the cultural, sports and others for overall grooming of the students.

Extension Units (NSS and DLLE) open the vistas for social work and social inclusion for the learners thus developing the sense of responsibility towards society.

Appointment and Service Rules for recruitment of teaching and non-teaching staff is planned at the end of the academic year after assessing workload analysis and work-force analysis. Employees are governed by the service rules of UGC, University of Mumbai, Government of Maharashtra and the Management as stated in the SOPs.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document
Provide Link for Additional information	View Document

6.2.2 Institution implements e-governance in its operations

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	View Document
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	View Document
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3 Faculty Empowerment Strategies

6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

- Provident fund benefit as per statutory norms.
- Gratuity benefit to the staff as per “The Payment of Gratuity Act”.
- Permanent, Full time Female staff are entitled to 180 days maternity leaves as per the Government norms.
- Employees are entitled for Casual leave, Medical leave, Paid leave as per University norms.
- Employees are provided with compensatory leave, duty leave, and study leave as per the College Leave Policy.
- The class IV staff are provided with two sets of uniforms at the time of joining and two sets are provided every alternative year and are provided with washing allowances.
- The College organizes several seminars and workshops for the teaching and non-teaching staff on financial literacy, mental well-being, professional growth, etc.
- Reimbursement for presentation and publication of research papers in National and International Conferences.
- Staff is encouragement to undertake University Minor Research Projects.
- Increments are given to all regular teaching and non-teaching staff as per management policy.
- The College has Internal Complaint Cell for prevention of sexual harassment at workplace.
- Pantry facilities such as oven, cutlery, etc.
- All staff are provided with individual locker facility.
- Separate washroom facility for both men and women.
- Medical center with full time medical attendant.
- Free Wi-Fi and Internet facilities are provided for staff in the college.
- Voter ID campaign, Covid-19 Vaccination drive, free Health Check-up Camp, Eye Check-up Camp for the staff in the college premises.
- Women’s Day, Sports Day, Teacher’s Day, Staff Picnic, Staff Birthday are celebrated to facilitate staff bonding and rapport.

- The College has organized 25 seminars, workshops and conferences for the teaching and non-teaching staff on financial literacy, mental well-being and professional growth.
- Reimbursement of Registration fee and travelling expenses Rs. 1,02,016/- for presentation and publication of research papers in National and International Conferences in the last 5 years.

YEAR	TOTAL AMOUNT PAID TO THE FACULTY FOR FDP / WORKSHOP / CONFERENCE
2018-19	35016
2019-20	37800
2020-21	5800
2021-22	5,900
2022-23	17500

- Annually the IQAC executes the University prescribed Performance Appraisal System for the teaching and non-teaching staff in the following ways:

Staff Self-Appraisal:

- The performance appraisal is used for Career Advancement of the teachers.
- Staff self-appraisal form is filled and submitted by each faculty annually.
- Staff is evaluated on the basis of execution of the responsibilities, their leadership effectiveness in heading committees, research publications, innovative teaching methodologies and the outreach program initiated by teachers.
- If there is a scope for improvement on the part of the teacher, they are advised to upgrade themselves.
- The whole system is carried out in a confidential manner. The respective teacher is informed about same and suggestions given.

◦ **Appraisal for the Non-teaching Staff:**

- Each employee fills and submits the Annual Performance Appraisal Report, which is then certified by the Principal.
- A constructive feedback is given employees so that they can further enhance their performance level and efficiency.

Avenues in the form of CAS, Approvals, Promotions, Increments, University event participation, research and orientation/refresher courses.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 45.08

6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
9	7	7	15	17

File Description	Document
Policy document on providing financial support to teachers	View Document
Institutional data in the prescribed format	View Document
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	View Document
Audited statement of account highlighting the financial support to teachers to attend conferences / workshops and towards membership fee for professional bodies	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 77.62

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
36	20	12	18	25

6.3.3.2 Number of non-teaching staff year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
5	4	2	5	5

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	View Document
Institutional data in the prescribed format	View Document
Copy of the certificates of the program attended by teachers.	View Document
Annual reports highlighting the programmes undertaken by the teachers	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

Strategies for mobilization of funds:

- Admission fees from the students
- Other fees such as examination, Transcript, Bonafied certificate, LOR, railway concession, Duplicate I-Card and Mark sheets and any other charges.
- Interest from Fixed Deposits Funds from bank
- Alumni contribution
- Funds from University of Mumbai to teachers for Minor Research Projects
- Funds from Consumer Guidance Society of India for conducting seminar for students.
- Funds from University of Mumbai to conduct NSS activities

- Fund received from NGO to the NSS for social activities
- Funds from Department of Students' Welfare of University of Mumbai to conduct workshop.
- Funds from Government NGOs, Charitable trusts and private bodies towards students' scholarship.
- Funds from Sponsorship for Intercollegiate fest –FLAME

College has following procedure for utilization of financial resources effectively:

- College has a well-defined budgeting system which includes regular expenses like staff salaries and benefits, academic expenses, maintenance and expenses on other facilities like audit fees, library, canteen, sports, gym etc.
- Annual budget is formulated as per revised syllabus requirements, planned co-curricular activities, research work etc.
- The management reviews and allocates sufficient finance to carry out activities.
- For purchase, a minimum of three quotations are called from vendors. Comparative statement is prepared with cost, quality and specification details. Purchase order is placed by the management after negotiation.
- There is a systematic mechanism for release of payments for day to day expenses like payment for consumables, various bodies and salary Provision is also made for emergency expenditure as per the requirement
- The institution conducts internal and external financial audit regularly with well-defined procedures with due permission and guidelines received by the management
- Institutional budget is prepared well in advance for the forthcoming financial year.
- Internal audit is an on-going continuous process in addition to the external audit to verify and certify the entire income and expenditure of the institution annually.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

- IQAC defines the quality benchmarks and parameters for various academic, administrative and cultural activities.
- It also promotes measures for quality enhancement through Best Practices.
- The SWOC analysis of the Institute is carried out based on important parameters like admissions, placement, research, best practices and results of the institute.
- The benchmarking is done taking into consideration the overview of education, technology and

regulatory scenarios. The focus is on enhancing the teaching-learning process and creating a learner-centric environment using various ICT tools like Google classroom.

- The up-skilling of the faculty members is done through various faculty development programs, workshops, seminars, conferences, and orientation programs.
- In order to enhance the students' attitude and participation, an exposure through experiential learning, participative learning and problem solving methodologies is given. This activities include internships, Add on courses, virtual tours and case studies.
- The institute has a well-defined teaching learning policy.
- Before the commencement of an academic year, Academic Calendar is prepared.
- To ensure the quality of teaching learning process and maintain a well-disciplined administration, academic and admin audits are carried out annually. Central monitoring of various activities is carried out to ensure robustness.
- Gender Audit is also conducted by the experts.
- ISO Certification has been completed for 21001/14001/50001..
- The alumni are involved in the teaching-learning process in the form of guest speakers, career guidance sessions, judging the events and actively participating in extension activities of the college.
- Stakeholders play an important role in the growth of the college. Information regarding activities are regularly shared with the stakeholders through social media platforms and college website.
- Feedback from all stakeholders is taken annually, analyzed and implemented accordingly for the betterment ahead. The feedback is also uploaded on the college website.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5.2 Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented
2. Academic and Administrative Audit (AAA) and follow-up action taken
3. Collaborative quality initiatives with other institution(s)
4. Participation in NIRF and other recognized rankings
5. Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	View Document
NIRF report, AAA report and details on follow up actions	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document
Link to Minute of IQAC meetings, hosted on HEI website	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

- **GENDER EQUITY**
- **FACILITIES AND SAFE ENVIRONMENT FOR STUDENTS AND STAFF**
- College has facilities like ladies' common room, separate washrooms for men and women, sanitary napkin vending & disposable machine, Sakhi box, CCTV coverage in college campus, male and female security personnel, nursing room with female nurse.
- **AWARENESS ON GENDER SENSITIZATION AND WOMEN'S RIGHTS**
- WDC Inaugural Session by Dr. Gita Chaddha, Chairperson WDC University of Mumbai.
- Class to Class awareness about WDC Activities.
- Session on 'Domestic Violence and Sexual Harassment at Workplace' by Sindhu Nair from Majlis (NGO).
- Session on 'Psycho Socio and Legal Aspect' by Stree Chetana Women Awareness Organisation (NGO).
- Online session on 'Cyber Sakhi' covering cyber-crimes against women.
- College conducted Gender Audit from 2017 to 2022 on 8th September 2022 and Gender Audit of 2022-23 on 26th April 2023.

- **ACTIVITIES FOR WOMEN EMPOWERMENT, FOR DEVELOPING ENTREPRENEURSHIP AND SELF-EMPLOYMENT SKILLS**

- Certificate Course for girls in Basic Beautician in association with Jan Shikshan Sansthan, Worli, Mumbai under the aegis of HRD Ministry, GOI
- Certificate Courses for girls in Mehendi in association with Jan Shikshan Sansthan, Worli, Mumbai under the aegis of HRD Ministry, GOI
- Competitions organized by WDC on Cake baking, Modak making, Rangoli, Lantern making, Diya and Arti-thali decoration for girls.

- **HEALTH, SAFETY AND PERSONALITY DEVELOPMENT**

- Training Workshops on Self Defense specially for girls.
- Session on Women Empowerment by Ms. Renuka, PRO, Pantnagar, Ghatkopar
- Session on 'Self-Grooming and Self-confidence building for Job Interview' organised by Rexona Confidence Academy, HUL.
- Session on 'Grooming and Personal Hygiene' by Procter & Gamble Company.
- Hemoglobin Check-up Camp for girls in association with Rajawadi hospital.
- 'Women's Health, Personal Care and Hygiene' session by Dr. Bhagyalaxmi Chauhan, MBBS, Bhabha Hospital, Kurla.

- ‘Health, Hygiene and usage of Tampons’ session by Shreya Mitbhavkar, Brand Officer, Wewolve Consumer Private Ltd.
- Online session on Menstrual Health and Hygiene by Global Hunt Foundation
- Personal Hygiene session by Pooja Bhanushali

• **ORGANISATION AND PARTICIPATION IN EVENTS**

- Organized One Day Zonal Training Workshop in association with UWDC for WDC & ICC Members of Central Zone & Navi-Mumbai Colleges.
- Participation in Interactive Sessions & Competitions on theme ‘My Body – My Choice’ organized by NGO Majlis.
- Selling garments, bags by Creative Handicrafts (NGO) to promote and help tribal and slum communities.
- Organized ‘National level Inter-collegiate Competition – Womaniya’ on Women’s Day.
- Participation in Y Talk on Gender Sensitisation & Gender Equity by NGO Akshara

• **GENDER EQUITY AND SENSITIZATION IN CURRICULUM**

- Chapters on GENDER EQUITY AND SENSITIZATION are included in the subject of foundation course (FC) which is there for FYBCOM, FYBAF, FYBMS and FYBBI. Faculties while teaching topics of Indian Constitution, Human Rights, and Disparities in Indian Society strive to emphasize on GENDER EQUITY and sensitize the male and female students for better understanding of each other.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.1.2 The Institution has facilities and initiatives for

1. Alternate sources of energy and energy conservation measures
2. Management of the various types of degradable and nondegradable waste
3. Water conservation
4. Green campus initiatives
5. Disabled-friendly, barrier free environment

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	View Document
Geo-tagged photographs/videos of the facilities.	View Document
Circulars and report of activities for the implementation of the initiatives document	View Document
Bills for the purchase of equipment's for the facilities created under this metric	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

- 1.Green audit / Environment audit**
- 2.Energy audit**
- 3.Clean and green campus initiatives**
- 4.Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	View Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document
Green audit/environmental audit report from recognized bodies	View Document
Certificates of the awards received from recognized agency (if any).	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

• **CULTURAL, REGIONAL AND LINGUISTIC INCLUSION**

- Students admitted are from different states of India having diverse backgrounds.
- Bhasha Samiti comprised of Marathi Vangamay Mandal, Hindi & Gujarati Sahitya Mandal and Literary Club, which organise competitions - essay/poem writing, elocution, dance, singing and skit in their respective languages showcasing cultural, regional and linguistic heritage.
- Celebration of Days like Hindi Divas (15th September), Gujarati Divas (24th August) and Marathi Bhasha Din (27th February) encourage unity in diversity.
- NSS volunteers participated in 'Bhajan Sandhya' comprising of multi-linguistic bhajans organised by NSS, University of Mumbai.
- Students participated in multi-linguistic 'Cultural and Interaction Programme' organised by NSS University of Mumbai.
- Student's participation in Conference as well as national camps NYC, NIC; state level socio-cultural Utkarsh, EBSB camp and EBSB presentation by NSS PO.

• **COMMUNAL INCLUSION**

- Communal Inclusion and Social Awareness was catered through more than 50 Street Plays, Posters, Rallies and Rangolis on social issues at adopted area, college vicinity, Ghatkopar railway-station and NSS Camp-site.
- NSS unit collected total 1899 blood units. Our college organised 08 Blood Donation Camps in association with blood banks of SBTC. We also volunteered in 13 Blood Donation Camps at railway-station. Our contribution was appreciated by University of Mumbai.
- Organised village gathering and interaction program for tribal women during Residential Camp
- NSS volunteers volunteered for GCSC Sport Day (special school).
- 30 NSS volunteers participated in 'social outreach program' (30 hours) at GCSC aimed to educate and interact with special children thus, making them understand and be aware of the needs and responsibilities towards special children thus, promoted social inclusion.
- Students conducted activities for Education and Adult Literacy at camp site.
- Visit to Old Age Home by WDC Volunteers.
- Awareness and Mask Distribution during Covid-19 in vicinity and adopted area
- NSS volunteers constructed much needed road in Adivasi Pada during residential camp.
- Students attended Intercollegiate Disability Workshop at MCC.

• **SOCIO-ECONOMIC INCLUSION**

- Mega Flood Relief Donation Drive for Kolhapur and Konkan region by NSS.
- Book Bank Facility for below-poverty line (BPL) students.
- Awareness of PM Yojana, Digital Literacy, Employment Generation activity, Adult Literacy program in adopted area and camp site
- Books, clothes, stationery collection and donation drive for BMC, Zilla Parishad (ZP) schools, Children's Homes and set up of Library at ZP School, Bhivali
- Food Distribution Drives during Covid-19, Diwali and Ganapati festivals.
- Mega Mask Distribution during Covid-19.

- Students helped to promote Eco-friendly Bamboo Rakhi selling made by tribal women.
- Cycle Donation in adopted Area
- Z. P. School Wall Painting at camp site.
- Installation of 2 Solar Lamps and 2 Concrete Dustbins at camp site.

- **CONSTITUTIONAL OBLIGATIONS**

- College organised session on ‘Awareness about Indian Constitution’ for Staff and Students.
- Celebration of Constitutional Day, Independence Day, Republic Day
- ‘Voter ID Awareness and Registration drive’ conducted with Project Mumbai (NGO).
- Volunteers conducted awareness activities on road-safety, vaccination, pulse-polio, health and hygiene, environment conservation and attended disaster management workshops to Strive for excellence in all spheres of life.
- College organised awareness activities on gender sensitisation and to inculcate values for being a good citizen.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.2 Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

Response:

BEST PRACTICE 1

Title: Sensitization of Students towards Inclusion.

Objectives:

1. Making students critically conscious of India’s social and economic realities.
2. Introducing practical strategies to promote Social Inclusion.
3. Motivating participation in building an Inclusive ‘**Society for All**’.
4. Inspiring students to reach out to others, irrespective of physical, political or economic differences.

Context:

College policy promotes inclusion among employees and students. Suitable activities are organized giving students opportunities to work towards Social Inclusion.

Through College Committees a Gender sensitive environment is promoted and learners are sensitized towards maintaining a pollution-free environment even for the deprived. Values of respect for and appreciation of diversity are inculcated.

Practice:

1. Providing Public Information and organizing awareness drives for the deprived sections for AIDS, Environment, Road Safety, Voting awareness, SBA, Literacy, Ujwala Yojana, Pradhan Mantri Jandhan Yojana, Pradhan Mantri Jeevan Bima Yojana, Digital Literacy and Cashless India, Gender sensitization, COVID 19, Anti-spitting, 'Say No to Drugs', prevent Dengue Malaria, promote Fit India etc.

2. Conducting Donation Drives at Railway Station, local adopted area, NSS Residential Campsite, orphanages and college vicinity. During Covid Pandemic, Mask distribution, Food Donation and Food Grain distribution drive were organized in local slums. A truck full of basic necessities was donated to Sangali flood victims. Readymade food was donated to flood victims in Mahad-Konkan. Students volunteered in 21 Blood Donation Camps from 2018-2023 to collect 1899 blood units.

3. Promotion of Gender Sensitization and Gender Equality is done through awareness sessions on Gender Sensitization and Self - Defense training programs. Government recognized skill programs have are conducted to generate self - employment opportunities for women.

4. Promoting Pollution-Free Environment for the underprivileged: In Mega WASTE COLLECTION DRIVE in association with BMC and NSS, University of Mumbai, 1664 kgs of waste was collected. Sale of Bamboo Rakhis made by tribal women is promoted. Cleanliness drives at Police Station, Railway station, Adopted area, and College Campus are conducted.

5. "Education for All" is promoted through Adult Literacy and Digital Literacy Activities.

6. Social Outreach Program with Special Children of Gurukul Centre for Special Children.

Evidence of Success:

- Appreciative Testimonials from students Ms. Forum Mehta and Ms. Prachi Singh:
- 1899 blood units collected (appreciated by NSS University of Mumbai)
- Donation drives
- Collection of 1664 kgs of waste
- NSS unit awarded **NSS District Level Best College Award 2020-21.**
- **Students selected for National/State/University Level camps to represent college and University of Mumbai at the State and National Levels.**

The above indicates active involvement of students and proves their sensitization towards people in distress. Efforts appreciated on T.V. and Print media.

Problems encountered:

- 1.Challenging to convince parents and students to get involved in voluntary social service.
- 2.Difficult balancing time between social inclusion activities and academics for mentor faculties and students.

Notes / Observations:

- 1.Social Inclusion can be achieved only through upholding the dignity, value and importance of each human being.
- 2.Social Service and Social Inclusion have to be achieved in phases which can be summarized as:
INDIVIDUAL----- HOUSEHOLD-----COMMUNITY-----LOCAL-----NATIONAL.

BEST PRACTICE 2

Title: Blending Classroom Learning with Practical Facets

Objectives:

- Facilitating students to co-relate theoretical classroom learning with real-life situations.
- Imparting practical experience to students.
- Equipping learners with problem solving techniques.
- Making students industry-ready.

Context

Graduates good in academics but without practical knowledge of implementation and lacking expression abilities are at a disadvantage in the job market. Building confidence and developing effective communication skills along with enhancing practical knowledge improves their prospects in the job market.

Practice

In order to bring practical knowledge into the classroom and develop confident communication skills, activities such as the following are taken up

- Case-Law Presentation Competitions
- Sessions on IPR
- Case studies on common people who made a difference
- Product Launch Competition
- AD-Mad show
- Content – Writing (Advertising)
- Elocution Competitions (TALK SHOW)
- Sessions on Career Guidance
- Guest lectures on Business Ethics.
- Webinars on Entrepreneurship
- Online Intercollegiate Elocution Competitions
- PPT Competitions
- Sessions on the Indian Insurance Market
- Inter-Collegiate Competitions
- Sessions on dynamics of financial system in the digital era.
- Hands on experience in advance Excel /Tally/GST.
- Webinars on Consumerism and Financial Planning
- Students Development Program on Capital Market
- Session on Cyber Crime and Ethical Hacking
- Webinar on Entrepreneurship
- Online session on Career in Insurance
- Online session on financial Well-being
- Workshop on Industrial Motivation Campaign by MSMEs

- Investor Awareness Programmes
- Workshop on Career Dimensions in Physical Education, Sport Sciences
- Seminar on Physical Education and Physical Literacy
- Workshop on Cyber Crime Security and Privacy
- Webinar series: healthy lifestyle approach to Covid 19

ISSN International Journal Advanced and Innovative Research ‘SHODH SAGAR’ with 7.46 Impact Factor and UGC listed for students to inculcate and develop research skills and habits.

- **Industrial visits and Field visits** to provide practical knowledge of Industry functioning, exposure to Courts (High Court, Session Courts and Consumer Court), Bombay Stock Exchange, RBI Monetary Museum etc.
- Virtual tour of The Asiatic Society, Mumbai State Central Library
- Add-on Courses specially designed in the last 5 years to increase students’ efficiency in the practical world.
- Arranging free industry training for students.
- Preparatory sessions on Resume Building / GD / PI

EVIDENCE OF SUCCESS

- Student pursuing career and higher studies in areas introduced in college (Disaster Management)
- Students developing confidence to present research projects at University Avishkar Research Convention.
- Students use Practical Knowledge gained in college on business tactics, strategies, plans, investments etc. to run their family businesses.
- Students getting selected for jobs through Campus Placement and otherwise.
- Students motivated to pursue further studies and career in Law, Commerce, Accounts, etc.
- Students traveling abroad for further studies and better career opportunities.

Problems encountered

1. First generation learners need more time and attention before implementing above practice.
2. Generating interest among first-generation learners is challenging.
3. Financial constraint is a hindrance in pursuing higher studies.

File Description	Document
Best practices as hosted on the Institutional website	View Document
Any other relevant information	View Document

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

“GURUKUL” was founded in 1912 by Swami Nityanandji and Late Dr. Kalyandas Desai to revive the ancient Hindu Educational System of Gurukul Ashram. The impetus was drawn from the teachings and activities of Swami Dayanand Saraswati, founder of Arya Samaj.

Mumbai Pradesh Arya Vidya Sabha the parent trust, is more Than 100 years old. Gurukul College of Commerce was established in 2001 under the agies of this trust. The college is situated in the heart of the Central suburbs of Mumbai and has always striven to uphold the ideologies of the parent body by imparting quality education to the economically weaker sections of society. The college has always focussed on improving the quality of the staff and students by giving them numerous opportunities and constantly encouraging them to build a better future.

We aim to inculcate the values of the Ancient Hindu Educational System of Gurukul Ashrams into our students namely

1. Honesty and sincerity

2. Excellence and Perfection
3. Ethics and Dignity
4. Discipline and Code of Conduct
5. Respect and Tolerance

The College is also proud of its **Policy of No Capitation Fees** which we have inherited from Parent Trust.

High Faculty Retention

The institution has a Healthy approach towards faculty members because of which the faculty attrition rate is very low and retention capacity is very high.

Grade Pay and Other Benefits as per norms

Management gives 6th pay scale to Qualified and Approved Staff of Gurukul College of Commerce. Ours is a permanently unaided college with no salary grant from the government and this effort on part of management boosts and motivates employees to continuously and sincerely put in their best.

Teaching and Non- Teaching Staff members are provided with provident fund benefit in the form of equal contribution by employer as well as employee as per statutory norms. The College also provides Gratuity benefit to the staff as per the statutory norms. Leaves are given to the staff as per Mumbai University norms.

Reimbursement for Professional Development

The faculty members are considered an asset to the institution and their enthusiasm and teamwork has taken the college to greater heights. Faculty members are provided with platforms to develop their innovative skills by promoting research-based teaching and learning process. The staff is encouraged to conduct research-oriented activities like Minor Research Grants, and PhD, participate in various seminars, and workshops, publish papers in UGC-based Journals and present at State, National and International Conferences. Adequate motivational monetary and non-monetary HR measures are provided by the Management e.g. appreciation by the management in staff meetings, acknowledging staff in campus social gatherings, PhD increments, Duty leaves as and when required. Appreciation letters are also given by the Management to the staff for acknowledging the hard work put in by them and further encouraging them to do better.

Amicable Work Environment

Recreational activities and other celebrations are regularly held to build team spirit and oneness amongst the staff. The teamwork of the entire staff has been acknowledged by outsiders, officials and visitors in events conducted in the form of Oral and written feedback received from them. These initiatives have created a healthy work culture leading to job satisfaction which has resulted in the retention of the staff for years together. This has created a positive impact on productivity as well as low retrenchment and has resulted in the development of the institution.

The positive attitude of the staff has resulted in the conducting of various innovative academic as well as non-academic activities for the students which has empowered our students in many ways. The college focuses highly on skill enhancement, employability as well as entrepreneurship. Keeping this in view the

faculties plan several activities and events to involve the maximum number of students and benefit from the same.

File Description	Document
Appropriate web in the Institutional website	View Document
Any other relevant information	View Document

5. CONCLUSION

Additional Information :

Continuously putting best foot forward, GCC is in the process of getting Permanent Affiliation under the University of Mumbai, after which college will seek recognition under UGC's 2f and 12b for financial assistance. This will enhance opportunities for college development plans.

GCC plans to become distance learning study center for UOM, IGNOU and YCMOU in the near future. This will help cater to the educational needs of learners who cannot attend regular college.

On the lines of NEP, College aims to become multidisciplinary so that learners have greater choice of programmes and courses.

Concluding Remarks :

The College is affiliated to the University of Mumbai, which in turn is governed by Maharashtra Public Universities Act, 2016, Statutes, Ordinances and guidelines of apex bodies. The governance and management of the college is democratic, decentralized and leadership is participatory. All stakeholders are involved in decision making process. The CDC and IQAC, Heads of Departments and Committee Heads deliberate on short and long term reforms in academic, research, cultural, extracurricular and development activities along with finance, management and governance in consultation with the Management. The College has implemented e-governance in areas of admissions, results and general administration. The College undertakes academic and administrative audit, gender audit and library audit. Financial audits are overseen by the parent Trust body. Teachers are encouraged in their academic progress. Many professional development/administrative training programmes have been organized for teaching and administrative staff. Workshops and seminars at the local, state, national and International levels have been organized. Collaborations with other academic institutions have been taken up. Environment protection activities and projects are encouraged. Learners are also encouraged and trained in social work and inclusion.