YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1.Name of the Institution   Indira College of Commerce and Science

- Name of the Head of the institution Dr. Prakash V. Pandare

- Designation Principal

- Does the institution function from its own campus? Yes

- Phone No. of the Principal 02066759502

- Alternate phone No. 02066759636

- Mobile No. (Principal) 9552626127

- Registered e-mail ID (Principal) Principal@iccs.ac.in

- Address Indira College of Commerce and Science, Dhruv, 89/2A, New Pune Mumbai Highway, Tathwade, Wakad

- City/Town Pune

- State/UT Maharashtra

- Pin Code 411033

2.Institutional status

- Autonomous Status (Provide the date of conferment of Autonomy) 15/07/2020

- Type of Institution Co-education

- Location Urban

- Financial Status **Self-financing**

- Name of the IQAC Co-ordinator/Director **Prof. Shivendu Bhushan**

- Phone No. **02066759636**

- Mobile No: **9890686216**

- IQAC e-mail ID **iqacindira@iccs.ac.in**

3.Website address (Web link of the AQAR (Previous Academic Year) https://iccs.ac.in/assets/images/aqar/AQAR_22-23.pdf

4.Was the Academic Calendar prepared for that year? **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: https://iccs.ac.in/assets/pdf/Academic-Calendar-2023-24.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.9**	**2009**	**30/01/2009**	**29/01/2014**
Cycle 2	**A**	**3.12**	**205**	**03/03/2015**	**31/12/2025**

6.Date of Establishment of IQAC **07/09/2009**

7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Nil	**Nil**	**Nil**	**01/07/2023**	**0**

8.Provide details regarding the composition of the IQAC:

- Upload the latest notification regarding the composition of the IQAC by the HEI   View File

9.No. of IQAC meetings held during the year   `03`

- Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?   `Yes`

- If No, please upload the minutes of the meeting(s) and Action Taken Report   No File Uploaded

10.Did IQAC receive funding from any funding agency to support its activities during the year?   `No`

- If yes, mention the amount

11.Significant contributions made by IQAC during the current year (maximum five bullets)

`Implementation of a Quality Assurance and Enhancement Framework: The IQAC developed a robust framework to systematically assess and enhance academic and administrative processes through regular reviews and internal audits, ensuring high operational standards. Additionally, the IQAC actively supported participation in the National Institutional Ranking Framework (NIRF) to enhance institutional visibility and improve ranking performance.`

`Focus on Skill Development and Entrepreneurship: Initiatives were launched by IQAC to measure Course Outcomes (CO) and Program Outcomes (PO), while actively promoting skill development, entrepreneurship, and a startup culture among students through various skill based certifications like "LinkedIn Courses , Deep Learning for NLP, Full Stack Development" etc.`

`Strengthening Research Capabilities: IQAC created research policies and established a research cell to support faculty and students in publishing work in reputed journals. Financial assistance for research paper submissions, workshops on research methodology, and guidance for Faculty Development Programs (FDPs) were provided to foster professional growth.`

`Enhancing Academic and Administrative Processes: IQAC ensured the effective execution of the Academic Calendar, conducted external academic audits with actionable feedback, and prioritized improvements in teaching infrastructure to enhance learning outcomes. The IQAC organized annual e-skills training programs for administrative staff to enhance their technical proficiency and`

conducted initiatives focused on physical and mental well-being for all employees.

Promoting Community Engagement and Collaborations: Social outreach initiatives, including blood donation drives, tree plantations, and cleanliness campaigns, were conducted alongside partnerships with industry and academia to facilitate internships, guest lectures, and research projects, enriching students' practical knowledge and employability. In the academic year 2023-24, we have 14 active MOUs to promote community engagement and collaborative opportunities.

12. Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year:

Plan of Action	Achievements/Outcomes
To make the Research Cell more effective	Strengthened the research cell by appointing Ph.D. guides, admitting Ph.D. candidates, and mandating faculty Ph.D. completion within four years.
To Enhance Infrastructure Development	Constructed a new computer lab on the 4th floor to expand learning and research facilities.
To provide support for academically challenged students	Organized remedial and bridge courses for slow learners and conducted post-semester remedial classes to address academic challenges
To conduct an internal academic audit	Conducted academic audits in alignment with NAAC guidelines, engaging faculty from reputed institutions as auditors.
To promote gender equity awareness	The Women's Cell conducted programs to promote gender equity and sensitization.
To implement the National Education Policy (NEP)	Formed a dedicated NEP committee and organized expert-led sessions to strategize its adoption.
To enhance extracurricular and environmental initiatives	Organized NSS and EVS activities, including e-waste

	drives, conservation sessions, and cleanliness programs.
To reform the ICCS Club	Revamped clubs such as Data Science, IT, and Ethics to enhance student engagement and extracurricular learning.
To implement faculty development initiatives	Facilitated participation in orientation programs, FDPs, and workshops to improve faculty expertise and teaching quality.
To launch skill development programs	Conducted webinars, career orientation, and technical training for students and staff, alongside faculty development initiatives.

13.Was the AQAR placed before the statutory body?   Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Governing Body	22/03/2024

14.Was the institutional data submitted to AISHE ?   Yes

- Year

Part A	
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• Name of the Head of the institution	Dr. Prakash V. Pandare
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Promoting Community Engagement and Collaborations: Social

outreach initiatives, including blood donation drives, tree plantations, and cleanliness campaigns, were conducted alongside partnerships with industry and academia to facilitate internships, guest lectures, and research projects, enriching students' practical knowledge and employability. In the academic year 2023-24, we have 14 active MOUs to promote community engagement and collaborative opportunities.

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- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Governing Body	22/03/2024

14.Was the institutional data submitted to AISHE ?	**Yes**

- Year

Year	Date of Submission
2024	15/02/2024

15.Multidisciplinary / interdisciplinary

Indira College of Commerce and Science (ICCS Pune) has strategically revised its curriculum to align with the National Education Policy (NEP) 2020 framework, ensuring a multidisciplinary and interdisciplinary approach to education. This revamped curriculum, effective from the academic year 2023-24, integrates a blend of department-specific elective courses and multidisciplinary institute-level offerings across all programs, catering to emerging areas. Key highlights of this

updated curriculum include OE (open elective) courses from other basket like Personal Financial Planning, Stress Management, Intellectual Property Rights, Fundamentals of Investments, Personal Tax Planning and Assessment, Financial Literacy, Digital Marketing, Product Patenting and Global Licencing, Data Analysis Tools, introduced from the First year. To cultivate interdisciplinary competencies, students are actively encouraged to undertake multidisciplinary projects as a crucial component of their final-year project work. Additionally, a semester-long, credit-based internship has been integrated into the final year of the M.Sc(CS) program, offering students hands-on experience in multidisciplinary environments and preparing them for real-world challenges post-graduation. These initiatives underscore ICCS Pune's commitment to delivering a holistic and contemporary education, equipping students with the skills necessary to thrive in an increasingly interconnected and complex world.

16.Academic bank of credits (ABC):

With the implementation of the NEP 2020 at Indira College of Commerce and Science, all students are mandated to register for the Academic Bank of Credits (ABC) starting from the academic year 2022-2023. This transformative initiative aims to foster student mobility across various higher education institutions in India, allowing students to accumulate credits from different courses and institutions. The ABC system promotes a flexible, credit-based approach, enabling students to tailor their educational journey according to their interests and career aspirations. This integration of diverse skills and experiences enhances academic flexibility, facilitates interdisciplinary learning, and better prepares students for the evolving job market.

17.Skill development:

At our college, skill development is a fundamental aspect of our mission to prepare students for future success. We offer a diverse range of programs and initiatives designed to enhance both technical and soft skills: Experiential Learning: Internships and Cooperative Programs: Students gain practical experience by applying their knowledge in real-world settings. Research Initiatives: Opportunities to delve into research topics, fostering analytical and critical thinking skills. Skill-Based Workshops: Sessions like the " Japanese Language Learning Activity- 2023-24" To enhance students' cultural awareness and linguistic skills through foundational Japanese language learning.. Soft Skills Development: Training in essential skills

such as communication, teamwork, leadership, and time management to ensure professional and personal growth. Entrepreneurship Support: Courses and Resources: Tailored programs for budding entrepreneurs to build foundational knowledge. Workshops: Practical sessions, including the MS-Excel Training workshop, to equip students with entrepreneurial tools and strategies. Mentorship Opportunities: Guidance and Support: Access to experienced mentors who provide personalized advice and insights. Innovation and Technology Resources: Incubation Cell: A hub offering cutting-edge technology and resources to inspire and cultivate innovative ideas. Through these comprehensive initiatives, we empower students to achieve excellence in their academic journey and professional careers.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

The integration of Indian knowledge systems (IKS) into college education not only deepens students' connection to their cultural heritage but also provides valuable perspectives that can address contemporary challenges across multiple disciplines. In line with the National Education Policy (NEP) 2020, which mandates the inclusion of IKS in the academic curriculum, and apart from that our institution is committed to promoting the significance of preserving traditional knowledge through a range of workshops and seminars. While English remains the primary medium of instruction, we recognize the linguistic diversity of our student body. To support those from rural backgrounds, we make efforts to incorporate students' mother tongues or local languages into the learning environment, ensuring accessibility and inclusivity. This approach not only nurtures the usage of Indian languages but also fosters a more equitable educational experience for all students. The initiative aligns with our broader vision of enhancing the quality of education and providing students with the knowledge and skills necessary to thrive in local, national, and global contexts. During orientation and induction programs, students are introduced to universal human values and ethical principles, cultivating a sense of responsibility towards society and the environment. Additionally, our institution celebrates Indian festivals and observes national events, allowing students to engage with and appreciate India's vibrant cultural traditions. We integrate key social issues—such as professional ethics, gender equality, human values, and environmental sustainability—across the Humanities, Commerce, and Science curricula, ensuring these themes are part of students' holistic development. Our approach to curriculum development includes

embedding Indian cultural perspectives, literature, history, art, and philosophy into various subjects. We also organize cultural events, seminars, and festivals that celebrate India's rich heritage, encouraging students to actively participate and learn from these experiences. To further enrich this learning, we invite distinguished scholars and experts to deliver guest lectures, providing students with deeper insights into various aspects of Indian culture and knowledge systems. Through these initiatives, we aim to foster a well-rounded education that empowers students to contribute meaningfully to society while remaining grounded in their cultural roots.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

The college prioritizes student-centric teaching through the implementation of Outcome-Based Education (OBE), focusing on clearly defined learning outcomes and systematic assessment of student performance. To ensure the successful application of OBE, a dedicated committee has been established to develop guidelines for assessing Course Outcomes (COs) and Program Outcomes (POs). To streamline this process, the college has developed an advanced Information and Communication Technology (ICT) tool with a user-friendly interface, allowing faculty to easily input data and generate accurate CO and PO attainment results. This automated system improves the efficiency and accessibility of assessments, enhancing its usability for faculty members. Additionally, the college has introduced the On-Screen Marking (OSM) Evaluator for online exam paper assessments, ensuring accurate and consistent evaluation of student performance based on course-specific outcomes. This integration of technology supports a more transparent, efficient, and effective assessment system.

20.Distance education/online education:

In line with the guidelines from our parent institution, Savitribai Phule Pune University, all lectures and practical sessions at the college are conducted in traditional, physical classrooms. However, to foster active student engagement and enrich the learning experience, the college integrates a range of Information and Communication Technology (ICT) tools. These technologies enhance and optimize the delivery of educational content, making it more accessible and interactive. Faculty members at ICCS effectively utilize various ICT tools to support teaching and learning. Microsoft Teams is used for conducting online lectures, facilitating virtual staff meetings, and enabling collaborative work. The college also employs an Enterprise Resource Planning (ERP) system to share syllabi,

academic calendars, and timetables with students, ensuring streamlined communication. The ERP system also plays a key role in continuous internal evaluations by simplifying the administration of assignments and tests. The college has established a well-equipped media center for recording lectures and creating MOOCs (Massive Open Online Courses), further enhancing the academic offering. Additionally, Learning Management Software (LMS) is used to allocate online courses, monitor student progress, and assess learning outcomes. To expand learning opportunities, the college organizes live webinars using Microsoft Teams, creating a dynamic and interactive environment for both students and faculty. Through these technological initiatives, the college ensures a modern, engaging, and comprehensive learning experience.

Extended Profile

1.Programme

1.1 Number of programmes offered during the year:	14

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 Total number of students during the year:	4455

File Description	Documents
Institutional data in Prescribed format	View File

2.2 Number of outgoing / final year students during the year:	1542

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 Number of students who appeared for the examinations conducted by the institution during the year:	13222

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1	**644**
Number of courses in all programmes during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2	**88**
Number of full-time teachers during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

3.3	**107**
Number of sanctioned posts for the year:	

4.Institution

4.1	**703**
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	

4.2	**23**
Total number of Classrooms and Seminar halls	

4.3	**488**
Total number of computers on campus for academic purposes	

4.4	**81204705.69**
Total expenditure, excluding salary, during the year (INR in Lakhs):	

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

The college has integrated interdisciplinary and multidisciplinary courses into its curriculum to stay abreast of contemporary technological advancements. Through these multidisciplinary offerings, our institution aims to deliver a comprehensive educational experience that equips students to tackle real-world challenges. This approach nurtures innovationand fosters creativity by promoting collaborative efforts across diverse disciplines, while also encouraging students to engage in critical thinking and recognize the interconnections between various subjects. Multidisciplinary state level webinar series Infomania is arranged for the students to provide platform for interdisciplinary discussions. The institute incorporates basic course like humanities, and various management courses into the curriculum like BBA in Hospitality and Tourism, B.Com in Financial Markets, BBA in Innovation and Entrepreneurship etc. Our students undergo comprehensive training in contemporary skills through a variety of skill development initiatives. The curriculum for life skills programs, such as Yoga, Music, office automation tools, Financial Planning, and Website designing, is meticulously crafted and approved by the Board of Studies (BOS), the Academic Council, and the Governing Body to ensure its relevance and effectiveness.acrossacrossacrossiverse discipline.

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File Description	Documents
Upload additional information, if any	View File
Link for additional information	**Nil**

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

06

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	**No File Uploaded**
Details of syllabus revision during the year	View File
Any additional information	**No File Uploaded**

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

161

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	**No File Uploaded**
MoUs with relevant organizations for these courses, if any	**No File Uploaded**
Any additional information	**No File Uploaded**

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

123

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	**No File Uploaded**
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

12

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	**No File Uploaded**
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

Gender Sensitization:

The college actively promotes gender equity and awareness through various initiatives:

- **A Women Grievance Cell and Grievance Redressal Cell provide counseling and ensure safety and security for female students, staff, and faculty.**
- **International Women's Day Blog Writing Competition: Held on March 8, 2024, with the theme "Gender Equality Today for a Sustainable Tomorrow," encouraging students to reflect on gender equity from a cross-cultural perspective.**

Environment & Ecology:

The institution integrates environmental awareness through events and curriculum:

- **World Environment Day: Conducted on June 5, 2023, with an awareness and cleanliness drive.**

- **Climate Change and Sustainable Development Seminar:** Held on July 29, 2023, focusing on understanding and mitigating climate change.
- **International Tiger Day:** Celebrated on July 29, 2023, emphasizing tiger conservation and biodiversity protection.
- A compulsory core course on **Environmental Studies** is included in all undergraduate programs, supplemented by environment awareness camps, seminars, workshops, and field excursions. Annual celebrations of Environment Day, Earth Day, and Water Day reinforce sustainability values.

Moral Values, Human Values & Professional Ethics:

The college fosters moral and professional ethics through:

- **Visit to Old Age Home (Vridhashram):** Arranged on October 1, 2023, for World Senior Citizens Day, fostering empathy and respect for elders.
- **Guest Lecture on Tribal Ethics and Values:** Scheduled for December 2023, exploring traditional wisdom and ethical practices.
- **Integration of professional ethics** concepts into the autonomous curriculum to ensure students understand ethical responsibilities in professional contexts.

These initiatives ensure that students are sensitized to professional ethics, gender equity, environmental sustainability, and human values, preparing them to contribute positively to society.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	[View File]
Any additional information	**No File Uploaded**

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

29

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	No File Uploaded

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

3954

File Description	Documents
List of students enrolled	View File
Any additional information	No File Uploaded

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

1116

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	No File Uploaded

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni   **A. All 4 of the above**

File Description	Documents
Provide the URL for stakeholders' feedback report	https://iccs.ac.in/stakeholders-feedback
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following — **A. Feedback collected, analysed and action taken made available on the website**

File Description	Documents
Provide URL for stakeholders' feedback report	https://iccs.ac.in/stakeholders-feedback
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

1555

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)

569

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

Our institution believes in an outcome-based learning process, and we follow a structured system to identify students as slow learners and advanced learners through prerequisite tests, class interactions, and test performances.

For slow learners, our institution emphasizes improving their

performance through the following activities:

- Remedial classes tailored to address their specific challenges.
- Guest sessions on topics such as " Rubicon Soft Skill Session"
- Dedicated support through the mentor-mentee system.
- Circulation of previous years' question papers and question banks for all subjects.
- Extra classes for difficult subjects, especially for students who have failed exams, to help them catch up and gain confidence.

Advanced learners are provided with opportunities to participate in innovative projects and technical initiatives of the institute. They are encouraged to develop leadership, communication, and teamwork skills by serving as Class Representatives and HoD Nominees in the student council. Advanced learners also assist slow learners through the buddy system.

Special activities conducted for advanced learners during the academic year 2023-2024 include:

- Mastering Technical Interviews for IT Graduates by ExcelR Solutions.
- Soft Skill Training Session on Creative Problem Solving.
- Transformation Series.
- Cyber Security Awareness Week.
- Session on "Identification of Research Problem and An Introduction to Literature Review."
- IPR session on "IPR and Emerging Technologies."

These initiatives ensure that both slow and advanced learners receive the necessary support and opportunities to excel in their academic and professional endeavors.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/07/2023	4455	88

File Description	Documents
Upload any additional information	No File Uploaded

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:

ICCS emphasizes student-centric methods to foster skill development, knowledge acquisition, and positive behavioral growth. The college organizes various activities such as group discussions, field visits, debates, quizzes, assignments, model-making, seminars, project work, exhibitions, article writing, and PowerPoint presentations. These activities aim to provide experiential, participatory, and collaborative learning opportunities.

To promote holistic development, the institution also conducts co-curricular and extracurricular activities, including sports and cultural events, which contribute to students' overall personality development.

Faculty members employ innovative teaching methodologies to ensure an engaging and interactive learning environment. The institution focuses on the following key approaches:

1. Experiential Learning:

- Laboratory sessions and hands-on learning experiences.
- Add-on courses designed around emerging technologies.
- Student-led projects focusing on contemporary innovations.
- Industrial visits to expose students to real-world organizational practices.

1. Participatory Learning:

- Activities such as seminars, group discussions, projects, and presentations.
- Skill-based add-on courses encouraging active student involvement.

1. **Problem-Solving Methodologies:**

   - **Expert lectures on advanced topics to develop critical thinking skills.**
   - **Motivate students to join MOOC courses, participate in various inter-college and intra-college technical fests and other competitions to enhance problem-solving abilities.**

These methods collectively equip students with the skills required for lifelong learning and professional success.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional Information	**Nil**

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

To maintain student engagement in the classroom, educators are increasingly turning to Information and Communication Technology (ICT) tools. By blending traditional teaching methods with technology, teachers can create more dynamic and effective learning experiences.

At our college, ICT is used to support, enhance, and streamline the delivery of knowledge. The availability of ICT tools on campus proved invaluable during the pandemic, enabling a smooth transition to online learning.

Our dedicated faculty utilizes a variety of ICT tools to enrich the teaching and learning process:

   - **MS Teams: For conducting online lectures and staff meetings.**
   - **ERP System: For sharing academic information and efficiently managing internal assessments.**
   - **Live Webinars: For hosting expert talks and knowledge-sharing sessions.**
   - **Digital Notice Board: For disseminating important announcements.**
   - **Classroom Technology: LCD projectors and smart boards for interactive and engaging lectures.**
   - **Digital Auditorium and Conference Room: For hosting guest lectures, competitions, and other events.**

By integrating ICT tools into the learning process, ICCS aims to enhance the quality of education, improve adaptability to changing circumstances, and ultimately benefit both faculty and students.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	Nil
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

88

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	No File Uploaded

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The first step to enhancing teaching and learning quality is training students to complete tasks within a set time, which can be achieved using the Academic Calendar. The academic calendar includes commencement of class work, last working day, dates for internal test assignments, list of holidays etc. The details of the activities along with their respective dates or probable month of conduction are given in the beginning of each semester. This information is disseminated through institute website, notice board etc.. Academic calendar provides the total effective working days available in a given semester.

Then the HOD's and senior faculties prepare the time table by correlating the working days available and coverage of curriculum of the subjects. Thus, the academic calendar monitors the effective delivery of the program with academic and business inputs.

On the basis of Academic calendar, time tables are prepared for

each program. For full credit subjects, four hours per week; for half credit subjects, two hours per week. The concern faculties prepare teaching plan for their respective subjects based on course syllabus of 48 hours. These 48 hours are distributed among class room teaching, case studies, role play, workshops and lab session as per the subject requirements. These plans are made in advance and serves as guide for conducting sessions. The HOD's of concerned department check the progress of each course and ensures timely and effective completion of course in the specified time frame with perfect blend of practical and theoretical inputs.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

88

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	No File Uploaded
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

14

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	No File Uploaded

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

88

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	**No File Uploaded**

2.5 - Evaluation Process and Reforms

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

18

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	**No File Uploaded**

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

140

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	**No File Uploaded**

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

At Indira College of Commerce and Science, Pune, the examination process and Continuous Internal Assessment (CIA) are managed through a well-structured Examination Management System (EMS). The system is supervised by an Examination Committee, comprising the Principal, Vice-Principal, Heads of Departments, the College Exam Officer, and other faculty members. This committee establishes the

examination policies, which are shared with faculty and students at the beginning of the academic year. The policies cover term-end examinations for annual patterns and internal examinations for semester patterns.

To ensure comprehensive assessment, the college employs multiple methods, including:

Class tests

Assignments

Workshops and seminars

Industrial visits

Group discussions and presentations

Practical sessions

Online tests

Remedial classes and case studies

The results from these assessments, along with internal exams, contribute to students' internal marks. For students facing challenges, remedial classes are conducted, followed by re-assessments or additional assignments to help them improve.

Post internal and term-end exams, we aim to evaluate answer sheets within 45 days and promptly declare results. Student performance is analyzed, and parent-teacher meetings are organized to share insights with parents. Students needing extra guidance are encouraged to attend remedial classes. Additionally, in the weeks leading up to exams, we provide rigorous training on solving university-level question papers, enabling students to perform confidently and effectively.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

In 2020, Indira College of Commerce and Science adopted Outcome-Based Education (OBE) as a core component of its teaching framework. To facilitate the implementation of OBE, faculty members participated in extensive training to align curriculum development with OBE principles. This training emphasized achieving higher-order learning outcomes and nurturing essential skills, particularly cognitive thinking abilities.

In line with OBE objectives, the Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) are carefully designed by each department in collaboration with faculty and stakeholders. Course Outcomes are derived either from the university syllabus or through joint deliberation among subject faculty under the guidance of the Head of Department (HOD).

To ensure accessibility, POs, PSOs, and COs are displayed prominently in various locations, including departmental laboratories, college corridors, HOD offices, and faculty rooms. They are also incorporated into course files, becoming an integral part of the teaching process.

Faculty members introduce COs to students at the start of each semester, providing clear guidance on expected learning outcomes. These outcomes are reinforced periodically throughout the semester via faculty announcements. This comprehensive approach reflects the institution's commitment to OBE, fostering transparency and alignment in the learning process for all stakeholders.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	No File Uploaded
Link for additional Information	Nil

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

Our institution, affiliated with Savitribai Phule Pune University, gained academic autonomy in the academic year 2020-21. With this autonomy, we introduced several new academic programs alongside our existing ones. For all programs, we have systematically

defined Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) based on Bloom's Taxonomy. These outcomes are effectively communicated to all stakeholders.

To ensure proper implementation and evaluation of these outcomes, a dedicated CO-PO Committee has been established. This committee formulates guidelines and regulations for CO and PO attainment. Since the academic year 2021-22, external examination evaluations have been aligned with CO attainment. Question papers are designed to reflect Bloom's Taxonomy and the COs of individual subjects.

Both direct and indirect assessment methods are employed:

Direct Methods: These include mid-semester exams, end-semester exams, and quizzes, where each question is mapped to a specific CO. CO attainment is calculated based on an average target score across all assessments.

Internal Examinations: Conducted once per semester to evaluate COs comprehensively.

Semester-End Examinations: Descriptive exams used to measure CO achievement.

Indirect Methods: Course-end surveys provide additional insights into CO attainment.

To streamline the evaluation process, the college has implemented an ERP system for paper correction and evaluation. This system automates the calculation of CO attainment for external examinations, enhancing efficiency and accuracy. Furthermore, the CO-PO Committee has developed an ICT tool to facilitate easy input and calculation of CO and PO attainment, making the process more accessible for faculty.

File Description	Documents
Upload any additional information	[View File]()
Paste link for additional Information	https://iccs.ac.in/program-outcome

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

1443

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	[View File](#)
Upload any additional information	**No File Uploaded**
Paste link for the annual report	**Nil**

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

https://iccs.ac.in/student-satisfaction-survey

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The Indira Research Cell (IRC) is dedicated to fostering a research-oriented environment by providing essential support and platforms for successful research engagement. Various initiatives have been implemented for faculty and postgraduate students, enabling a sharper focus on research activities. The Research Committee (RC) organizes multiple activities to empower faculty members with research tools and knowledge. These include guest lectures, blog writing sessions, and training workshops on utilizing e-resources such as INFLIBNET, N-LIST, and e-books. Additionally, the RC offers guidance on understanding academic matrices like the H-index and i10 index. Ethical concerns in research are also diligently handled by the committee, which consists of a Core Group of 13 members.

Key events organized by the RC in 2023-2024 include:

- **Under Commerce Week 2022 - ISRC Research Paper Presentation.**
- **Workshop on "Identification of Research Problem and an Introduction to Tools."**
- **10th Natinal conference and 8th Student conference on emerging trends in Computer Science and Applications 2024**

- **4th National Conference on Emerging Trends in Commerce & Management**

The institution actively supports faculty participation in national and international seminars, conferences, and workshops. Furthermore, physical infrastructure, such as computers, servers, and other IT-related facilities, is provided to faculty and research students, ensuring they have the necessary resources to pursue their projects efficiently.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	[View File]()
Provide URL of policy document on promotion of research uploaded on the website	[https://iccs.ac.in/research-cell]()
Any additional information	[View File]()

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

0

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	**No File Uploaded**
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	**No File Uploaded**
List of teachers receiving grant and details of grant received	**No File Uploaded**
Any additional information	**No File Uploaded**

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

0

File Description	Documents
e-copies of the award letters of the teachers	**No File Uploaded**
List of teachers and details of their international fellowship(s)	**No File Uploaded**
Any additional information	**No File Uploaded**

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

0

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	**No File Uploaded**
List of projects and grant details	**No File Uploaded**
Any additional information	**No File Uploaded**

3.2.2 - Number of teachers having research projects during the year

0

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional Information	**Nil**
List of research projects during the year	**No File Uploaded**

3.2.3 - Number of teachers recognised as research guides

05

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

0

File Description	Documents
Supporting document from Funding Agencies	**No File Uploaded**
Paste link to funding agencies' website	**Nil**
Any additional information	**No File Uploaded**

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

The college is committed to fostering a supportive environment that promotes innovation and incubation. Students are actively encouraged to participate in competitions such as Hackathon and Avishkar, which provide valuable exposure and opportunities to showcase their creativity. Faculty members play a pivotal role by identifying talented students with innovative ideas and providing them with the necessary resources and guidance to bring their concepts to life.

The Innovation and Incubation Centre for Students (ICCS) acts as a collaborative platform aimed at transforming students with entrepreneurial potential into successful innovators. The center focuses on the development of products and services using advanced technologies, engaging students from Indira University in these endeavors. Each incubation proposal and business plan is carefully evaluated based on established criteria. The institution takes responsibility for funding start-ups and new business ventures.

Currently, the incubation center supports a start-up specializing

in Cross Reality Development, which focuses on creating virtual and augmented reality applications for education, industry, and medicine. Additionally, the center identifies students interested in these areas and offers them specialized training in relevant technologies. This ensures that graduates leave the institution equipped with cutting-edge skills in these innovative fields.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

04

File Description	Documents
Report of the events	No File Uploaded
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

B. Any 3 of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

17

File Description	Documents
URL to the research page on HEI website	**Nil**
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	<u>View File</u>
Any additional information	**No File Uploaded**

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

08

File Description	Documents
List of research papers by title, author, department, and year of publication	<u>View File</u>
Any additional information	**No File Uploaded**

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

10

File Description	Documents
Upload any additional information	<u>View File</u>
Paste link for additional information	**Nil**

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

0

File Description	Documents
Any additional information	**No File Uploaded**
Bibliometrics of the publications during the year	<u>View File</u>

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

0

File Description	Documents
Bibiliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	<u>View File</u>
Any additional information	**No File Uploaded**

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

0

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	**No File Uploaded**
List of consultants and revenue generated by them	**No File Uploaded**
Any additional information	**No File Uploaded**

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	**No File Uploaded**
List of training programmes, teachers and staff trained for undertaking consultancy	**No File Uploaded**
List of facilities and staff available for undertaking consultancy	**No File Uploaded**
Any additional information	**No File Uploaded**

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

Indira College of Commerce and Science (ICCS) is deeply committed to instilling a sense of social responsibility among its students. Through its curriculum and outreach programs, the college emphasizes societal concerns, fostering holistic growth. The National Service Scheme (NSS) cell at ICCS collaborates with diverse organizations, NGOs, and hospitals to address community issues while enhancing the overall personality development of students. These efforts include both on-campus and off-campus activities.

During the academic year 2023-24, ICCS organized various impactful events. Some highlights include:

- **Cotton Bag Donation Drive by Rotary Club (June 5, 2023) – Promoting eco-friendly practices to reduce plastic waste.**
- **World Environment Day (June 5, 2023) – Conducted a cleanliness drive to raise awareness about environmental sustainability.**
- **International Yoga Day Workshop (June 21, 2023) – Highlighting the importance of mental and physical well-being.**
- **International Day Against Drug Abuse and Illicit Trafficking (June 26, 2023) – Raising awareness about the dangers of substance abuse.**
- **Environmental Awareness Campaign: 'Sath Chal' (June 12, 2023) – Encouraging community participation in conservation**

efforts.

These initiatives reflect ICCS's dedication to building a socially conscious and empowered student community.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

12

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	No File Uploaded
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

14

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

2626

File Description	Documents
Reports of the events	View File
Any additional information	No File Uploaded

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

0

File Description	Documents
Copies of documents highlighting collaboration	**No File Uploaded**
Any additional information	**No File Uploaded**

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

14

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	[View File](#)
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	[View File](#)
Any additional information	**No File Uploaded**

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

The College features a meticulously maintained, lush green campus spanning 1.2 acres (53,502.3 sq. ft.), providing ample space and well-utilized infrastructure to support teaching and learning activities. It includes 23 spacious, well-furnished, and ventilated classrooms, each equipped with Interactive Flat Panels (IFPs) /Projector, facilitating multimedia learning with Wi-Fi connectivity, and internet access.

The campus also includes a modern, well-designed auditorium, regularly used for hosting national and international seminars, along with a dedicated yoga and meditation room for students. The

College is further equipped with eight advanced laboratories conforming to UGC norms, featuring 469 well-maintained computer systems. These laboratories serve as hubs for practical classes, technology training, and beyond-the-syllabus learning, offering licensed software and open-source tools to meet curriculum requirements and industry standards.

The entire campus is Wi-Fi enabled, providing round-the-clock internet access to students and staff in classrooms, laboratories, the library, and departmental offices. The ICCS library is fully automated, utilizing a computerized system for book issuance integrated with barcode technology.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor and outdoor) including gymnasium, yoga centre, auditorium etc.)

Indira College of Commerce and Science (ICCS) is committed to providing not only quality education but also opportunities for holistic and healthy living. The College encourages students to actively participate in a variety of cultural activities, sports, and games to promote their overall development.

The campus is equipped with top-notch facilities, including a sports room, gymnasium, dance room, and auditorium. The sports and yoga room offers provisions for indoor games such as chess, table tennis, and yoga, contributing to the physical fitness and mental well-being of students.

ICCS takes pride in its fully air-conditioned and well-equipped Dhruv Auditorium, an acoustically advanced and versatile space. As the largest indoor performance venue at the Indira Group of Institutes, the auditorium accommodates approximately 500 guests and is utilized for cultural programs, theatrical performances, and various other events.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

23

File Description	Documents
Upload any additional information	No File Uploaded
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

14658114.00

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

College Library having two different library management software's at present, i.e. iSLIM and Koha. Both are web based software's.

1. About iSLIM: Library Management Software:

iSLIM: Algorhythms consultants new Internet enabled System for Library & Information Management known as iSLIM. This web based software supports to catalogue all types of items such as books,

films, sound recordings, drawings, clippings, articles, reports, letters, pamphlets, serials publication etc. and manage their circulation. We have iSLIM Version 1.7.2.12577 and for this web based software link is as below:

https://14.142.128.238:8181/iSLIM/Main/main.aspx

iSLIM is organized into different modules and each module has several applications. The basic modules are:

1. Utilities: This module enables you to set up all the preferences and masters that will be used across all applications in iSLIM.
2. AQS: Acquisition This module allows you to record items proposed by library users, purchase orders to suppliers and supplier bills. You can also monitor the utilization of the budget.
3. CAT: Cataloguing This module contains all the functions to assist you in cataloguing of items.
4. CRC: Circulation This module contains applications that will be required to perform various tasks at the circulation desk.
5. SRL: Serials This module allows you to maintain a record of all journals/ serials/ magazines and their loose issues. You can also record subscription orders and prepare binding orders.

1. About Koha: Library Management Software: This Software is started for using from April 2024

Koha version 22.11.00.000 Rosalie

Kohawebsite:http://indirakoha.ourlib.in/

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://14.142.128.238:8181/iSLIM/Main/main.aspx

4.2.2 - Institution has access to the following: A. Any 4 or more of the above
e-journals e-ShodhSindhu Shodhganga
Membership e-books Databases Remote
access to e-resources

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	[View File](#)
Upload any additional information	[View File](#)

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

615698

File Description	Documents
Audited statements of accounts	[View File](#)
Any additional information	[View File](#)
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	[View File](#)

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

231

File Description	Documents
Upload details of library usage by teachers and students	[View File](#)
Any additional information	**No File Uploaded**

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The primary objective of the IT policy at Indira College of Commerce and Science (ICCS) is to establish and maintain a secure, lawful, and appropriate framework for the use of the institution's information technology infrastructure. This policy outlines strategies to safeguard the availability, confidentiality, and integrity of the information assets that are accessed, controlled, and managed by the institution.

The IT policy comprehensively addresses ethical considerations related to internet usage within the campus. It provides clear guidelines to all stakeholders, ensuring that the network facilities are utilized in compliance with the prevailing national laws and regulations. Users are explicitly instructed to refrain from engaging in any illegal or unethical activities while using the college's network resources. Furthermore, they are expected to avoid actions that could compromise the data security and integrity of the institution's cyber infrastructure. Adherence to these principles is mandatory for all network users.

Currently, ICCS boasts a well-established and expansive internet infrastructure, which includes multiple network connections across the campus. The entire academic campus is equipped with Wi-Fi facilities, providing seamless connectivity to students, faculty, and staff. The institution's total bandwidth capacity stands at an impressive 250 Mbps, ensuring reliable and high-speed internet access. Plans are underway to expand the network further to accommodate future needs, thereby reinforcing ICCS's commitment to maintaining a cutting-edge IT environment.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
4455	**362**

File Description	Documents
Upload any additional information	[View File](#)

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

E. <5 Mbps

File Description	Documents
Details of bandwidth available in the Institution	**No File Uploaded**
Upload any additional information	**No File Uploaded**

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing   **A. All four of the above**

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

8,12,04,705.69

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

Indira College of Commerce and Science has well-defined procedures and policies for the upkeep and efficient use of its physical, academic, and support facilities, including laboratories, the library, sports facilities, IT infrastructure, and physical infrastructure. An annual budget is allocated specifically for maintaining these academic and physical assets.

Dedicated housekeeping staff are assigned to each floor to ensure

cleanliness and maintenance of facilities such as classrooms, staffrooms, washrooms, boys' and girls' common rooms, and restrooms. These areas are cleaned three times a day, following a structured schedule to ensure consistency.

The Director of Physical Education, along with support staff, is responsible for managing sports facilities. The sports department maintains a stock register and raises requests for new sports equipment or kits based on student requirements and interests. These requests are submitted by the sports convener to the registrar in the prescribed format.

Laboratory maintenance is handled by the respective lab technicians or lab in-charges. The IT department head supervises the overall maintenance of laboratories and IT infrastructure. The department keeps a stock register for all equipment, ensuring regular inspections and annual stock verification.

Library maintenance is overseen by the library in-charge, who ensures that books are systematically arranged and that shelves and stack rooms are cleaned regularly by designated housekeeping staff. A proper system is in place for the conservation and preservation of library resources, ensuring their longevity and accessibility for all users.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://iccs.ac.in/iccs-facility

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

198

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

09

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology   **A. All of the above**

File Description	Documents
Link to Institutional website	https://iccs.ac.in/indira-college-of-commerce-science
Details of capability development and schemes	View File
Any additional information	View File

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

318

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	View File
Upload any additional information	View File

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

302

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education

305

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	No File Uploaded

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

108

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

15

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The college actively fosters a participative management approach to incorporate valuable suggestions from various stakeholders. Recognizing students as the central focus of all academic activities, the institution has taken a progressive step by ensuring student representation in various academic and

administrative bodies. Students hold equal and fair membership in key committees such as the IQAC, Student Council, Anti-Ragging Committee, and Women's Dignity Cell, where they are either appointed or nominated.

A well-established Student Council is a hallmark of the college. It plays a pivotal role in cultivating a sense of personal responsibility among students. Through leadership roles, council members act as representatives of the entire student body, creating an inclusive environment where every student can voice their concerns and needs.

Transparency is integral to the college's operations, achieved by engaging stakeholders such as students and parents in its activities. By participating in various committees, students gain valuable exposure to social and organizational environments. This involvement helps them develop crucial skills such as leadership, teamwork, decision-making, time management, self-discipline, and innovative thinking, thereby preparing them for future challenges.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

5.3.3 - Number of sports and cultural events / competitions organised by the institution

32

File Description	Documents
Report of the event	[View File](#)
List of sports and cultural events / competitions organised per year	[View File](#)
Upload any additional information	**No File Uploaded**

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

The Alumni Association of our College contributes significantly for the overall development of students as well our Institution.

The Alumni Association not just contributes financially but also takes part in academic planning, pre-placement activities, placements of students, career guidance and technological guidance. The Alumni association encourages our alumni to help the Institution by donating generously for the development and social initiatives of the college.

Our Alumni Association helps in:

1. Organizing Guest lectures on various subjects and provide guidance from the experts of various fields to the students. The notable alumni also conduct lectures for the students.

2. Some of our alumni are entrepreneurs; they share their knowledge and expertise with the students' time to time.

3. Alumni Association provides information about the job opportunities available in their fields. Alumni come to campus as recruiters for their respective companies.

4. Alumni Association helps to organize educational and industrial visits for the students.

5. A significant number of our alumni are always visiting overseas countries and they impart their experience with studentsby arranging motivational lectures.

6. Our Alumni Association motivates the students for research activities too.

7. Alumni are the valuable stakeholders and they provide their valuable feedback that help in providing enriching insights in various areas to the institution.

8. Conducts various activities that help in the career and competitive examination guidance to the students.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

5.4.2 - Alumni's financial contribution during the year   E. <2 Lakhs

File Description	Documents
Upload any additional information	[View File](#)

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

ICCS is dedicated to achieving academic excellence and envisions itself as a center of excellence in higher education. By embracing innovative research and learning practices, the institution focuses on transforming youth through holistic educational development while offering affordable, high-quality education. It emphasizes value-based learning, fosters academic excellence, and seeks to build a society rooted in democratic values.

The college operates on a democratic and participatory model of governance, ensuring active involvement from all stakeholders in its administration. The Governing Body formulates and implements short-term and long-term plans, integrating departmental strategies, SWOT analyses, and stakeholder recommendations. Policies and plans are developed in consultation with stakeholders, with the management collaborating closely with Heads of Departments (HODs) and departmental committees to establish quality policies that align with the institution's strategic goals.

Action plans and clearly defined policy objectives address critical issues and ensure the delivery of quality education. To uphold robust principles, frameworks, systems, and processes, the college continually strives to strengthen its culture of excellence. Departments foster a healthy, competitive environment, with each one committed to achieving the highest standards of performance and innovation.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	**Nil**

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization

and participative management

The College has established a College Development Committee (CDC) comprising departmental heads, teacher representatives, non-teaching staff representatives, a female representative, student representative, management representative, and an industry representative, along with the Principal and Vice Principal. The institution adheres to a policy of decentralization, with the CDC, led by the Principal, responsible for making academic and non-academic decisions in alignment with management policies.

Implementation of these decisions is facilitated through the Heads of Departments (HODs), who oversee daily departmental operations and coordinate co-curricular and extracurricular activities within the College. Class teachers, appointed by their respective HODs, manage their classes and associated activities. This decentralized governance model is evident across all areas, as each department functions independently to design and execute student-centric programs and activities.

Participative management is a core principle of the College. The CDC ensures balanced representation, including members from management, teaching staff, non-teaching staff, students, and alumni. Regular meetings are conducted, where suggestions from all stakeholders are considered and forwarded to the Internal Quality Assurance Cell (IQAC). Teachers' committees also meet frequently, providing recommendations to the IQAC to enhance the quality of teaching and learning.

Based on these inputs, the IQAC prepares a detailed report, which is submitted to the CDC for review. The CDC makes final decisions, which are subsequently presented to the Governing Body. For college events, faculty members and students from all departments collaborate, demonstrating the College's commitment to teamwork and inclusivity.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

The college is committed to shaping both the personalities and careers of its students by ensuring that faculty remain efficient and up-to-date with the latest trends in education. To maintain a competitive teaching and learning environment, the college actively encourages and supports faculty excellence. In addition, regular e-skills training programs are offered to non-teaching staff, helping them streamline and automate administrative tasks.

Focus on Holistic Student Development:

Academic planning, including theory and practical sessions, is meticulously organized in advance. Heads of Departments and class teachers work together to ensure lectures are conducted smoothly, effectively, and on time. Planners and worksheets are regularly monitored to maintain academic progress. The college also offers a range of co-curricular activities, such as certification and value-added courses, guest lectures, and workshops, which enhance students' employability and equip them with essential skills for the corporate world.

Extra-curricular activities play a significant role in student development, with events like the annual Debate Competition, Gusto (a vibrant Management and IT Tech festival), and the National Service Scheme (NSS), which promotes social responsibility and rural outreach. The college also organizes various inter-class activities through the Science and IT Clubs, including essay writing, blog writing, poster drawing, and quizzes.

Additionally, national and international days such as Environment Day, Tiger Day, Kargil Divas, and others are observed with activities like quizzes, guest lectures, essay competitions, and poster-making, raising awareness about these significant days.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

The key components of organizational structure of the college are Governing Body, Principal, Head of the Departments, Teaching staff, Non-teaching staff and Support cells/Departments. It reviews the institutional strategic plan which in turn sets the academic aims and objectives of the institution. Various stakeholders of the institute are members of different committees constituted by the college. The decision-making procedures are made at appropriate levels in the organizational hierarchy.

As per the university/ government guidelines, IQAC Cell, Grievance redressal, Anti ragging, Student Welfare, Women Dignity Cell, Internal Complaints etc . are also in place for the institution.

These committees with precise functions give academic and administrative leadership to the institution. An optimum level of decentralization is in practice through the autonomous flexibilityto the departments and participative decision-making process.

The college strictly follows the service rules according to the SPPU norms. Recruitment process is carried out according to the norms of the University, comprising of university and management representative, Principal, external subject experts who decide the worthiness of the candidates by his/her performance in the interview according to the parameters specified by University. The teaching and non-teaching staffs have the benefits of PF, Gratuity, Mediclaim and other benefits as applicable. The institution follows transparent promotional policies through Appraisal forms. Regular student feedback on improving quality of teaching learning process as well as College governance are taken twice in a year for timely corrections. The analysed feedback is discussed with concerned faculty in the presence of HOD, Vice-Principal and Principal.

File Description	Documents
Paste link to Organogram on the institution webpage	Nil
Upload any additional information	View File
Paste link for additional Information	Nil

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Documen	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The teaching and non-teaching staffs have the benefits of PF, Gratuity, Mediclaim, dental checkup and other benefits as applicable. The college always motivates and encourages the teaching and non- teaching staff for their development and enhancement of skills. For the same the college organizes various seminars, workshops and FDPs so that the staff is up to date with recent trends. The college has a Research Incentive Policy in which there is reimbursement for the registration amount of national and international conference and publishing in reputed journals (Scopus, Web of Science etc)and books too).Apart from this, the teaching staff is motivated enough and they completer their Refresher and Orientation programs as per UGC requirement. With the advent of online certifications, all teaching staff regularly do Certifications related to their domain. For the same MOU is established with Excel-R to enhance the FDPs among the staff. Also, college provides Tea-facility to all staff members. College provides sweets to staff members on their birthday. College not only looks for career development of staff but also take measure for relieving stress by arranging picnic.

College also organizes "e-skills enhancement training program" for academic staff to automate official work and to enhance their working capabilities and growth, which will give direct impact on overall performance of their organization too.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

83

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

01

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

97

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	**No File Uploaded**

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

College conducts the internal as well as external/statutory financial audits regularly. An internal approval system for all expenses is in place. Accordingly bill/voucher is recommended by respective Head of the Department and are approved by the Principal. Proper record of all the expenses is maintained by the accounts department. The internal financial accounting is completed every month. The internal auditor appointed by the institute cross checks and verifies Books of Accounts (Bills/Vouchers, Bank Reconciliation, etc.) and also finds out theshortcomings / errors. These errors and/or shortcomings are explained to the institute Accountant and the principal by the internal Auditor. The errors/Shortcomings in the accounts are rectified as per the instructions of the internal auditor immediately. For external/statutory audit Institute has appointed Chartered Accountant M/s Shashank Patki and Associates. They visitthe institute twice every year for external audit and check the books of accounts and then prepare their audit report and audited statements which are presented to management. The shortcomings and errors/rectifications in the audit are enlistedin the report of the external/Statutory auditor's report. Finalization of the account is completed and audited statements are prepared, signedby the Principal, and chartered accountant. So far, no major objections are found in the audit by the statutory auditors and minor audit suggestions are compiled as per procedure.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	**Nil**

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

52528

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	View File

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

College maintains & follows a well-planned process for the mobilization of funds and resources. The process involves various committees of the college as well as the Department Heads and Accounts office. College has designed some specific rules for the fund usage and resource utilization. ·

- Mobilization of Funds, the student Tuition fee is the major source of income for the institute.
- Alumni contribute to the college.
- Sponsorships from government.

Utilization of Funds:

- A finance committee has been constituted to monitor the optimum utilization of funds for various recurring and non-recurring expenses.
- The purchase committee seeks quotations from vendors for the purchase of equipment, computers, books, etc.
- The quotations are scrutinized by the finance and purchase committee before a final decision is made based on parameters like pricing, quality, terms of service, etc.
- The Principal, finance and purchase committees along with the accounts department ensure that the expenditure lies within the allotted budget.

Resource Mobilization Policy and Procedure.

- Before the financial year begins, Principal and Heads of Departments prepare the budget.
- Budget includes recurring expenses such as salary,

    electricity and internet charges, stationary & other maintenance costs.
- **The budget is scrutinized and approved by the management. Accounts department and Purchase department monitor whether expenses are exceeding budget provision.**
- **Statutory auditors are also appointed who certify the financial statements in every financial year.**
- **The grants received by the college are also audited by certified auditors.**

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	**Nil**

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

IQAC was established in the year 2009. The college was granted "Autonomous Status" by UGC in the academic year 2020-21. The Cell has been functioning actively for our Academic and Administrative activities. "Quality Policy" isthe major objective of our IQAC through continuous monitoring and constant follow-up of undergoing activities.

IQAC Vision:

To ensure quality culture as the prime concern for the Higher Education Institutions through institutionalizing and internalizing all the initiatives taken with internal and external support.

Objectives of IQAC(As per guidelines of NAAC) :

To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance.

To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.

Some of the functions of the IQAC are:

- Development and application of quality benchmarks.

- Collection and analysis of feedback from all stakeholders on quality-related institutional processes;

- Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles;

- Periodical conduct of Academic and Administrative Audit and its follow-up.

In A.Y. 23-24 , IQAC took care of:

- There was an increase in the certifications programs, FDPsand Training programs attended by faculties.

- There was also an increase in the number of research papers written/published by faculties in quality journals.

- The number of people qualifying NET/SET/Ph.D has also considerably increased.

- Constantly reviewing 360-degree feedback to improve the overall quality process.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

The Academic Planning & Development Committee plays a vital role in reviewing the overall performance of academic activities, identifying limitations, and recommending necessary improvements to enhance the academic delivery system. The committee collaborates with the IQAC to establish clear objectives aimed at improving the academic quality of the college. It actively incorporates suggestions from stakeholders, including teachers and students, to elevate academic standards and make informed

decisions.

As an autonomous institution, the college enjoys the flexibility to integrate industry-relevant content into its syllabus, ensuring students are equipped with up-to-date knowledge. Teachers are informed of their assigned subjects well in advance, allowing sufficient preparation time.

Before each semester begins, teachers submit a detailed teaching plan that includes the topics to be covered, teaching methodologies, assignment schedules, assessment strategies, and recommended books and websites. These teaching plans are periodically reviewed by the respective Heads of Departments (HODs) to ensure alignment with academic goals.

To foster holistic student development, the college organizes a variety of extracurricular and co-curricular activities. Students are encouraged to participate in intercollegiate competitions, workshops, and guest lectures, conducted every semester. Certification programs, short-term courses, and value-added courses are also offered to enhance their skill sets. Additionally, industrial visits are arranged to provide students with practical exposure to real-world projects and corporate work culture.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://iccs.ac.in/index.php/AnnualReport
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Indira College of Commerce and Sciencetakes various measures for the promotion of gender equity, such measuresa during the year are as follows:

Personality Development And Menstrual Hygiene seminar, by Ms. Sakshi Shinde

Happiness Quotient Session, focusing on how human beings should be happy in any situation

Session on Yoga and lifestyle by Mr. Hiraman Bhujbal focusing on specific yoga asans for male and female as per their body structure and hormonal issues

International Women's Day Celebration, by Mansi Chaudhary Nutritionist, CDE & Wellness Coach

Event

Organizer

Date

No. of Attandee

Personality Development And Menstrual Hygiene seminar

Ms. Sakshi Shinde

03 Oct 2023

75

Happiness Quotient Session

Mr Manoj Anchan,

Mr Parvej Mantrri

21 Oct 2023

293

Session on Yoga and lifestyle

Mr. Hiraman Bhujbal

03 Feb 2024

80

International Women's Day Celebration

Mansi Chaudhary Nutritionist, CDE & Wellness Coach

07 Mar 2024

58

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	**Nil**

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy   Biogas plant Wheeling to the Grid   Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

B. Any 3 of the above

File Description	Documents
Geotagged Photographs	[View File]()
Any other relevant information	**No File Uploaded**

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

College facilitates several techniques for the management of degradable and non-degradable waste. The primary focus is to reduce, reuse and recycle the waste. Utmost care is taken to dispose off the solid waste. The solid waste generated within the campus is categorized into two: The Wet waste and Dry waste. The wet waste generated from the Residential Hostel, food/ kitchen waste and the dry waste generated both from Residential Hostel and office such as paper, plastics and wooden materials etc is systematically managed. The Dry & Wet waste Dustbins are kept inside and outside the offices, residential areas and on road sides. The dry & wet waste collected in these dustbins, are shifted to collecting trolleys and then dumped in the specified place located away from the Residential and Academic area. The dry/wet degradable waste is disposed into the Landfills to produce compost. This compost produced from the waste is used for Gardening in the campus. Waste Management Steps for Liquid waste management: There are two types of Liquid waste generated within the campus, the liquid waste from kitchen/ Bath rooms and sewage from the toilets . Separate chambers and pipelines have been constructed to collect kitchen/ Bathroom liquid waste and Sewage waste. The waste water is treated through STP and the treated water is used for gardening purpose. E waste Management is managed according to the norms of the College. Waste Recycling System: College has system for waste recycling.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	**No File Uploaded**
Geotagged photographs of the facilities	[View File]()
Any other relevant information	**No File Uploaded**

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting **A. Any 4 or all of the above**

Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

File Description	Documents
Geotagged photographs / videos of the facilities	[View File](#)
Any other relevant information	**No File Uploaded**

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

A. Any 4 or All of the above

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

File Description	Documents
Geotagged photos / videos of the facilities	[View File](#)
Various policy documents / decisions circulated for implementation	**No File Uploaded**
Any other relevant documents	**No File Uploaded**

7.1.6 - Quality audits on environment and energy undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

A. Any 4 or all of the above

1. Green audit
2. Energy audit
3. Environment audit
4. Clean and green campus recognitions/awards
5. Beyond the campus environmental promotional activities

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	*View File*
Certification by the auditing agency	*View File*
Certificates of the awards received	*View File*
Any other relevant information	**No File Uploaded**

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.   **A. Any 4 or all of the above**

File Description	Documents
Geotagged photographs / videos of facilities	*View File*
Policy documents and brochures on the support to be provided	**No File Uploaded**
Details of the software procured for providing assistance	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

The institution believes in equality of all cultures and traditions as is evident from the fact that students belonging to different caste, religion, regions, country are studying without any discrimination. Though the institution has diverse socio-cultural background and different linguistic, the college does not have any intolerance towards cultural, regional, linguistic,

communal, socio economic and other diversities.

To know the importance of Native language in Maharashtra college celebrates various festivals like "Onam", which is an annual Indian harvest festival celebrated by all inhabitants of Kerala. 10 days Ganpati festival, 9 days of Navratri, Iftar party hosted by management during Eid Roza, Christmas and New Year celebration, Dussera and Diwali celebration and many more festivals too.

With great fervor the national festivals, birth anniversaries and memorials of great Indian personalities like Mahatma Gandhi Sardar, Vallabhbhai Patel, Pandit Jawaharlal Nehru, Dr. Bhimrao Ambedkar, Sarvepalli Radhakrishnan, Lal Bahadur Shastri etc.

Various talks were organized on the occasion of Gandhi Jayanti, Anti Untouchability Week, National Constitution Day, National Integrity Day, Human Rights Day, National Girl Child Day, International Womens Day.

Efforts/Initiatives

Date

Gandhi Jayanti

2 to 8 Oct 2023

Anti Untouchability Week

2 to 8 Oct 2023

National Integration Day

19 to 25 Nov 2023

Dr. Babasaheb Ambedkar Mahaparinirwan Din

6 December 2023

International Womens Day

7 Mar 2024

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

The college establishes policies that reflect core values. Code of conduct is prepared for students and staff and everyone obeys the conduct rules.

The students are motivated by making them participate in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The institute conducted awareness programs on Workshop on- Ganpati Idol Making from shadu soil, Seed Ball Making, Pulse Polio Campaign, Cleanliness Drive Visit to Orphanage, Tree Plantation Drive etc were conducted.

Regarding the same various activities was organized by college:

1. Celebration of "Hindi Diwas" by essay writing competition was organized for all students.
2. A visit to Old age/orphanage home was carried out by college on occasionof "Foundation Day" and also donations were carried out and Visit To Orphanage-"Matruchhya Balakashram at Dighi"
3. Personality Development And Menstrual Hygiene seminar, by Ms. Sakshi Shinde
4. Observing and celebrating various days viz. Human Rights Day, Organ Donation Day, National eye Donation Fortnight, Anti untouchability week, Constitution Day , National Voters Day and many more.
5. "Youth Parliament" an online platform in association with Nehru Yuva Kendra (NYKS), Pune, Ministry of Youth Affairs and sports Government of India. This event was telecast to 750 districts across India by NYKS.
6. Cleanliness Drive conducted on account of Gandhi Jayanti

   Event

   Date

No. of Attandee

"Hindi Diwas"

14 Sept 2023

41

Personality Development and

Mensuration Hygiene

3 Oct 2023

75

World Organ Donation Day

13 Aug 2023

87

"National Eye Donation Fortnight"

08 Sept 2023

98

Youth Parliament 5

15 Mar 2024

381

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	[View File](#)
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, A. All of the above

**administrators and other staff and conducts
periodic sensitization programmes in this
regard: The Code of Conduct is displayed on
the website There is a committee to monitor
adherence to the Code of Conduct Institution
organizes professional ethics programmes for
students, teachers, administrators and other
staff Annual awareness programmes on the
Code of Conduct are organized**

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	**No File Uploaded**

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The college believes in celebrating commemorative days, events andfestivals in college. It is an integral part of learning and building a strong cultural belief in a student. The College makes tremendous efforts in celebrating the national and international days, events and festivals throughout the year to maintain harmony and healthy work atmosphere and to make the students aware of the national pride and rich cultural heritage. Institution celebrates/organizes national and international commemorative days, events and festivals like Gandhi Jayanti, Dr. Babasaheb Ambedkar Jayanti, Sadbhavana Diwas,Netaji Subhash Chandra Bose Jayanti,Onam Celebration, Martyrs Day, World Tourism Day, Teachers Day, International Literacy Day, Anti Untouchability Week, National Constitution Day, National Integrity Day, Human Rights Day, National Girl Child Day, International Womens Day, National Science Day, Army Day, Air Force Day,National Integration Day etc.

Category

Event

Date

Jayanti

Gandhi Jayanti

2 to 8 Oct 2023

Days Celebration

Anti Untouchability Week

2 to 8 Oct 2023

Jayanti

Netaji Subhash Chandra Bose Jayanti

23 Jan 2024

Days Celebration

World Tourism Day

22 Sept 2023

Days Celebration

International Literacy Day

8 Sept 2023

Days Celebration

International Womens Day

7 Mar 2024

Days Celebration

Army Day

15 Jan 2024

Days Celebration

National Integration Day

19 to 25 Nov 2023

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	[View File](#)
Geotagged photographs of some of the events	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Best Practices for A.Y. 2023-2024

Title: Indira Brain Festival

Date: 8/1/2024

Resource Person: Silkyara Saviours Team

VideoLink: https://www.youtube.com/watch?v=dnk89MLJTJs

Objective: To show the students that despite of immense adversities and challenges in life only with courage and determination one can hope for the best in life.

Learning Outcome: Students were highly inspired by these extraordinarypersonalities.

About: We marked a milestone as Indira Group of Institutes raised the curtain to unveil its remarkable Indira Brain Festival- a celebration of intellect and innovation which was graced by the presence of Silkyara Saviours Team. The Indira Group of Institutes was honoured to host Akhilesh Singh and Saba Ahmed, the brave survivors of the Silkyara Tunnel tragedy at the Indira Survivor Festival 2024. Despite facing immense adversity, their extraordinary resilience and unwavering spirit inspires us all. Their ability to maintain hope and uplift others during those challenging 17 days is a testament to the human spirit. As we

continue to share stories of courage and determination, the Indira Survivor Festival aims to inspire and empower individuals to overcome challenges and embrace life's opportunities. This event motivated our students. We salute all these heroes.

File Description	Documents
Best practices in the Institutional website	https://iccs.ac.in/assets/pdf/Best-Practices-2023-2024.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The college for its extra ordinary contribution to education has been awarded with various awards and recognitions.

1. 10th rank in TOP BBA institutes in West region
2. 2nd best college in Pune in India Today Ranking
3. "Quality in Education" award at the "11th Innovative Education Leadership Awards"
4. Received "Best Educational Institution in IT, Commerce & Management" at the 4th National Awards Education Award

These awards and ranking clearly indicate significant contribution of ICCS in quality education.

ICCS has developed a very fair and healthy culture to recognize services of its outstanding teachers and faculty members as well as non-teaching staff. Similarly, the college has adopted good number of healthy and best practices to encourage contribution of its teachers and motivate them. The college has organized a good number of academic, co-curricular and extra-curricular activities to exhibit its concern for social welfare as a part of social responsiveness.

Part B
CURRICULAR ASPECTS
1.1 - Curriculum Design and Development
1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

The college has integrated interdisciplinary and multidisciplinary courses into its curriculum to stay abreast of contemporary technological advancements. Through these multidisciplinary offerings, our institution aims to deliver a comprehensive educational experience that equips students to tackle real-world challenges. This approach nurtures innovationand fosters creativity by promoting collaborative efforts across diverse disciplines, while also encouraging students to engage in critical thinking and recognize the interconnections between various subjects. Multidisciplinary state level webinar series Infomania is arranged for the students to provide platform for interdisciplinary discussions. The institute incorporates basic course like humanities, and various management courses into the curriculum like BBA in Hospitality and Tourism, B.Com in Financial Markets, BBA in Innovation and Entrepreneurship etc. Our students undergo comprehensive training in contemporary skills through a variety of skill development initiatives. The curriculum for life skills programs, such as Yoga, Music, office automation tools, Financial Planning, and Website designing, is meticulously crafted and approved by the Board of Studies (BOS), the Academic Council, and the Governing Body to ensure its relevance and effectiveness.acrossacrossacrossiverse discipline.

and fosterspromoting collaborative efforts across diverse disciplines, while also encouraging students to engage in critical thinking and recognize the interconnections between various subjects. Multidisciplinary state level webinar series Infomania is arranged for the students to provide platform fond fosters creativitnd fosters creativity by promoting collaborative efforts across diverse disciplines, while also encouraging students to engage in critical thinking and recognize theefforts across diverse disciplines, while also encouraging students to engage in critical thinking and recognize the

File Description	Documents
Upload additional information, if any	[View File](#)
Link for additional information	**Nil**

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

06

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	**No File Uploaded**
Details of syllabus revision during the year	[View File](#)
Any additional information	**No File Uploaded**

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

161

File Description	Documents
Curriculum / Syllabus of such courses	[View File](#)
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	**No File Uploaded**
MoUs with relevant organizations for these courses, if any	**No File Uploaded**
Any additional information	**No File Uploaded**

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

123

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	**No File Uploaded**
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

12

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	**No File Uploaded**
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

Gender Sensitization:

The college actively promotes gender equity and awareness through various initiatives:

- **A Women Grievance Cell and Grievance Redressal Cell provide counseling and ensure safety and security for female students, staff, and faculty.**
- **International Women's Day Blog Writing Competition: Held on March 8, 2024, with the theme "Gender Equality Today for a Sustainable Tomorrow," encouraging students to reflect on gender equity from a cross-cultural perspective.**

Environment & Ecology:

The institution integrates environmental awareness through events and curriculum:

- **World Environment Day: Conducted on June 5, 2023, with an**

awareness and cleanliness drive.

- **Climate Change and Sustainable Development Seminar:** Held on July 29, 2023, focusing on understanding and mitigating climate change.
- **International Tiger Day:** Celebrated on July 29, 2023, emphasizing tiger conservation and biodiversity protection.
- A compulsory core course on Environmental Studies is included in all undergraduate programs, supplemented by environment awareness camps, seminars, workshops, and field excursions. Annual celebrations of Environment Day, Earth Day, and Water Day reinforce sustainability values.

Moral Values, Human Values & Professional Ethics:

The college fosters moral and professional ethics through:

- **Visit to Old Age Home (Vridhashram):** Arranged on October 1, 2023, for World Senior Citizens Day, fostering empathy and respect for elders.
- **Guest Lecture on Tribal Ethics and Values:** Scheduled for December 2023, exploring traditional wisdom and ethical practices.
- Integration of professional ethics concepts into the autonomous curriculum to ensure students understand ethical responsibilities in professional contexts.

These initiatives ensure that students are sensitized to professional ethics, gender equity, environmental sustainability, and human values, preparing them to contribute positively to society.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	[View File](#)
Any additional information	**No File Uploaded**

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

29

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	**No File Uploaded**

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

3954

File Description	Documents
List of students enrolled	View File
Any additional information	**No File Uploaded**

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

1116

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	**No File Uploaded**

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni	**A. All 4 of the above**

File Description	Documents
Provide the URL for stakeholders' feedback report	https://iccs.ac.in/stakeholders-feedback
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following	**A. Feedback collected, analysed and action taken made available on the website**

File Description	Documents
Provide URL for stakeholders' feedback report	https://iccs.ac.in/stakeholders-feedback
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

1555

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)

569

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

Our institution believes in an outcome-based learning process, and we follow a structured system to identify students as slow learners and advanced learners through prerequisite tests, class interactions, and test performances.

For slow learners, our institution emphasizes improving their performance through the following activities:

- Remedial classes tailored to address their specific challenges.
- Guest sessions on topics such as " Rubicon Soft Skill Session"
- Dedicated support through the mentor-mentee system.
- Circulation of previous years' question papers and question banks for all subjects.
- Extra classes for difficult subjects, especially for students who have failed exams, to help them catch up and gain confidence.

Advanced learners are provided with opportunities to participate in innovative projects and technical initiatives of the institute. They are encouraged to develop leadership, communication, and teamwork skills by serving as Class Representatives and HoD Nominees in the student council. Advanced learners also assist slow learners through the buddy system.

Special activities conducted for advanced learners during the academic year 2023-2024 include:

- Mastering Technical Interviews for IT Graduates by ExcelR Solutions.
- Soft Skill Training Session on Creative Problem Solving.
- Transformation Series.
- Cyber Security Awareness Week.
- Session on "Identification of Research Problem and An Introduction to Literature Review."
- IPR session on "IPR and Emerging Technologies."

These initiatives ensure that both slow and advanced learners receive the necessary support and opportunities to excel in

their academic and professional endeavors.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/07/2023	4455	88

File Description	Documents
Upload any additional information	No File Uploaded

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:

ICCS emphasizes student-centric methods to foster skill development, knowledge acquisition, and positive behavioral growth. The college organizes various activities such as group discussions, field visits, debates, quizzes, assignments, model-making, seminars, project work, exhibitions, article writing, and PowerPoint presentations. These activities aim to provide experiential, participatory, and collaborative learning opportunities.

To promote holistic development, the institution also conducts co-curricular and extracurricular activities, including sports and cultural events, which contribute to students' overall personality development.

Faculty members employ innovative teaching methodologies to ensure an engaging and interactive learning environment. The institution focuses on the following key approaches:

   1. Experiential Learning:

   • Laboratory sessions and hands-on learning experiences.
   • Add-on courses designed around emerging technologies.

- **Student-led projects focusing on contemporary innovations.**
- **Industrial visits to expose students to real-world organizational practices.**

1. **Participatory Learning:**

- **Activities such as seminars, group discussions, projects, and presentations.**
- **Skill-based add-on courses encouraging active student involvement.**

1. **Problem-Solving Methodologies:**

- **Expert lectures on advanced topics to develop critical thinking skills.**
- **Motivate students to join MOOC courses, participate in various inter-college and intra-college technical fests and other competitions to enhance problem-solving abilities.**

These methods collectively equip students with the skills required for lifelong learning and professional success.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional Information	**Nil**

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

To maintain student engagement in the classroom, educators are increasingly turning to Information and Communication Technology (ICT) tools. By blending traditional teaching methods with technology, teachers can create more dynamic and effective learning experiences.

At our college, ICT is used to support, enhance, and streamline the delivery of knowledge. The availability of ICT tools on campus proved invaluable during the pandemic, enabling a smooth transition to online learning.

Our dedicated faculty utilizes a variety of ICT tools to enrich

the teaching and learning process:

- MS Teams: For conducting online lectures and staff meetings.
- ERP System: For sharing academic information and efficiently managing internal assessments.
- Live Webinars: For hosting expert talks and knowledge-sharing sessions.
- Digital Notice Board: For disseminating important announcements.
- Classroom Technology: LCD projectors and smart boards for interactive and engaging lectures.
- Digital Auditorium and Conference Room: For hosting guest lectures, competitions, and other events.

By integrating ICT tools into the learning process, ICCS aims to enhance the quality of education, improve adaptability to changing circumstances, and ultimately benefit both faculty and students.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	Nil
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

88

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	No File Uploaded

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The first step to enhancing teaching and learning quality is training students to complete tasks within a set time, which

can be achieved using the Academic Calendar. The academic calendar includes commencement of class work, last working day, dates for internal test assignments, list of holidays etc. The details of the activities along with their respective dates or probable month of conduction are given in the beginning of each semester. This information is disseminated through institute website, notice board etc.. Academic calendar provides the total effective working days available in a given semester.

Then the HOD's and senior faculties prepare the time table by correlating the working days available and coverage of curriculum of the subjects. Thus, the academic calendar monitors the effective delivery of the program with academic and business inputs.

On the basis of Academic calendar, time tables are prepared for each program. For full credit subjects, four hours per week; for half credit subjects, two hours per week. The concern faculties prepare teaching plan for their respective subjects based on course syllabus of 48 hours. These 48 hours are distributed among class room teaching, case studies, role play, workshops and lab session as per the subject requirements. These plans are made in advance and serves as guide for conducting sessions. The HOD's of concerned department check the progress of each course and ensures timely and effective completion of course in the specified time frame with perfect blend of practical and theoretical inputs.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	[View File](#)

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

88

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	No File Uploaded
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

14

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	No File Uploaded

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

88

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	No File Uploaded

2.5 - Evaluation Process and Reforms

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

18

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	No File Uploaded

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

140

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	No File Uploaded

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

At Indira College of Commerce and Science, Pune, the examination process and Continuous Internal Assessment (CIA) are managed through a well-structured Examination Management System (EMS). The system is supervised by an Examination Committee, comprising the Principal, Vice-Principal, Heads of Departments, the College Exam Officer, and other faculty members. This committee establishes the examination policies, which are shared with faculty and students at the beginning of the academic year. The policies cover term-end examinations for annual patterns and internal examinations for semester patterns.

To ensure comprehensive assessment, the college employs multiple methods, including:

Class tests

Assignments

Workshops and seminars

Industrial visits

Group discussions and presentations

Practical sessions

Online tests

Remedial classes and case studies

The results from these assessments, along with internal exams, contribute to students' internal marks. For students facing challenges, remedial classes are conducted, followed by re-assessments or additional assignments to help them improve.

Post internal and term-end exams, we aim to evaluate answer sheets within 45 days and promptly declare results. Student performance is analyzed, and parent-teacher meetings are organized to share insights with parents. Students needing extra guidance are encouraged to attend remedial classes. Additionally, in the weeks leading up to exams, we provide rigorous training on solving university-level question papers, enabling students to perform confidently and effectively.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

In 2020, Indira College of Commerce and Science adopted Outcome-Based Education (OBE) as a core component of its teaching framework. To facilitate the implementation of OBE, faculty members participated in extensive training to align curriculum development with OBE principles. This training emphasized achieving higher-order learning outcomes and nurturing essential skills, particularly cognitive thinking abilities.

In line with OBE objectives, the Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) are carefully designed by each department in collaboration with

faculty and stakeholders. Course Outcomes are derived either from the university syllabus or through joint deliberation among subject faculty under the guidance of the Head of Department (HOD).

To ensure accessibility, POs, PSOs, and COs are displayed prominently in various locations, including departmental laboratories, college corridors, HOD offices, and faculty rooms. They are also incorporated into course files, becoming an integral part of the teaching process.

Faculty members introduce COs to students at the start of each semester, providing clear guidance on expected learning outcomes. These outcomes are reinforced periodically throughout the semester via faculty announcements. This comprehensive approach reflects the institution's commitment to OBE, fostering transparency and alignment in the learning process for all stakeholders.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	No File Uploaded
Link for additional Information	Nil

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

Our institution, affiliated with Savitribai Phule Pune University, gained academic autonomy in the academic year 2020-21. With this autonomy, we introduced several new academic programs alongside our existing ones. For all programs, we have systematically defined Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) based on Bloom's Taxonomy. These outcomes are effectively communicated to all stakeholders.

To ensure proper implementation and evaluation of these outcomes, a dedicated CO-PO Committee has been established. This committee formulates guidelines and regulations for CO and PO attainment. Since the academic year 2021-22, external examination evaluations have been aligned with CO attainment. Question papers are designed to reflect Bloom's Taxonomy and

the COs of individual subjects.

Both direct and indirect assessment methods are employed:

Direct Methods: These include mid-semester exams, end-semester exams, and quizzes, where each question is mapped to a specific CO. CO attainment is calculated based on an average target score across all assessments.

Internal Examinations: Conducted once per semester to evaluate COs comprehensively.

Semester-End Examinations: Descriptive exams used to measure CO achievement.

Indirect Methods: Course-end surveys provide additional insights into CO attainment.

To streamline the evaluation process, the college has implemented an ERP system for paper correction and evaluation. This system automates the calculation of CO attainment for external examinations, enhancing efficiency and accuracy. Furthermore, the CO-PO Committee has developed an ICT tool to facilitate easy input and calculation of CO and PO attainment, making the process more accessible for faculty.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	https://iccs.ac.in/program-outcome

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

1443

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

https://iccs.ac.in/student-satisfaction-survey

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The Indira Research Cell (IRC) is dedicated to fostering a research-oriented environment by providing essential support and platforms for successful research engagement. Various initiatives have been implemented for faculty and postgraduate students, enabling a sharper focus on research activities. The Research Committee (RC) organizes multiple activities to empower faculty members with research tools and knowledge. These include guest lectures, blog writing sessions, and training workshops on utilizing e-resources such as INFLIBNET, N-LIST, and e-books. Additionally, the RC offers guidance on understanding academic matrices like the H-index and i10 index. Ethical concerns in research are also diligently handled by the committee, which consists of a Core Group of 13 members.

Key events organized by the RC in 2023-2024 include:

- Under Commerce Week 2022 - ISRC Research Paper Presentation.
- Workshop on "Identification of Research Problem and an Introduction to Tools."
- 10th Natinal conference and 8th Student conference on emerging trends in Computer Science and Applications 2024

- **4th National Conference on Emerging Trends in Commerce & Management**

The institution actively supports faculty participation in national and international seminars, conferences, and workshops. Furthermore, physical infrastructure, such as computers, servers, and other IT-related facilities, is provided to faculty and research students, ensuring they have the necessary resources to pursue their projects efficiently.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	[View File](#)
Provide URL of policy document on promotion of research uploaded on the website	https://iccs.ac.in/research-cell
Any additional information	[View File](#)

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

0

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	No File Uploaded
List of teachers receiving grant and details of grant received	No File Uploaded
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for

advanced studies/research during the year

0

File Description	Documents
e-copies of the award letters of the teachers	**No File Uploaded**
List of teachers and details of their international fellowship(s)	**No File Uploaded**
Any additional information	**No File Uploaded**

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

0

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	**No File Uploaded**
List of projects and grant details	**No File Uploaded**
Any additional information	**No File Uploaded**

3.2.2 - Number of teachers having research projects during the year

0

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional Information	**Nil**
List of research projects during the year	**No File Uploaded**

3.2.3 - Number of teachers recognised as research guides

05

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	[View File](#)
Institutional data in Prescribed format	[View File](#)

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

0

File Description	Documents
Supporting document from Funding Agencies	**No File Uploaded**
Paste link to funding agencies' website	**Nil**
Any additional information	**No File Uploaded**

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

The college is committed to fostering a supportive environment that promotes innovation and incubation. Students are actively encouraged to participate in competitions such as Hackathon and Avishkar, which provide valuable exposure and opportunities to showcase their creativity. Faculty members play a pivotal role by identifying talented students with innovative ideas and providing them with the necessary resources and guidance to bring their concepts to life.

The Innovation and Incubation Centre for Students (ICCS) acts as a collaborative platform aimed at transforming students with entrepreneurial potential into successful innovators. The center focuses on the development of products and services using advanced technologies, engaging students from Indira University in these endeavors. Each incubation proposal and business plan is carefully evaluated based on established criteria. The institution takes responsibility for funding start-ups and new business ventures.

Currently, the incubation center supports a start-up specializing in Cross Reality Development, which focuses on creating virtual and augmented reality applications for education, industry, and medicine. Additionally, the center identifies students interested in these areas and offers them specialized training in relevant technologies. This ensures that graduates leave the institution equipped with cutting-edge skills in these innovative fields.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

04

File Description	Documents
Report of the events	No File Uploaded
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software	B. Any 3 of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

17

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

08

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	No File Uploaded

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

10

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

0

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	View File

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

0

File Description	Documents
Bibiliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

0

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	**No File Uploaded**
List of consultants and revenue generated by them	**No File Uploaded**
Any additional information	**No File Uploaded**

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	**No File Uploaded**
List of training programmes, teachers and staff trained for undertaking consultancy	**No File Uploaded**
List of facilities and staff available for undertaking consultancy	**No File Uploaded**
Any additional information	**No File Uploaded**

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

Indira College of Commerce and Science (ICCS) is deeply committed to instilling a sense of social responsibility among its students. Through its curriculum and outreach programs, the college emphasizes societal concerns, fostering holistic growth. The National Service Scheme (NSS) cell at ICCS collaborates with diverse organizations, NGOs, and hospitals to address community issues while enhancing the overall personality development of students. These efforts include both on-campus and off-campus activities.

During the academic year 2023-24, ICCS organized various impactful events. Some highlights include:

- Cotton Bag Donation Drive by Rotary Club (June 5, 2023) — Promoting eco-friendly practices to reduce plastic waste.
- World Environment Day (June 5, 2023) — Conducted a cleanliness drive to raise awareness about environmental sustainability.
- International Yoga Day Workshop (June 21, 2023) — Highlighting the importance of mental and physical well-being.
- International Day Against Drug Abuse and Illicit Trafficking (June 26, 2023) — Raising awareness about the dangers of substance abuse.
- Environmental Awareness Campaign: 'Sath Chal' (June 12, 2023) — Encouraging community participation in conservation efforts.

These initiatives reflect ICCS's dedication to building a socially conscious and empowered student community.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

12

File Description	Documents
Number of awards for extension activities in during the year	[View File](#)
e-copy of the award letters	No File Uploaded
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

14

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

2626

File Description	Documents
Reports of the events	View File
Any additional information	No File Uploaded

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

0

File Description	Documents
Copies of documents highlighting collaboration	No File Uploaded
Any additional information	No File Uploaded

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

14

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	View File
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	No File Uploaded

INFRASTRUCTURE AND LEARNING RESOURCES	

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

The College features a meticulously maintained, lush green campus spanning 1.2 acres (53,502.3 sq. ft.), providing ample space and well-utilized infrastructure to support teaching and learning activities. It includes 23 spacious, well-furnished, and ventilated classrooms, each equipped with Interactive Flat Panels (IFPs) /Projector, facilitating multimedia learning with Wi-Fi connectivity, and internet access.

The campus also includes a modern, well-designed auditorium, regularly used for hosting national and international seminars, along with a dedicated yoga and meditation room for students. The College is further equipped with eight advanced laboratories conforming to UGC norms, featuring 469 well-maintained computer systems. These laboratories serve as hubs for practical classes, technology training, and beyond-the-syllabus learning, offering licensed software and open-source tools to meet curriculum requirements and industry standards.

The entire campus is Wi-Fi enabled, providing round-the-clock internet access to students and staff in classrooms, laboratories, the library, and departmental offices. The ICCS library is fully automated, utilizing a computerized system for book issuance integrated with barcode technology.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor and outdoor) including gymnasium, yoga centre, auditorium etc.)

Indira College of Commerce and Science (ICCS) is committed to providing not only quality education but also opportunities for holistic and healthy living. The College encourages students to actively participate in a variety of cultural activities, sports, and games to promote their overall development.

The campus is equipped with top-notch facilities, including a sports room, gymnasium, dance room, and auditorium. The sports and yoga room offers provisions for indoor games such as chess, table tennis, and yoga, contributing to the physical fitness and mental well-being of students.

ICCS takes pride in its fully air-conditioned and well-equipped Dhruv Auditorium, an acoustically advanced and versatile space. As the largest indoor performance venue at the Indira Group of Institutes, the auditorium accommodates approximately 500 guests and is utilized for cultural programs, theatrical performances, and various other events.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

23

File Description	Documents
Upload any additional information	**No File Uploaded**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

14658114.00

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

College Library having two different library management software's at present, i.e. iSLIM and Koha. Both are web based software's.

   1. About iSLIM: Library Management Software:

iSLIM: Algorhythms consultants new Internet enabled System for Library & Information Management known as iSLIM. This web based software supports to catalogue all types of items such as books, films, sound recordings, drawings, clippings, articles, reports, letters, pamphlets, serials publication etc. and manage their circulation. We have iSLIM Version 1.7.2.12577 and for this web based software link is as below:

https://14.142.128.238:8181/iSLIM/Main/main.aspx

iSLIM is organized into different modules and each module has several applications. The basic modules are:

   1. Utilities: This module enables you to set up all the preferences and masters that will be used across all applications in iSLIM.
   2. AQS: Acquisition This module allows you to record items proposed by library users, purchase orders to suppliers and supplier bills. You can also monitor the utilization of the budget.
   3. CAT: Cataloguing This module contains all the functions to assist you in cataloguing of items.
   4. CRC: Circulation This module contains applications that will be required to perform various tasks at the circulation desk.
   5. SRL: Serials This module allows you to maintain a record of all journals/ serials/ magazines and their loose

issues. You can also record subscription orders and prepare binding orders.

1. **About Koha: Library Management Software: This Software is started for using from April 2024**

Koha version 22.11.00.000 Rosalie

Kohawebsite:http://indirakoha.ourlib.in/

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	[https://14.142.128.238:8181/iSLIM/Main/main.aspx](#)

4.2.2 - Institution has access to the following: e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources	**A. Any 4 or more of the above**

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	[View File](#)
Upload any additional information	[View File](#)

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

615698

File Description	Documents
Audited statements of accounts	[View File](#)
Any additional information	[View File](#)
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	[View File](#)

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

231

File Description	Documents
Upload details of library usage by teachers and students	[View File](#)
Any additional information	**No File Uploaded**

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The primary objective of the IT policy at Indira College of Commerce and Science (ICCS) is to establish and maintain a secure, lawful, and appropriate framework for the use of the institution's information technology infrastructure. This policy outlines strategies to safeguard the availability, confidentiality, and integrity of the information assets that are accessed, controlled, and managed by the institution.

The IT policy comprehensively addresses ethical considerations related to internet usage within the campus. It provides clear guidelines to all stakeholders, ensuring that the network facilities are utilized in compliance with the prevailing national laws and regulations. Users are explicitly instructed to refrain from engaging in any illegal or unethical activities while using the college's network resources. Furthermore, they are expected to avoid actions that could compromise the data security and integrity of the institution's cyber infrastructure. Adherence to these principles is mandatory for all network users.

Currently, ICCS boasts a well-established and expansive internet infrastructure, which includes multiple network connections across the campus. The entire academic campus is equipped with Wi-Fi facilities, providing seamless connectivity to students, faculty, and staff. The institution's total bandwidth capacity stands at an impressive 250 Mbps, ensuring reliable and high-speed internet access. Plans are underway to expand the network further to accommodate future needs, thereby reinforcing ICCS's commitment to maintaining a cutting-edge IT

environment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
4455	362

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

E. <5 Mbps

File Description	Documents
Details of bandwidth available in the Institution	No File Uploaded
Upload any additional information	No File Uploaded

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

A. All four of the above

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

8,12,04,705.69

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

Indira College of Commerce and Science has well-defined procedures and policies for the upkeep and efficient use of its physical, academic, and support facilities, including laboratories, the library, sports facilities, IT infrastructure, and physical infrastructure. An annual budget is allocated specifically for maintaining these academic and physical assets.

Dedicated housekeeping staff are assigned to each floor to ensure cleanliness and maintenance of facilities such as classrooms, staffrooms, washrooms, boys' and girls' common rooms, and restrooms. These areas are cleaned three times a day, following a structured schedule to ensure consistency.

The Director of Physical Education, along with support staff, is responsible for managing sports facilities. The sports department maintains a stock register and raises requests for new sports equipment or kits based on student requirements and interests. These requests are submitted by the sports convener to the registrar in the prescribed format.

Laboratory maintenance is handled by the respective lab technicians or lab in-charges. The IT department head supervises the overall maintenance of laboratories and IT infrastructure. The department keeps a stock register for all equipment, ensuring regular inspections and annual stock verification.

Library maintenance is overseen by the library in-charge, who ensures that books are systematically arranged and that shelves

and stack rooms are cleaned regularly by designated housekeeping staff. A proper system is in place for the conservation and preservation of library resources, ensuring their longevity and accessibility for all users.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://iccs.ac.in/iccs-facility

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

198

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	[View File]()
Upload any additional information	[View File]()

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

09

File Description	Documents
Upload any additional information	[View File]()
Institutional data in prescribed format	[View File]()

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology	**A. All of the above**

File Description	Documents
Link to Institutional website	https://iccs.ac.in/indira-college-of-commerce-science
Details of capability development and schemes	View File
Any additional information	View File

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

318

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees	**A. All of the above**

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	View File
Upload any additional information	View File

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

302

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education

305

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	**No File Uploaded**

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

108

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

15

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The college actively fosters a participative management approach to incorporate valuable suggestions from various stakeholders. Recognizing students as the central focus of all academic activities, the institution has taken a progressive step by ensuring student representation in various academic and administrative bodies. Students hold equal and fair membership in key committees such as the IQAC, Student Council, Anti-Ragging Committee, and Women's Dignity Cell, where they are either appointed or nominated.

A well-established Student Council is a hallmark of the college. It plays a pivotal role in cultivating a sense of personal responsibility among students. Through leadership roles, council members act as representatives of the entire student body, creating an inclusive environment where every student can voice their concerns and needs.

Transparency is integral to the college's operations, achieved by engaging stakeholders such as students and parents in its activities. By participating in various committees, students gain valuable exposure to social and organizational environments. This involvement helps them develop crucial skills such as leadership, teamwork, decision-making, time management, self-discipline, and innovative thinking, thereby preparing them for future challenges.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	**Nil**

5.3.3 - Number of sports and cultural events / competitions organised by the institution

32

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	**No File Uploaded**

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

The Alumni Association of our College contributes significantly for the overall development of students as well our Institution. The Alumni Association not just contributes financially but also takes part in academic planning, pre-placement activities, placements of students, career guidance and technological guidance. The Alumni association encourages our alumni to help the Institution by donating generously for the development and social initiatives of the college.

Our Alumni Association helps in:

1. Organizing Guest lectures on various subjects and provide guidance from the experts of various fields to the students. The notable alumni also conduct lectures for the students.

2. Some of our alumni are entrepreneurs; they share their knowledge and expertise with the students' time to time.

3. Alumni Association provides information about the job opportunities available in their fields. Alumni come to campus as recruiters for their respective companies.

4. Alumni Association helps to organize educational and industrial visits for the students.

5. A significant number of our alumni are always visiting overseas countries and they impart their experience with studentsby arranging motivational lectures.

6. Our Alumni Association motivates the students for research activities too.

7. Alumni are the valuable stakeholders and they provide their valuable feedback that help in providing enriching insights in various areas to the institution.

8. Conducts various activities that help in the career and competitive examination guidance to the students.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

5.4.2 - Alumni's financial contribution during the year	E. <2 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

ICCS is dedicated to achieving academic excellence and envisions itself as a center of excellence in higher education. By embracing innovative research and learning practices, the institution focuses on transforming youth through holistic educational development while offering affordable, high-quality education. It emphasizes value-based learning, fosters academic excellence, and seeks to build a society rooted in democratic values.

The college operates on a democratic and participatory model of governance, ensuring active involvement from all stakeholders in its administration. The Governing Body formulates and implements short-term and long-term plans, integrating departmental strategies, SWOT analyses, and stakeholder recommendations. Policies and plans are developed in consultation with stakeholders, with the management collaborating closely with Heads of Departments (HODs) and departmental committees to establish quality policies that align with the institution's strategic goals.

Action plans and clearly defined policy objectives address critical issues and ensure the delivery of quality education. To uphold robust principles, frameworks, systems, and processes, the college continually strives to strengthen its culture of excellence. Departments foster a healthy, competitive environment, with each one committed to achieving the highest standards of performance and innovation.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	Nil

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

The College has established a College Development Committee (CDC) comprising departmental heads, teacher representatives, non-teaching staff representatives, a female representative, student representative, management representative, and an industry representative, along with the Principal and Vice Principal. The institution adheres to a policy of decentralization, with the CDC, led by the Principal, responsible for making academic and non-academic decisions in alignment with management policies.

Implementation of these decisions is facilitated through the Heads of Departments (HODs), who oversee daily departmental operations and coordinate co-curricular and extracurricular activities within the College. Class teachers, appointed by their respective HODs, manage their classes and associated activities. This decentralized governance model is evident across all areas, as each department functions independently to design and execute student-centric programs and activities.

Participative management is a core principle of the College. The CDC ensures balanced representation, including members from management, teaching staff, non-teaching staff, students, and alumni. Regular meetings are conducted, where suggestions from all stakeholders are considered and forwarded to the Internal Quality Assurance Cell (IQAC). Teachers' committees also meet frequently, providing recommendations to the IQAC to enhance the quality of teaching and learning.

Based on these inputs, the IQAC prepares a detailed report, which is submitted to the CDC for review. The CDC makes final decisions, which are subsequently presented to the Governing Body. For college events, faculty members and students from all departments collaborate, demonstrating the College's commitment to teamwork and inclusivity.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

The college is committed to shaping both the personalities and careers of its students by ensuring that faculty remain efficient and up-to-date with the latest trends in education. To maintain a competitive teaching and learning environment, the college actively encourages and supports faculty excellence. In addition, regular e-skills training programs are offered to non-teaching staff, helping them streamline and automate administrative tasks.

Focus on Holistic Student Development:

Academic planning, including theory and practical sessions, is meticulously organized in advance. Heads of Departments and class teachers work together to ensure lectures are conducted smoothly, effectively, and on time. Planners and worksheets are regularly monitored to maintain academic progress. The college also offers a range of co-curricular activities, such as certification and value-added courses, guest lectures, and workshops, which enhance students' employability and equip them with essential skills for the corporate world.

Extra-curricular activities play a significant role in student development, with events like the annual Debate Competition, Gusto (a vibrant Management and IT Tech festival), and the

National Service Scheme (NSS), which promotes social responsibility and rural outreach. The college also organizes various inter-class activities through the Science and IT Clubs, including essay writing, blog writing, poster drawing, and quizzes.

Additionally, national and international days such as Environment Day, Tiger Day, Kargil Divas, and others are observed with activities like quizzes, guest lectures, essay competitions, and poster-making, raising awareness about these significant days.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

The key components of organizational structure of the college are Governing Body, Principal, Head of the Departments, Teaching staff, Non-teaching staff and Support cells/Departments. It reviews the institutional strategic plan which in turn sets the academic aims and objectives of the institution. Various stakeholders of the institute are members of different committees constituted by the college. The decision-making procedures are made at appropriate levels in the organizational hierarchy.

As per the university/ government guidelines, IQAC Cell, Grievance redressal, Anti ragging, Student Welfare, Women Dignity Cell, Internal Complaints etc . are also in place for the institution.

These committees with precise functions give academic and administrative leadership to the institution. An optimum level of decentralization is in practice through the autonomous flexibilityto the departments and participative decision-making process.

The college strictly follows the service rules according to the

SPPU norms. Recruitment process is carried out according to the norms of the University, comprising of university and management representative, Principal, external subject experts who decide the worthiness of the candidates by his/her performance in the interview according to the parameters specified by University. The teaching and non-teaching staffs have the benefits of PF, Gratuity, Mediclaim and other benefits as applicable. The institution follows transparent promotional policies through Appraisal forms. Regular student feedback on improving quality of teaching learning process as well as College governance are taken twice in a year for timely corrections. The analysed feedback is discussed with concerned faculty in the presence of HOD, Vice-Principal and Principal.

File Description	Documents
Paste link to Organogram on the institution webpage	**Nil**
Upload any additional information	[View File](#)
Paste link for additional Information	**Nil**

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination | **A. All of the above**

File Description	Documents
ERP (Enterprise Resource Planning) Documen	[View File](#)
Screen shots of user interfaces	[View File](#)
Details of implementation of e-governance in areas of operation	[View File](#)
Any additional information	[View File](#)

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The teaching and non-teaching staffs have the benefits of PF, Gratuity, Mediclaim, dental checkup and other benefits as

applicable. The college always motivates and encourages the teaching and non- teaching staff for their development and enhancement of skills. For the same the college organizes various seminars, workshops and FDPs so that the staff is up to date with recent trends. The college has a Research Incentive Policy in which there is reimbursement for the registration amount of national and international conference and publishing in reputed journals (Scopus, Web of Science etc)and books too).Apart from this, the teaching staff is motivated enough and they completer their Refresher and Orientation programs as per UGC requirement. With the advent of online certifications, all teaching staff regularly do Certifications related to their domain. For the same MOU is established with Excel-R to enhance the FDPs among the staff. Also, college provides Tea-facility to all staff members. College provides sweets to staff members on their birthday. College not only looks for career development of staff but also take measure for relieving stress by arranging picnic.

College also organizes "e-skills enhancement training program" for academic staff to automate official work and to enhance their working capabilities and growth, which will give direct impact on overall performance of their organization too.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

83

File Description	Documents
Upload any additional information	[View File](#)
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	[View File](#)

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

01

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

97

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

College conducts the internal as well as external/statutory financial audits regularly. An internal approval system for all expenses is in place. Accordingly bill/voucher is recommended by respective Head of the Department and are approved by the Principal. Proper record of all the expenses is maintained by the accounts department. The internal financial accounting is completed every month. The internal auditor appointed by the institute cross checks and verifies Books of Accounts (Bills/Vouchers, Bank Reconciliation, etc.) and also finds out theshortcomings / errors. These errors and/or shortcomings are explained to the institute Accountant and the principal by the internal Auditor. The errors/Shortcomings in the accounts are rectified as per the instructions of the internal auditor

immediately. For external/statutory audit Institute has appointed Chartered Accountant M/s Shashank Patki and Associates. They visitthe institute twice every year for external audit and check the books of accounts and then prepare their audit report and audited statements which are presented to management. The shortcomings and errors/rectifications in the audit are enlistedin the report of the external/Statutory auditor's report. Finalization of the account is completed and audited statements are prepared, signedby the Principal, and chartered accountant. So far, no major objections are found in the audit by the statutory auditors and minor audit suggestions are compiled as per procedure.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

52528

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	View File

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

College maintains & follows a well-planned process for the mobilization of funds and resources. The process involves various committees of the college as well as the Department Heads and Accounts office. College has designed some specific rules for the fund usage and resource utilization. ·

- Mobilization of Funds, the student Tuition fee is the major source of income for the institute.
- Alumni contribute to the college.
- Sponsorships from government.

Utilization of Funds:

- **A finance committee has been constituted to monitor the optimum utilization of funds for various recurring and non- recurring expenses.**
- **The purchase committee seeks quotations from vendors for the purchase of equipment, computers, books, etc.**
- **The quotations are scrutinized by the finance and purchase committee before a final decision is made based on parameters like pricing, quality, terms of service, etc.**
- **The Principal, finance and purchase committees along with the accounts department ensure that the expenditure lies within the allotted budget.**

Resource Mobilization Policy and Procedure.

- **Before the financial year begins, Principal and Heads of Departments prepare the budget.**
- **Budget includes recurring expenses such as salary, electricity and internet charges, stationary & other maintenance costs.**
- **The budget is scrutinized and approved by the management. Accounts department and Purchase department monitor whether expenses are exceeding budget provision.**
- **Statutory auditors are also appointed who certify the financial statements in every financial year.**
- **The grants received by the college are also audited by certified auditors.**

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	**Nil**

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

IQAC was established in the year 2009. The college was granted "Autonomous Status" by UGC in the academic year 2020-21. The

Cell has been functioning actively for our Academic and Administrative activities. "Quality Policy" isthe major objective of our IQAC through continuous monitoring and constant follow-up of undergoing activities.

IQAC Vision:

To ensure quality culture as the prime concern for the Higher Education Institutions through institutionalizing and internalizing all the initiatives taken with internal and external support.

Objectives of IQAC(As per guidelines of NAAC) :

To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance.

To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.

Some of the functions of the IQAC are:

- Development and application of quality benchmarks.

- Collection and analysis of feedback from all stakeholders on quality-related institutional processes;

- Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles;

- Periodical conduct of Academic and Administrative Audit and its follow-up.

In A.Y. 23-24 , IQAC took care of:

- There was an increase in the certifications programs, FDPsand Training programs attended by faculties.

- There was also an increase in the number of research papers written/published by faculties in quality journals.

- The number of people qualifying NET/SET/Ph.D has also considerably increased.

- **Constantly reviewing 360-degree feedback to improve the overall quality process.**

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

The Academic Planning & Development Committee plays a vital role in reviewing the overall performance of academic activities, identifying limitations, and recommending necessary improvements to enhance the academic delivery system. The committee collaborates with the IQAC to establish clear objectives aimed at improving the academic quality of the college. It actively incorporates suggestions from stakeholders, including teachers and students, to elevate academic standards and make informed decisions.

As an autonomous institution, the college enjoys the flexibility to integrate industry-relevant content into its syllabus, ensuring students are equipped with up-to-date knowledge. Teachers are informed of their assigned subjects well in advance, allowing sufficient preparation time.

Before each semester begins, teachers submit a detailed teaching plan that includes the topics to be covered, teaching methodologies, assignment schedules, assessment strategies, and recommended books and websites. These teaching plans are periodically reviewed by the respective Heads of Departments (HODs) to ensure alignment with academic goals.

To foster holistic student development, the college organizes a variety of extracurricular and co-curricular activities. Students are encouraged to participate in intercollegiate competitions, workshops, and guest lectures, conducted every semester. Certification programs, short-term courses, and value-added courses are also offered to enhance their skill sets. Additionally, industrial visits are arranged to provide students with practical exposure to real-world projects and corporate work culture.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)	**A. Any 4 or all of the above**

File Description	Documents
Paste the web link of annual reports of the Institution	https://iccs.ac.in/index.php/AnnualReport
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	**No File Uploaded**

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Indira College of Commerce and Sciencetakes various measures for the promotion of gender equity, such measuresa during the year are as follows:

Personality Development And Menstrual Hygiene seminar, by Ms. Sakshi Shinde

Happiness Quotient Session, focusing on how human beings should be happy in any situation

Session on Yoga and lifestyle by Mr. Hiraman Bhujbal focusing

on specific yoga asans for male and female as per their body structure and hormonal issues

International Women's Day Celebration, by Mansi Chaudhary Nutritionist, CDE & Wellness Coach

Event

Organizer

Date

No. of Attandee

Personality Development And Menstrual Hygiene seminar

Ms. Sakshi Shinde

03 Oct 2023

75

Happiness Quotient Session

Mr Manoj Anchan,

Mr Parvej Mantrri

21 Oct 2023

293

Session on Yoga and lifestyle

Mr. Hiraman Bhujbal

03 Feb 2024

80

International Women's Day Celebration

Mansi Chaudhary Nutritionist, CDE & Wellness Coach

07 Mar 2024

58

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	**Nil**

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy   Biogas plant Wheeling to the Grid   Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

B. Any 3 of the above

File Description	Documents
Geotagged Photographs	[View File](#)
Any other relevant information	**No File Uploaded**

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

College facilitates several techniques for the management of degradable and non-degradable waste. The primary focus is to reduce, reuse and recycle the waste. Utmost care is taken to dispose off the solid waste. The solid waste generated within the campus is categorized into two: The Wet waste and Dry waste. The wet waste generated from the Residential Hostel, food/ kitchen waste and the dry waste generated both from Residential Hostel and office such as paper, plastics and wooden materials etc is systematically managed. The Dry & Wet waste Dustbins are kept inside and outside the offices, residential areas and on road sides. The dry & wet waste collected in these dustbins, are shifted to collecting trolleys and then dumped in the specified place located away from the Residential and Academic area. The dry/wet degradable waste is disposed into the Landfills to produce compost. This compost produced from the waste is used for Gardening in the campus. Waste Management Steps for Liquid waste management: There are two types of Liquid waste generated within the campus, the liquid waste from kitchen/ Bath rooms and sewage from the toilets . Separate chambers and pipelines have been constructed

to collect kitchen/ Bathroom liquid waste and Sewage waste. The waste water is treated through STP and the treated water is used for gardening purpose. E waste Management is managed according to the norms of the College. Waste Recycling System: College has system for waste recycling.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus | A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

A. Any 4 or All of the above

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	**No File Uploaded**
Any other relevant documents	**No File Uploaded**

7.1.6 - Quality audits on environment and energy undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following: 1. **Green audit** 2. **Energy audit** 3. **Environment audit** 4. **Clean and green campus recognitions/awards** 5. **Beyond the campus environmental promotional activities**	**A. Any 4 or all of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	**No File Uploaded**

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information:	**A. Any 4 or all of the above**

Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

File Description	Documents
Geotagged photographs / videos of facilities	[View File](#)
Policy documents and brochures on the support to be provided	**No File Uploaded**
Details of the software procured for providing assistance	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

The institution believes in equality of all cultures and traditions as is evident from the fact that students belonging to different caste, religion, regions, country are studying without any discrimination. Though the institution has diverse socio- cultural background and different linguistic, the college does not have any intolerance towards cultural, regional, linguistic, communal, socio economic and other diversities.

To know the importance of Native language in Maharashtra college celebrates various festivals like "Onam", which is an annual Indian harvest festival celebrated by all inhabitants of Kerala. 10 days Ganpati festival, 9 days of Navratri, Iftar party hosted by management during Eid Roza, Christmas and New Year celebration, Dussera and Diwali celebration and many more festivals too.

With great fervor the national festivals, birth anniversaries and memorials of great Indian personalities like Mahatma Gandhi Sardar, Vallabhbhai Patel, Pandit Jawaharlal Nehru, Dr. Bhimrao Ambedkar, Sarvepalli Radhakrishnan, Lal Bahadur Shastri etc.

Various talks were organized on the occasion of Gandhi Jayanti, Anti Untouchability Week, National Constitution Day, National Integrity Day, Human Rights Day, National Girl Child Day, International Womens Day.

Efforts/Initiatives

Date

Gandhi Jayanti

2 to 8 Oct 2023

Anti Untouchability Week

2 to 8 Oct 2023

National Integration Day

19 to 25 Nov 2023

Dr. Babasaheb Ambedkar Mahaparinirwan Din

6 December 2023

International Womens Day

7 Mar 2024

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

The college establishes policies that reflect core values. Code of conduct is prepared for students and staff and everyone obeys the conduct rules.

The students are motivated by making them participate in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The institute conducted awareness programs on Workshop on- Ganpati Idol Making from shadu soil, Seed Ball Making, Pulse Polio Campaign, Cleanliness Drive Visit to Orphanage, Tree Plantation Drive etc

were conducted.

Regarding the same various activities was organized by college:

1. Celebration of "Hindi Diwas" by essay writing competition was organized for all students.
2. A visit to Old age/orphanage home was carried out by college on occasionof "Foundation Day" and also donations were carried out and Visit To Orphanage-"Matruchhya Balakashram at Dighi"
3. Personality Development And Menstrual Hygiene seminar, by Ms. Sakshi Shinde
4. Observing and celebrating various days viz. Human Rights Day, Organ Donation Day, National eye Donation Fortnight, Anti untouchability week, Constitution Day , National Voters Day and many more.
5. "Youth Parliament" an online platform in association with Nehru Yuva Kendra (NYKS), Pune, Ministry of Youth Affairs and sports Government of India. This event was telecast to 750 districts across India by NYKS.
6. Cleanliness Drive conducted on account of Gandhi Jayanti

   Event

   Date

   No. of Attandee

   "Hindi Diwas"

   14 Sept 2023

   41

   Personality Development and

   Mensuration Hygiene

   3 Oct 2023

   75

   World Organ Donation Day

   13 Aug 2023

87

"National Eye Donation Fortnight"

08 Sept 2023

98

Youth Parliament 5

15 Mar 2024

381

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	[View File](#)
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized	A. All of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The college believes in celebrating commemorative days, events andfestivals in college. It is an integral part of learning and building a strong cultural belief in a student. The College makes tremendous efforts in celebrating the national and international days, events and festivals throughout the year to maintain harmony and healthy work atmosphere and to make the students aware of the national pride and rich cultural heritage. Institution celebrates/organizes national and international commemorative days, events and festivals like Gandhi Jayanti, Dr. Babasaheb Ambedkar Jayanti, Sadbhavana Diwas,Netaji Subhash Chandra Bose Jayanti,Onam Celebration, Martyrs Day, World Tourism Day, Teachers Day, International Literacy Day, Anti Untouchability Week, National Constitution Day, National Integrity Day, Human Rights Day, National Girl Child Day, International Womens Day, National Science Day, Army Day, Air Force Day,National Integration Day etc.

Category

Event

Date

Jayanti

Gandhi Jayanti

2 to 8 Oct 2023

Days Celebration

Anti Untouchability Week

2 to 8 Oct 2023

Jayanti

Netaji Subhash Chandra Bose Jayanti

23 Jan 2024

Days Celebration

World Tourism Day

22 Sept 2023

Days Celebration

International Literacy Day

8 Sept 2023

Days Celebration

International Womens Day

7 Mar 2024

Days Celebration

Army Day

15 Jan 2024

Days Celebration

National Integration Day

19 to 25 Nov 2023

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Best Practices for A.Y. 2023-2024

Title: Indira Brain Festival

Date: 8/1/2024

Resource Person: Silkyara Saviours Team

VideoLink: https://www.youtube.com/watch?v=dnk89MLJTJs

Objective: To show the students that despite of immense adversities and challenges in life only with courage and determination one can hope for the best in life.

Learning Outcome: Students were highly inspired by these extraordinarypersonalities.

About: We marked a milestone as Indira Group of Institutes raised the curtain to unveil its remarkable Indira Brain Festival- a celebration of intellect and innovation which was graced by the presence of Silkyara Saviours Team. The Indira Group of Institutes was honoured to host Akhilesh Singh and Saba Ahmed, the brave survivors of the Silkyara Tunnel tragedy at the Indira Survivor Festival 2024. Despite facing immense adversity, their extraordinary resilience and unwavering spirit inspires us all. Their ability to maintain hope and uplift others during those challenging 17 days is a testament to the human spirit. As we continue to share stories of courage and determination, the Indira Survivor Festival aims to inspire and empower individuals to overcome challenges and embrace life's opportunities. This event motivated our students. We salute all

these heroes.

File Description	Documents
Best practices in the Institutional website	https://iccs.ac.in/assets/pdf/Best-Practices-2023-2024.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The college for its extra ordinary contribution to education has been awarded with various awards and recognitions.

1. 10th rank in TOP BBA institutes in West region
2. 2nd best college in Pune in India Today Ranking
3. "Quality in Education" award at the "11th Innovative Education Leadership Awards"
4. Received "Best Educational Institution in IT, Commerce & Management" at the 4th National Awards Education Award

These awards and ranking clearly indicate significant contribution of ICCS in quality education.

ICCS has developed a very fair and healthy culture to recognize services of its outstanding teachers and faculty members as well as non-teaching staff. Similarly, the college has adopted good number of healthy and best practices to encourage contribution of its teachers and motivate them. The college has organized a good number of academic, co-curricular and extra-curricular activities to exhibit its concern for social welfare as a part of social responsiveness.

File Description	Documents
Appropriate link in the institutional website	Nil
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

1. The IQAC has recommended the introduction of innovative programs, including a "B.Sc. (Data Science)" and an

"M.Sc. (Computer Applications)", to expand the academic portfolio and cater to the growing demand for skilled professionals in emerging fields such as data analytics and information technology.

2. **IKS for Effective NEP Implementation:** Prioritize the inclusion of Indian Knowledge System in the curriculum to align with and strengthen the objectives of NEP 2024, fostering a holistic and culturally grounded educational experience.

3. **Establishment of Indira University:** Initiate the foundational processes for the establishment of Indira University, aiming to create a leading institution dedicated to academic excellence, research, and innovation.

4. **Building Strategic International Partnerships:** Pursue and strengthen global collaborations with foreign universities and institutions to enhance academic exchange, research opportunities, and student exposure to diverse learning environments.

5. **Driving Digital Transformation in Education:** Accelerate the adoption of digital tools and technologies across the campus to enhance teaching, learning, and administrative efficiency, ensuring a forward-looking, tech-enabled academic ecosystem.

6. **Introducing the Yoga Soul Program for Student Well-being:** Launch and promote the Yoga Soul Program to support the mental and physical health of students, encouraging mindfulness, stress management, and overall wellness as part of a holistic educational approach.