YEARLY STATUS REPORT - 2021-2022

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/AQAR2021.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%20Calendar%202021-22.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**	**2015**	**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
NILL	**NILL**	**NILL**	**01/07/2021**	**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   Yes
  compliance to the decisions taken
  uploaded on the institutional website?

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

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

- If yes, mention the amount

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

1. IQAC ensures proper execution of Academic Calendar and Teaching Planner. IQAC also look after the feedback of all the Stackholders with their analysis done properly to make teaching learning process more strong and correspondingly recommends appropriate actions and implements.

2. IQAC promotes and facilitates Research Ecosystem, hence developed Research Cell, Research Policies and Provides Financial Assistance to teachers for Research Papers in UGC Care listed Journals etc. and provide proper guidance to teachers and students for Research Activities through workshops, counselling and permits to join in various FDP based on Research Methodology.

3. To enhance Teachers Quality IQAC conducts series of Faculty Development programs under Indira Faculty Efficiency Enhancement Program, "I-FEEP" and for Admin staff "e-skills enhancement Training Program" and promotes staff members to attend FDPs, Refreshers and Orientation Programs in other colleges/ universities.

4. IQAC conducted various sessions on Intellectual Property Rights, Research Methodology, Gender Sensitization, Human Values and Constitutional Values to make understand Students and Teaches our basics of Laws, Fundamental Laws & duties, COPO calculation and attainments, entrepreneurship, Startups.

5. IQAC conducted various Social Activities like Blood donation camp, Tree plantation, E-Waste collection drive, stationery Donations in Schools for Needy students, Cleanness Drive etc

activities and taking care of Indira Sustainable Maharashtra. College conducts annually NSS camp at adopted village Shelkewadi.

6. College conducted various important National and International Days celebration with a notion to make sensitize every student about the importance of same and college organizes various sports events.

7. IQAC conducted various value added programs and skill based programs which focus on Employability and focuses to Conduct several Pre-Placement Activities for final year students which helps them to absorb in society.

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
Planning of Academic Calendar, to conduct various activities on time	Significant efforts implemented to follow Academic Calendar properly
Planning to conducted Programs on Skills Development for college students and Staff.	Organized Successfully Indira Faculty Development Program for Teaching Staff and e-skills Training Program for Admin staff and various value added and skill based programs for students.
Planning to conduct various new activities under the NSS and EVS	Organized Plogothon (Jogging with Plastic waste collection) , organized Thermocol recycling drive and E- waste Collection drive under Swachh Bharat Abhiyan, and various Social Responsibility Initiatives like visit to Tribal Children's Orphanage, Pulse Polio Campaign etc.
Planning to install CCTV and smartboards in every class and Examination Control Room for security and Transparency.	Installed smartboards in each class and CCTV in all corner of campus and examination Control Room.
Planning to focus more on Outcome Based Education	College has developed an Automated tool to compute COPO Attainment and college has created a special committee to monitor it.
Planning to increase additional division of BBA-Innovation and Entrepreneurship Program	Increase additional division of BBA-Innovation and Entrepreneurship Program with the capacity of 80 students.

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	08/06/2022

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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Name of the statutory body	Date of meeting(s)
Governing Body	08/06/2022

14.Was the institutional data submitted to AISHE ?	Yes

- Year

Year	Date of Submission
21-22	13/01/2023

15.Multidisciplinary / interdisciplinary

The College included interdisciplinary and multidisciplinary courses in the curriculum to keep up with current technological trends. With the help of multidisciplinary courses our college try to provide a holistic education experience that prepares students for real-world challenges, with this it helps to Foster innovation and creativity through cross-disciplinary collaboration and encourage students to think critically and see connections between different 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. Students are extensively trained in new age skills through various skill development activities. Curriculum for Life skill programs like Yoga, Music, office automation tools, Financial Planning, Website designing designed and get sanctioned from BOS, Academic Council and Governing body.

16.Academic bank of credits (ABC):

College is affiliated to Savitribai Phule Pune University and has the credit based system and as per the guidelines of our parent university (Savitribai Phule Pune University) form this academic year college has asked students to open their Academic bank account, and during this exercise a unique ID & password is created from where students can log in at any given point to check their earned credits. College as asked all the student to participate in this activity and for the same college has organized a workshop to make students aware with all the benefits of Academic Bank of Credit system like:- Credit transfer, credit

reorganization, flexibility. Our institute always work towards the betterment and advancement of our students and with the same objective college focus on implementation of ABC to allows students to accumulate credits from multiple sources and apply them toward their degree program, providing flexibility and reducing the time and cost of obtaining a degree.

17.Skill development:

Skill development is crucial for college students as it helps prepare them for their future careers and personal growth. our colleges help students develop skills by conducting:

Hands-on learning: Providing opportunities for students to apply their knowledge and skills through internships, co-op programs, or research projects. A workshop on "Drafting a Business Plan" was organized where students practically make their business plan and got the guidance about the do's and don'ts of writing a business plan

Soft skills training: Providing training in essential skills like communication, teamwork, leadership, and time management.

Entrepreneurial programs: Offering courses and resources for students to develop their entrepreneurial skills and explore starting their own businesses for the same college has organized workshop on MS-Excel Training, where the objective was to train students on usage of MS Excel and hands-on practice for data analysis.

Mentorship programs: Matching students with experienced professionals to provide guidance and support in developing skills and pursuing their career goals.

Technology and innovation centers: college has established a incubation cell which an objective to provide access to cutting-edge technology and resources for students to develop their technological and innovation skills.

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

Students are introduced to the necessity and significance of safeguarding Indian traditional knowledge through various workshops and seminars. Although English is main mode of instruction our institute uses the mother tongue/Local language also as a medium of instruction to support students from rural

areas who are more comfortable in their native language or mother tongue and thus promotes the strength, vibrancy and usage of Indian Languages. In addition, this initiative aims to improve the college's education standards and create a more equitable learning environment. The college believes that the initiative will prepare our students for living harmoniously on a local, national and international scale. Additionally, during the orientation session and during induction program, students are sensitized to universal human principles. All Indian festivals and events of national significance are celebrated by the respective departments to keep the students abreast of the rich culture and traditions of India. The cross cutting issues like Professional Ethics, Gender, Human Values, Environment Sustainability are the parts of almost all the courses of Humanities, Commerce and Science. They are reflected in the syllabus directly or indirectly.

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

As a student-centric teaching and learning methodology, College focuses on Outcome-Based Education in which the course delivery, assessment are planned to achieve stated objectives and outcomes. It focuses on measuring student performance i.e. outcomes at different levels. College has formed a special committee to focus on Outcome based education. This committee is responsible for setting up the rules and regulations for the CO-PO attainment. College has its own developed an Automated tool to compute COPO Attainment. This ICT tool for CO and PO attainment, provides a complete format to enter the values and get the CO and PO attainment. This automated tool made this task easy to understand and apply for all the faulty members.

20. Distance education/online education:

As per the guidelines of parent university i.e., Savitribai Phule Pune University, Pune, all lectures and practicals are conducted in physical mode. To engage students throughout the lecture we use various ICT tools. College uses ICT in education to support, enhance, and optimize the delivery of education. During the pandemic situation because of the ICT tools available in the campus it become very easy for the staff to switch from traditional teaching mode to online teaching mode. The faculty at ICCS use various ICT enabled tools like:

1. MS-Teams to conduct online lectures and online staff meetings.
2. ERP system is used to share syllabus, academic calendar as well as time table with students.

3. Continuous internal evaluation is done with the help of ERP easily, assignments and test can be taken with the help of ERP systems.
4. College conducts various live webinar with the help of MS Teams.

Extended Profile

1.Programme

1.1	**17**
Number of programmes offered during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1	**4321**
Total number of students during the year:	

File Description	Documents
Institutional data in Prescribed format	View File

2.2	**1045**
Number of outgoing / final year students during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3	**4340**
Number of students who appeared for the examinations conducted by the institution during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1	**473**
Number of courses in all programmes during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2

Number of full-time teachers during the year:

81

File Description	Documents
Institutional Data in Prescribed Format	View File

3.3

Number of sanctioned posts for the year:

74

4.Institution

4.1

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

789

4.2

Total number of Classrooms and Seminar halls

19

4.3

Total number of computers on campus for academic purposes

373

4.4

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

46181979.65

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.

ICCS has the systematic procedure for development, revision and implementation of curriculum of all the departments. In almost every programme, Curricula developed and implemented have the

relevance to the local, national, regional and global developmental needs. These are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution. The academic autonomy of the Institution provides the opportunity to frequently revise the curriculum based on needs and suggestions from various stake holders. The curriculum is designed carefully by addressing the recent technologies and the opportunities existing in regional and global level with all necessary fundamentals.

The Curriculum is designed to ensure that the students have the required domain knowledge, skills and attitude. The factors considered for design of curriculum are: (i) Syllabus of various reputed Indian and International Universities (ii) Model curriculum prescribed by UGC, (iii) The Program Specific Outcomes of professional bodies, (iv) Suggestions by industry experts and alumni.

The Institute keenly observes the attainments of PEO, PO and PSO for all the programs which intern relates to Vision and Mission of the institution and Department as well.

File Description	Documents
Upload additional information, if any	[View File](#)
Link for additional information	https://iccs.ac.in/ProgramOutcome

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

01

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

62

File Description	Documents
Curriculum / Syllabus of such courses	[View File](#)
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	[View File](#)
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

92

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	[View File](#)
Any additional information	[View File](#)
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

13

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 has Women Grievance Cell and

Grievance Redressal Cell to provide counselling to students, promote gender equity among students and also deal with related issues of safety and security of female students, staff and faculty. Short film making competition on gender sensitization was arranged, on international Woman's Day a blog writing competition was arranged on topic "Gender Equality today for a sustainable tomorrow" Students are sensitized and encouraged to work towards gender equity from a cross-cultural perspective.

Environment & Ecology:-

The college organizes workshop/ seminars on Environment & Ecology to make students aware about efficient use of natural resources. A virtual event was organized on occasion "world Ozone day". A guest lecture was organized on occasion of "world earth day". A compulsory core course on Environment studies is included in all UG programs. Environment awareness camps, seminars, workshops, guest lectures, industry visits and field excursions are organized. Environment Day, Earth Day and Water Day are annually celebrated.

Moral Values, Human Values & Professional Ethics: - Various event seminar and guest lectures are organized for the students to inculcate moral and human values in them. visit to "Old Age Home(Viddhashsram)" was arranged on occasion of world senior citizens day, Virtual event is organized for "Tribal Ethics and Values. Under the autonomous system college has tried to put a focuses on Professional ethics by including the concept in autonomous curriculum.

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

13

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

3221

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

809

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	No File Uploaded

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

1752

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)

500

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 Outcome-based learning processes, we follow a system to identify students as slow learners and advanced learners through prerequisite tests, class interaction, test performances.

Our institute, give emphasis on improving the performance of slow

learners by following activities.

1. Remedial classes conducted for Slow Learners.
2. Guest Session for Slow Learners on "Enhancement of Inner Qualities.
3. Support with the help of mentor mentee system.
4. Previous year Question papers and Question Banks for all subjects are circulated among slow learners.
5. For Difficult subject's extra classes are taken for students who have failed in the exam which help students to cope up with the subject.

Advanced learners are given opportunities to be part of innovative projects and other technical initiatives of the institute. The toppers of each class are appointed as Class Representatives and HoD Nominee for the department who are part of students' council so as to give a chance to develop their communication, leadership & team building skills.

They are given the opportunity to participate in Hackathons, and otherCompetitions. They also help slow learners through buddy system.

The following Special activities are conducted for Advanced Learners.

1. IT Company Virtual Company Visit for Advance learner Students.
2. Advance learner session on "New Ideas, Startups and To Connect with International Companies".
3. IPR session on "IPR PROTECTION AND AWARENESS IN INDIA"
4. Guest lecture on " Understanding Low Code No code"
5. Session on " Awareness about Emerging trends and Placements in Cyber security".

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
01/06/2022	4321	81

File Description	Documents
Upload any additional information	View File

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 conduct various student centric activities throughout the year. Our institution believes that to shape students behaviour in correct manner it is important to provide effective platform for students to develop skills. College organizes various activities like group discussions, model making, field visits, debates, quiz, assignments, seminars, project writing, exhibitions, writing articles and power point presentation to provide experiential, participative and socialistic learning.

College also organizes co-curricular activities, extra-curricular activities sports and cultural events which help students for their all-round personality development.

The institute focuses on the student-centric methods of enhancing lifelong learning skills of students. Faculty members make efforts in making the learning activity more interactive by adopting the below-mentioned student-centric methods.

a) Experiential Learning: To enhance cognitive levels of the students college follow below mentioned experiential learning practices –

• Laboratory Sessions.

• Add-on Courses on latest technologies.

• Project development on latest technologies.

• Industrial Visits to engage students in experiential learning while visiting the organization.

b) Participatory Learning: In this type of learning, students participate in various activities such as seminar, group

discussion, projects, power point presentations and the skill based add on courses. Students are encouraged to participate in activities where they can use their specialized technical or management skills. College organizesState Leve Debate Competetion every Year.

c) Problem-solving methods: Departments encourage students to acquire and develop problem-solving skills. For this, college organizes expert lectures on various topics, motivate students to join MOOC courses, participate in various inter-college and intra-college technical fests and other competitions.

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 engage students throughout the lecture it has become essential for teachers to use various ICT tools. As a reverberation, teachers are combining technology with traditional mode of instruction to engage students in long term learning. College uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education. During the pandemic situation because of the ICT tools available in the campus it become very easy for the staff to switch from traditional teaching mode to online teaching mode. The faculty at ICCS use various ICT enabled tools to enhance the quality of teaching-learning like-

1. MS-Teams to conduct online lectures and online staff meetings. 2. ERP system is used to share syllabus, academic calendar as well as time table with students. 3. Continuous internal evaluation is done with the help of ERP easily, assignments and test can be taken with the help of ERP systems. 4. College conducts various live webinar with the help of MS Teams.

5. Digital notice board is installed in college campus. 6. All the classroom are enabled with LCD projector or smart board which are used by teachers everyday for the smooth conduct of the lecture. 7. Auditorium and Conference room are digitally equipped where guest lectures, expert talks and various competitions are

regularly organized for students.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://erp.indiraedu.com/home.htm
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

81

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

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

The first step to be followed for the enhancement of quality in teaching and learning is training the students to accomplish the given task in a stipulated time and that can be done with the help of 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.

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

81

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

19

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)

224076

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	<u>View File</u>
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

30

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	<u>View File</u>
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

42

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	<u>View File</u>
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

Continuous Internal Assessment System & Examination procedures:

Indira College of Commerce and Science, Pune has formed exam committee which includes the Principal, Vice-Principal, Head of the Department, College Exam Officer and Members. The Committee decides on the exam policy and this is communicated to the faculty and students in the beginning of academic year. The policy include the conduct of Term-end exam for Annual Pattern and Internal Exam

for Semester Pattern. For the purpose of continuous assessment of students following criteria are decided and implemented:

1. Class Test.
2. Assignments.
3. Workshop.
4. Seminar.
5. Industrial Visits.
6. Group Discussion.
7. Presentations.
8. Practicals.
9. Remedial Classes.
10. Case Study.
11. Online Test.

The above assessment and the internal exam are totally considered for student internal marks. The student with poor results are identified and for their development remedial classes are conducted followed by re-exam/assignments. After conducting internal/term end exams, the internal papers are assessed within 45 days and there after the results are declared. After declaring the results the students performance are analyzed. After preparing the results of the students we call for a parents meet where the results of the students are shown to the parents. Likewise, students who are weak in certain subjects are noted and the students are encourage to join remedial classes. One month prior to the exams, students are taught to solve the question paper whereby they are thoroughly equipped to solve the university papers.

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

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:

Indira College of Commerce and science introduced Outcome Based

Education (OBE) in 2020. The. As part of the introduction, the faculty were trained to prepare curriculum in line with the characteristics of OBE. In the training, the faculty were oriented to focus on the students' attainment in higher order learning to develop various skills, especially their cognitive thinking.

In compliance with the objectives of Outcome Based Education (OBE), the Program Outcomes (POs), Program Specific Outcomes (PSOs) and Course Outcomes (COs) are framed by the department offering the concerned program after rigorous consultation with all faculty and the stakeholders. The Course Outcomes (COs) for each subject is available in university syllabus or defined by concerned faculty member in consultation with other faculty teaching the same subject and HOD.

The POs, PSOs and COs are available on college website and are also communicated to students, teachers and other staff by displaying at following location:

? Departmental Laboratories

? College corridors,

? HODs and Faculty rooms

? Course files.

The COs is also communicated to students through faculty announcements to the students during the beginning of each semester and from time to time during the entire semester.

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	https://iccs.ac.in/ProgramOutcome

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

Our college is affiliated to Savitribai Phule Pune university and we got academic autonomy from year 2020-21. Under autonomywe have introduced some new programs, and for all the new and existing programs we have defined PO, PSO and CO's according to the Blooms

taxonomy. which are communicated to all the stakeholders.

The college has formed a CO-PO committee which is responsible for setting up the rules and regulations for the CO-PO attainment.From academic year 2021- 2022 the college has started external exam evaluation in accordance to CO attainment. Question papers are set according to Blooms Taxonomy and CO's of Specific subjects.

Assessment methods include direct and indirect methods. The process of course outcome assessment by direct method is based on mid examinations, semester end examination and quiz. Each question in internal/semester end/assignment/quiz is tagged to the corresponding CO and the overall attainment of that CO is based on average mark set as target for final attainment.

1. Internal Examinations are conducted once a semester and covers the evaluation of all the relevant COs attainment.

2. Semester End Examination is descriptive, and a metric for assessing whether all the COs are attained.

The indirect assessment is done through the course end survey.

The committee has created an ICT tool for CO and PO attainment, which provide a complete format to enter the values and get the CO and PO attainment. This automated tool made this task easy to understand and apply for all the faulty members.

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

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

1123

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/StudentsatisfactionSurvey

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 established to promote and work collaboratively for the successful research engagement by providing necessary support and platforms. Various initiatives were taken for the faculty and PG students that helped in focusing on the research activities. Research committee organize various activities like guest lectures, blog writing to guide faculties about INFLIBNET, N-LIST and other e-resources available for research, to aware faculties about e-books available for research and study, to train faculties about how to access e-resources and to gain understanding of different matrices especially H index and i10 index. The Research committee (RC) takes care of various issues of research including ethical matters. The committee comprises of a Core Group of 13 members. Various events arranged by RC in2021-2022:

1. Special lecture on "Writing Research Report" ,"Literature Review", "Significance of Research Methodology in quantitative Research"
2. IFEEP(Strategies to enhance Quality and Visibility of Research).
3. RC organizesa session on " How to select Ph.D topic".
4. Guest Lecture on "Literature Review" under Indira Research Cell Lecture Series.

College facilitates the participation of the faculty members in seminars, conferences, workshops, etc. at national and international levels.

Institute takes care to provide physical infrastructure such that the faculty and students involved with research are physically proximate. Facilities required for research in the IT area is computers, servers etc., will be provided to facultiesand to every research student.

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/assets/pdf/Indira-Research-Policy.pdf
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)

NILL

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)

20000

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	[View File](#)
List of projects and grant details	[View File](#)
Any additional information	[View File](#)

3.2.2 - Number of teachers having research projects during the year

01

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	**Nil**
List of research projects during the year	[View File](#)

3.2.3 - Number of teachers recognised as research guides

03

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

01

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
Any additional information	View File

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 provides supportive environment for promotion of Innovation and Incubation. Students are encouraged to participate in innovative competitions like Haklathon, Avishkar which give them exposure and chance to prove their creativity. Teachers in charge identify the bright students with innovative ideas and provide them required facilities and guidance to showcase their creativity.

ICCS in form of Incubation Centre is a collaborative platform created to convert budding students with innovative ideas to entrepreneurs. The incubation centre also addresses development of product/services using upcoming technologies in the institute which is incubated by budding developers who are the students of Indira. The incubation centre appraises each incubation proposal and the business plan based on pre-defined criteria. All the funding for the start-ups or new business ideas are taken care by the management.

Currently there is only one start up that is being incubated in

the incubation centre. It is a Cross Reality Development start up. They make virtual and augmented reality applications for Education, Industry and Medical industries. The Incubation Centre also finds students with interest in these areas and train them in the relevant technologies. So that even when they graduate, They have some specific skills.

To promote research among student's various guest lectures and seminars are conducted by research cell like- special lectures were arrange on topics like "Writing research paper", "Literature Review", "significance of Research Methodology in Qualitative Research", "IRP protection and prevention in India".

File Description	Documents
Upload any additional information	View File
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

05

File Description	Documents
Report of the events	View File
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	A. All 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	View File

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

05

File Description	Documents
URL to the research page on HEI website	https://iccs.ac.in/IndiraCollegeOfCommerce Science
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

25

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

08

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

04

File Description	Documents
Any additional information	View File
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

04

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)

20000

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	View File
Any additional information	View File

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

ICCS has always focused in sensitizing its students pertaining to social issues through its curriculum and extension activities the National service scheme cell in collaboration with different agencies, trust, NGOs hospitals etc. lead extension activities to address local issues and for holistic development of students.

The NSS cell of ICCS works to develop the overall personality of students through a series of regular activities which are undertaken within the campus as well as outside campus. In year 2021-22 college has organized various extension activities some of the major activities are:-

1. E-waste Collection drivein PCMC area on 11-12-2021, through this drive we collected around 2.5 tones e waste.
2. Blood Donation campon 11-march-2022 total where 201 students and faculty members have donated blood.
3. Thermocol recycling Drive was arranged for student on 23-Dec-2021 to make student aware about importance of safe recycling of Thermocol waste.
4. Visit toTribal Children's OrphanageChinchwad on 03-06-2022.ICCS organized this visit to arouse social consciousness among students by providing them this opportunity to meet tribal and underprivileged children.
5. My Vasundara Abhiyan:- nearly 120 students are participated in this event on 27 oct 2021 for Cleaning, plantation in surrounding area.
6. A workshop on Seed Ball for World EnvironmentDay on 05-06-2021
7. Indira College of commerce and Science along with Pimpri Chinchwad Municipal Corporation (PCMC) Khiwnsara Hospital Thergoan Pune organizedPulse Polio Campaignfrom 27-02-2022 To 05-03-2022.
8. Tree Plantation activity with Miyawaki concept in Aundh military camp, Pune.

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

11

File Description	Documents
Number of awards for extension activities in during the year	[View File](#)
e-copy of the award letters	[View File](#)
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

2728

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

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

02

File Description	Documents
Copies of documents highlighting collaboration	View File
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)

11

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 encompasses a well maintained lush green campus spread

Over 53502.3 Sq. Ft. (1.2 acre) of land ensuring adequate availability and optimal utilization of physical infrastructure for teaching learning activities.

College encompasses sufficient number (19classroom) of well-furnished, well ventilated, spacious classrooms equipped with LCD projectors for conducting theory classes. The College also has ICT Classrooms(13 classrooms) where the provision of Multimedia learning, smart board, Wi-Fi connectivity and internet access is given. Our institution has well designed and well maintained auditorium. This auditorium regularly used for conducting national / international seminars at the college. ICCS has 6 laboratories which are well equipped with state-of-the-art equipment and facilities. All the laboratories are established as per UGC norms, equipped with 230 properly maintained computer system, These labs are utilized for conducting practical classes as per the requirements of the curriculum. These labs are utilized for technology learning & training as a part of teaching contents beyond the syllabus. Labs have sufficient licensed software and open-source tools to cater the requirements of curriculum & industry enabled teaching. The entire campus is Wi-Fi enabled with 24/7 internet facilities to the students and staff. including labs, classrooms, library and offices of all Departments. library at ICCS is fully computerized by automating the issue of books with bar code reader. Apart of this college has proposed 1 additional floor where 4 ICT enabled classrooms and 1 I.T. Lab is currently in under construction.

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 are committed to provide not only quality education, but also a platform for healthy living. Therefore, we encourage students to take parts in various cultural activities and sports and game. ICCS has various infrastructural facilities like sports room gymnasium dance room and auditorium.

Sports room of college provides facilities for various indoor games like Chess, Table Tennis and Yoga which builds the students physically mentally rich.

The institution houses a fully air-conditioned & well equipped Dhruv auditorium. It is an acoustically beautiful, air-conditioned concert hall used both as a theatre space and a multi- purpose facility. Dhruv Auditorium is the largest indoor performance facility at Indira Group of Institutes. It can accommodate an audience of approximately 500 seated, which is used for various cultural activities.

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

19

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)

9991742

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)

About SLIM21: Library Management Software

SLIM21: Algorhythms consultants SLIM21 software's Version 3.8.0.22341 updated on January 2022 having Microsoft windows 10 Pro N Operating system for version 10.0.19044. Required Physical memory for installed (RAM) is 4.00 GB. This software provides Acquisition, Cataloguing, Circulation, Serial, Statistics, SDI, and CAS Modules for smooth functioning of the library day to day functions.

SLIM allows to specify six digits Accession number. The first character (left most) can be an alphabet for e.g. "A09901". SLIM21 helps to generate Barcode as per item type.

This software allows to import WorldCat to SLIM. This application facilitates the import of bibliographic data from the World Cat website into SLIM21. Also allow WIX (World Indexing) this utility helps to generate world Index of Bibliographic information. Web OPAC (Online Public Access Catalogue) by web this application provides facilities to search library collection using standard web browsers. http://172.16.0.10/w27/ this is the URL for OPAC.

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

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)

419817

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

15015

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 main purpose of IT policy is to establish, maintain secure and ensure legal and appropriate use of information technology infrastructure on the campus. And to define strategies for protecting the availability confidentiality and integrity of the information possession that are accessed, control, managed by the institute.

The IT Policy of the college covers relevant ethical aspects of internet use on the campus and instructs all stakeholders on how the network facilities of the college may be used in accordance with the existing laws and regulations of the nation. Users of network facilities on the campus are required to agree not to use the same for illegal or unethical activities. They are also required to refrain from any activities resulting in compromising the data security and integrity of the cyber infrastructure of the institution. The policy is regularly revised.

As of now, the institution has several network connections in campus and expected to reach more in near future. There is well established internet facilities in campus. The whole academic campus is Wi-Fi enabled. The total bandwidth available at ICCS is 250 Mbps.

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
4321	373

File Description	Documents
Upload any additional information	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	A. ?50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	[View File](#)
Upload any additional information	[View File](#)

4.3.4 - Institution has facilities for e-content development: Facilities available	A. All four of the above

for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

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)

46181979.65

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 established procedures and policies for maintaining and utilizing physical, academic and support facilities like laboratory, library, sports facilities, IT Infrastructure Physical Infrastructure etc. Annual budget is allotted every year towards the maintenance of academic and physical Facilities.

A housekeeping staff assigned for each floor to ensure cleanness and maintenance of Physical Infrastructure Specially Classrooms, Staffrooms. Wash rooms, Boys Common room, Girls Common room and Rest rooms are well maintained and cleaned thrice a day. There is a proper schedule for the maintenance and cleanness of all the rooms and labs.

Director of Physical Education, support staff look after the sports facilities. Sports department maintains a stock register. New sports kit as per students' requirement & their interest in

sports, is raised by sports convener to the registrar office in the proper format.

The responsibility to maintain the department labs is taken care by lab technician/ lab in charge. The head of the IT department of the college oversees and supervise the overall maintenance of the laboratory. IT department maintains a stock register for the available equipment's. Proper inspection is done and verification of stock takes place at the end of every year.

Library in charge is responsible for the maintenance of library resources. All the books are placed in order and shelves & stack rooms are regularly cleaned and maintained by assigned housekeeping staff. There is a proper process of conservation and preservation of books.

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

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

145

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

32

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	Nil
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

1867

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

A. All of the above

through appropriate committees

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

309

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded

5.2.2 - Number of outgoing students progressing to higher education

828

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

14

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

11

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 has always encouraged participative approach of management so as to receive appropriate suggestions from different stakeholders. Student playing the center of all the academic activities. The presentation of students on various academic and administrative bodies has been considered as a welcome initiative by the college. The students have an equal and fair representation in IQAC, Anti-ragging and women dignity cell and they are appointed/nominated as members in the respective committees.

As a result of being part of various committees', students get an understanding of social and corporate environments as well as developing leadership skills, team building, decision making, time management, self-discipline, learning to think out of box, and create robust managers for industry.

The college has well established students council.

College maintains transparency in all activities by involvement of stakeholders like students, parents etc. By participating in various committeesstudents get exposure of social and corporate atmosphere. It helps to develop leadership skills, team building, decision making, time management, self-discipline among the students and create robust managers for industry.

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

16

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 part take 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 organizes:

1. Organises 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 industrialists; 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 companies.

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

5. A significant number of our alumni are always visiting to overseas countries and they impart their experience with students by 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 Page 47/138 07-02-2022 12:05:37 Annual Quality Assurance Report of Indira College of Commerce and Science 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	No File Uploaded

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

Vision of ICCS

ICCS as an institution working for academic excellence, has a vision to develop the institution as a centre of excellence in higher learning. By inculcating innovative research and learning practices, the institution believes in transformation of youth through holistic educational development and by providing

affordable quality education. The institution believes in value based learning systems, encouraging academic excellence and establishing a society that believes in Democratic values.

The college follows a democratic and participatory mode of governance with all stakeholders participating actively in its administration. Governing body designs and executes Short-term, Long-term plans integrating departmental plans, SWOT analysis and other recommendations from the stake holders. The policy and planning are carried out according to consultation with stake holders. The management with the help of the HODs and department wise committees formulate quality policy and integrates the same in the strategic plan.

Formulation of action plans and defining the policy objectives helps to address the issues and provide quality education. For Creating robust principles, frameworks, systems and processes the college intends to reinforce the culture of excellence. The Departments fosters a healthy competitive atmosphere among themselves and each one strives to accomplish excellence in their standards

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

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

The College has formed College Development Committee(CDC) which constitutes of departmental heads, Teacher Representatives, Non teaching representatives, female Representative, student representative, management representative and industry representative along with the Principal and Vice Principal. The College follows the policy of decentralization. The academic and nonacademic decisions based on management policies are taken by the CDC headed by the Principal. The common working procedures are implemented through department HODs. The department head manages the day to day activities of the department and keeps a track of co curricular and extracurricular activities in the College. The class teachers appointed by the respective HODs take care of their respective class and the activities. The decentralized governance model is evident in every sphere as each department/faculty

functions as a separate subunit, in deciding and implementing the student centric programmes and activities. Participative management is main motto of the College. The college CDC has equal representation of management, teaching staff, non-teaching staff, students and alumni. All of them participate in regular meetings and their suggestions are considered and also propagated to IQAC. The teachers committee frequently meets and they give suggestions and recommendations to IQAC which helps in increasing the quality of teaching – learning. The IQAC, after taking all suggestions and recommendations prepares a report, which is given to CDC. The CDC takes final decision which in turn is given to the Governing Council. For any kind of events in college , all departments teachers and students participate together to carry out the same.

File Description	Documents
Upload strategic plan and deployment documents on the website	No File Uploaded
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

Upgrading the skills/knowledge of staff:

The college has always believed that to shape the student's personality and career the faculties have to be efficient and updated with current trends. Indira Faculty Efficiency and Enhancement Program(IFEEP) in association with HRDC is an exceptional initiative to not only promote the professional practices relevant to education but also motivate the faculty to achieve competitive teaching and learning environment and e-skills enhancement training program organisedfor academic staff to automate official work.

Focus on Holistic Development of Students:

The academic activities, theory and practical sessions are very well planned in advance. The respective department HODs along with the class teachers ensure the smooth, effective and timely conduction of lectures. Planners and worksheets are maintained and

are monitored regularly. Co-curricular activities like Certi?cation Courses, Value Added Courses, Guest Lectures, Workshops help to make the students employable and imbibe qualities required to sustain in the corporate world. Extra-Curricular activities like Debating Competition which is organized every year,Gusto - a Management and IT Tech festival which is full of Energy, Excellence & Power at Par with huge number of participants from various colleges, 'PI Approximation' Day Math's Quiz Competition , National Service Scheme (NSS) whose aim is to strengthen the students interest for rural society as well as participation in social activities that build India and many more activities. Apart from these, various inter class activities like essay writing, blog writing, poster drawing, quiz etc are conducted.

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

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. Thesecommittees with precise functions give academic and administrative leadership to the institution. An optimum level of decentralization is in practice through the autonomous flexibility to 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 decides 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 previously 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 isdiscussed with concerned faculty in the presence of HOD, Vice-Principal and Principal.

File Description	Documents
Paste link to Organogram on the institution webpage	https://iccs.ac.in/IQACCommittee
Upload any additional information	**No File Uploaded**
Paste link for additional Information	https://iccs.ac.in/IndiraCollegeOfCommerce Science

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	**No File Uploaded**

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, Medi claim 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. Reimbursement of 50% registration fees for teachers research papers published in UGC care list journals. Every year a week long FDP is organized for faculties for their up gradation and enhancement of skills. Also as a regular practice, every year a 5-day FDP called as IFEEP (Indira faculty efficiency and enhancement program) is organized and this year it was organized under HRDC.

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

18

File Description	Documents
Upload any additional information	No File Uploaded
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

04

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.)

71

File Description	Documents
Summary of the IQAC report	**No File Uploaded**
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 the shortcomings / 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 visit the 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 enlisted in the report of

the external/Statutory auditor's report. Finalization of the account is completed and audited statements are prepared, signed by 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	**No File Uploaded**
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)

NILL

File Description	Documents
Annual statements of accounts	**No File Uploaded**
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	**No File Uploaded**
Any additional information	**No File Uploaded**

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.**
- **It includes planned expenses such as lab equipment purchases, furniture, and other development Expenses.**
- **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	**No File Uploaded**
Paste link for additional Information	https://iccs.ac.in/assets/images/aboutpage/Constitution%20of%20Finance%20Committee.pdf

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)

The IQAC plays a key role in improving and maintaining the quality of education of an institute. Our IQAC was established in the

year2009. The college was granted "Autonomous Status" by UGC in the academic year 2020-21.The Cell has been functioning actively of our Academic and Administrative activities. "Quality Policy" is the major objective of our IQAC through continuous monitoring and constant follow-upof 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 of the institution.

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

Some of the functionsof 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. 21-22 , IQAC contributed significantly:

· The FDP (IFEEP) was organized for all faculties in association with HRDC.

· There was an increase in the certifications programs done, FDPs and Training programs attended by faculties.

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

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 reviews overall performance of academic activities, identifies limitations and suggests necessary changes to be made in order to improve the mode of academic delivery. The committee coordinates with IQAC in order to identify apt objectives of the system that can improve the academic quality of the college. The committee receives suggestions from various stakeholders, teachers and students in order to improve overall academics standards and accordingly takes decisions. Being Autonomous, it gives flexibility to inculcate contents in syllabus as per industry standards. The college follows this syllabus for teaching students. Well in advance the teachers are communicated about their respective allotted subjects so that they get ample time to prepare their respective subject. Before the start of every semester, a teaching plan is submitted by the teacher which comprises of detailed topics, teaching methodology to be used, list of assignments, the assessments to be taken and also the list of books and websites to be referred. The teaching plan is periodically evaluated by the respective HOD's. To ensure the holistic development of students, various extra and co-curricular activities are arranged, students are encouraged to participate in various intercollegiate competitions, workshops and guest lectures are conducted every semester, certification programs, short term and value added courses are organized in college to inculcate skills in students. Industrial visits are organized for the students to give them exposure to the real time projects and work culture in corporate.

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/AnnualReport
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	No File Uploaded
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

College takes measures initiated by the Institution for the promotion of gender equity during the year such as:

- A Model code of conduct for students and staff is readily made available on the website and the same has to be observed by all students and staff.
- A session on "Gender Sensitization" by Ms. Trupti Bal was conducted for all sudents which received an overwhelming response.
- A guest lecture on "Gender Sensitization" was conducted by in house faculty, Mr Dinesh Panicker who is also a lawyer.
- Time to change Mindset: Gender Sensitization Activity whose objective was to sensitize students on the gender discrimination and to familiar those regarding the constitutional safeguard for gender equality.
- Cooking As A life Skill' session conducted by renowned Chef Partho Nath in which he emphasized that Cooking is a skill and basic necessity which everyone should know. There should

not be any discrimination that only girls should cook, as it is a life skill both boys and girls should know to cook.

- Gender just Society..Is it a still Dream for we Indians?' a session by renowned advocate Archana Borgaonkar was organized. Astep forward by senior college students" Part IIwas organized for all students in which the speaker discussed about how still gender discrimination persists in our society.
- On account of "International Womens Day", a blog writing competition was organized in which blogs were invited on the topic "Gender equality today for a sustainable tomorrow".

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	C. Any 2 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.At 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 ResidentialHostel from food/ kitchen waste and the dry waste generated both from Residential Hosteland office such as paper, plastics and wooden materials etc is systematically managed properly. The Dry & Wet waste Dustbins are kept inside and outside the offices, residential areas and on road sides. The dry & wet waste so 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 typesof 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 Managementis 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	[View File](#)

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	A. Any 4 or All of the above

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: 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	View File

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,	**A. Any 4 or all of the above**

mechanized equipment, etc. Provision for enquiry and information: 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.

"Hindi Diwas" is celebrated to promote and honour the Hindi language among people.

"Sadbhavana Diwas", toencourage national integration, peace, affection, and communal harmony among the Indian people of all religions.

To know the importance of Native language in Maharashtra college celebrates "????? ???? ???? ??? "

College celebrtes "Onam", whichis an annual Indian harvest festival celebrated by all inhabitants of Kerala.

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. A Poster competition was conducted to carry out "Blood Donation

Awareness". 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.Quiz based on 'Human Values and Ethics' was organized for all students and faculties.A thought provoking session on 'Gender Sensitization' was conducted by renowned advocate Ms. Trupti Pal for all students.A webinar on "Health Education Program" was conducted to spread awareness about importance of Health etc.

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 should obey 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- 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. Quiz based on 'Human Values and Ethics' was organized for all students and faculties

2. Celebration of "Hindi Diwas" by essay writing competition was organized for all students.

3. "Art of Living - Immunity Enhancement Program" was conducted for all faculties which was in virtual mode.

4. A visit to Old age home was carried out by college on occasion of "World Senior Citizens Day "

5. Virtual event on "Tribal Ethics and Values" was conducted by

Dr. Kantika Yadav.

6. Guest Lecture under "Nirbhay Kanya Abhiyan"was conducted by eminent speaker Mr. Ashok Deshmukh.

7. Observing and celebrating various days viz. Human Rights Day, Organ Donation Day, National eye Donation Fortnight, Anti untouchability week, Constitution Day and many more.

8."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.

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	View File

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

The college believes in celebrating commemorative days, events and festivals 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 thenational 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 Dayetc.

Herewith attached the highlights in the form of reports.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
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. 21-22:

1.Incubation Cell:The incubation Cell (IC) addresses development of product/Services using upcoming technologies in the institute which is incubated by budding developers who are the students of ICCS. The head of Incubation Cell of the Institute appraises each incubation proposal and the business plan based on pre-defined criteria. All the funding for the projects in incubation center are taken care of by the management. The activities in the IC include product development, product innovations, software testing, simulation and prototyping, pilot experimentation, along with our major ongoing project of Virtual Reality. The Key objectives are a).Provide a platform to the students of ICCS, to think out of the box so that their ideas toward certain problem solutions are appraised. b). To encourage the students by funding such appraised projects. c).To promote new product development, product innovations, software testing, simulation and prototyping, pilot experimentation, training and similar other technology-related work.

2.Indira Sustainable Maharashtra Initiative (ISMI):The initiative was launched in Instituteto reach out to the farmer families who have committed suicide for being the victims of drought situation and to reach out to them by way of sponsoring their education at undergraduate and post graduate level which also includes their food and accommodation. The main motto of this initiative is to help the children of such families to gain education thereby attain better career opportunities and make a better living.

File Description	Documents
Best practices in the Institutional website	https://iccs.ac.in/BestPractices
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.

• Award for Best Placements award in UG Courses by Educational Leadership Awards at World HRD Congress Awards, 2022

• Best Physical Education Director Award to Dr. Kishore Pathare, Director, Physical Education and Sports Department, ICCS by Educational Leadership Awards at World HRD Congress Awards, 2022

• "Institute for Best Placements" was awarded to college by Educational Leadership and Best College in IT, Commerce and Management was received by ICCS at Global Awards 2021 by World Education Congress.

• ICCS ranked 2nd in Pune as the Best Science and Commerce college at 'India Today 2022' ranking.

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 practices to encourage contribution of its teachers and motivate them. The teachers are provided with increments as per SPPU norms and the college also reimburses 50 of fees charged for attending various workshops, seminars and conferences by the faculty members.

Similarly, the college has organized a good number of activities to exhibit its concern for social welfare as a part of social responsiveness.

File Description	Documents
Appropriate link in the institutional website	https://iccs.ac.in/DistinctivePractice
Any other relevant information	**No File Uploaded**

7.3.2 - Plan of action for the next academic year

1. An effort to collaborate initiatives of Industry-Academia and Alumni for development of students.

2. NEP has reformed education in a way that has never been done before. IQAC aspires that the college is better prepared for NEP. The NEP committee has already been formed at the college, and the focus in the future will be on stepping up these efforts.

3. Developing more formal linkages with other universities and colleges through MoUs will improve knowledge transfer, and the IQAC will focus its efforts in this direction.

4. Conducting student focused academic and skills development activities, College encourage student entrepreneurs to boost Incubation andStartup culture.

5. The institution plans to focus more on research and Development in the next Academic year by increasing the publications of faculty and also motivating students community to write research papers.

6. To make Research Cell active with appoinment of Ph.D Guides and giving admissions to Ph.D students. Made compulsory all ICCS teaching staff to register for Ph.D and to complete in 4 years.

7. Initiate Staff Selection for Permanent Affiliation to get approval of 12B

8. To procure high end latest configuration computers for cybersecurity students, increase tieups for cyber security students and to celebrate cyber awareness day weekly.

9. Benchmark:

a) To Publish at least 2 Research Paper annualy in UC Reffered Journal

b) All staff completed more than ten years must take consultancy work.