YEARLY STATUS REPORT - 2020-2021

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/AQAR
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/AcademicCalender/

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**	**09/06/2020**	**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	3	
• Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?	Yes	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Did IQAC receive funding from any funding agency to support its activities during the year?	No	
• If yes, mention the amount		

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

1. Planning for Academic Calendar, Course Planner, Worksheets and Continuous evaluation with analysed feedback was done to make teaching learning process more strong in Online mode. 2. To enhance Efficiency of Teaching staff IQAC conducts series of Faculty Development programs under Indira Faculty Efficiency Enhancement Program (I-FEEP) and E-Skills Enhancement Training program for Supporting staff. 3. Conducted various Social Activities like Visit to Blind Orphanage- Shirgoan, Distributed Mask and Sanitizer to the society, Online Conducted Poster making on AIDS Awareness, Online Mask Making Competition, Conducted online Covid protocol awareness drive etc. Teaching members of Indira College called students during lockdown to give them mental strength and counsel them for the problems if any. 4. Inspite of impact of Covid-19, Institute took lot of efforts to ensure that teaching learning process should not get hampered and thus conducted many extra curricular and co-curricular activities like Educational virtual tours, Online Pre-Placement training and Placement drives, IPR(Intellectual Property Rights) , Gender Sensitization, Gender Equalization session, Online Yoga , Zumba and many sports activities, cooking workshop (quick, Nutritive and easy Receipe for students who stuck at home or hostel due to lockdown) etc. 5. Added new courses for the students and more credits to existing courses (which requires for pursuing Masters in foreign universities) and being an autonomous college provides transparent system in examination department and quickly resolved students grievances.

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
Planning to conducted Programs on Skills Development of Indira Staff.	Organized Successfully online Training Programs
Planning to conduct various new activities under the NSS and EVS	Visit to Blind Orphanage-Shirgoan, Distributed Mask and Sanitizer to the society, Online Conducted Poster making on AIDS Awareness, Online Mask Making Competition, Conducted online Covid protocol awareness drive etc.
Planning for Administrative and Academic Audit, Energy Audit and Environment Audit	Done with Administrative and Academic Audit, Energy Audit and Environment Audit
Planning to conduct the Industrial Tours.	Inspite of Covid pandemic we successfully done virtual Educational Tour to IT Company (Accenture) on 19th April 21 and Amul Diary Plant on 18th June 21

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	09/11/2020

14.Was the institutional data submitted to AISHE ?	Yes

- Year

Year	Date of Submission
30/01/2019	30/01/2019

Extended Profile

1.Programme	
1.1 Number of programmes offered during the year:	16
2.Student	
2.1 Total number of students during the year:	3840
2.2 Number of outgoing / final year students during the year:	1192
2.3 Number of students who appeared for the examinations conducted by the institution during the year:	3795
3.Academic	
3.1 Number of courses in all programmes during the year:	500
3.2 Number of full-time teachers during the year:	73
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:	1104
4.2	19

Total number of Classrooms and Seminar halls	
4.3 Total number of computers on campus for academic purposes	**282**
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	**17569709.05**

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

0

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	**No File Uploaded**
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

05

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

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

15

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 counseling to students, promote gender equity among students and also deal with related issues of safety and security of female students, staff and faculty. 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 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. World OZONE Day, 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. 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

17

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

3073

File Description	Documents
List of students enrolled	[View File](#)
Any additional information	[View File](#)

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

993

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

1.4 - Feedback System

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

A. All 4 of the above

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

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

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

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

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

1637

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)

1061

File Description	Documents
Any additional information	View File
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 providing Remedial Programmes which are conducted outside regular classes. Specifically, for difficult subjects extra classes are taken for students who have failed in the exam which help students to cope up with the subject.

Through a mentor-mentee system also all kinds of support are provided to the slow learners. The arduous efforts taken by the faculty towards the slow learners has resulted in student's understanding in their chosen domain, improved results and pass percentage.

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, Paper Presentations, Project Competitions. They also help slow learners through buddy system. We also encourage advanced learners to conduct workshops and seminars to share their knowledge.

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

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/08/2020	3840	73

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 behavior in correct manner it is important to provide effective platform for students to develop latest skills knowledge and attitude. 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 by students.
- 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.

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	NILL

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

70

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

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

At the beginning of each academic year an academic calendar for complete year for all the programs. The coverage of academic calendar covers the list of examination dates, seminars, conferences, guest lectures, workshops and industrial visits holidays, vacation dates, festivals, 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.

Academic calendar helps students to get full visibility of events that would happen during the year. The advance release of Academic

Calendar also makes sure the activities and events happen exactly as per the plan and these do not need additional communications.

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

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

2.4 - Teacher Profile and Quality

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

73

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

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

14

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

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

73

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

2.5 - Evaluation Process and Reforms

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

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	[View File](#)
Any additional information	[View File](#)

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

71

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

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

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. Due to all this, Students make progress and fare well in their final exams.

Process Integrating IT:

We are using Juno ERP system for Continuous Internal Assessment & Semester End Exam which includes following work:

- Syllabus & Paper Pattern Confirmation.
- Examination Form & fees.
- Hall Tickets.
- Online Test.
- Assignments & PPT.
- Practical Viva.
- Result.
- Examination Notice.
- Online grievances.

University evaluation reforms:

- **The CEO and Examination Committee schedules and executes the evaluation process with strict monitoring on regular basis.**
- **The Principal also takes stock of the progress in weekly HOD meetings.**
- **Internal squad comprising of senior faculty members oversees the smooth conduction of university theory examination.**
- **CCTV cameras are deployed at all floors, exam control room and library to monitor the examinations.**

Impact: These reforms have resulted in substantial improvement in student's performance through comprehension of difficult topics, improved time management, enhanced writing skills and individualized attention resulting in refining their cognitive, psychomotor and affective domains of learning. This has significantly enhanced the pass percentage and academic excellence of students.

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

2.6 - Student Performance and Learning Outcomes

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

In strict 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 disseminated 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 academic autonomy we have kept some of the program proposed by university as it is and in addition to this, we 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 through various mediums like website, mails, notice board etc.

The college has formed a CO-PO committee which is responsible for setting up the rules and regulations for the CO-PO attainment and communicate the same to all the faculty members and HOD's. 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	https://iccs.ac.in/ProgramOutcome

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

1122

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	NILL

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 from time to time. Research cell is committed to inculcate research habits among the students and faculties

and work towards the wellbeing of the society. 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. The Committee screens research proposals for their feasibility, robustness and applied value. College also facilitates the participation of the faculty members in seminars, conferences, workshops, etc. at national and international levels. It helps in conducting departmental Seminars and community outreach programmes as well. College encourages staff and students to travel national and international conferences to present their research work. RC plays pivotal role in initiating research works in the departments which are funded by reputed organizations like, UGC.

Institute takes care to provide physical infrastructure such that the faculty and students involved with research are physically proximate. This enhances interactions that is very critical to research. Facilities required for research in the IT area is computers, servers etc., will be provided to faculty members and to every research student. Centralized facilities include library with a rich collection of physical and electronic subscription to journals, abundant bandwidth and internet facilities etc are also available.

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	No File Uploaded

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

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

0

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

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

0

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

3.2 - Resource Mobilization for Research

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

0

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

3.2.2 - Number of teachers having research projects during the year

0

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

3.2.3 - Number of teachers recognised as research guides

02

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

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

0

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

3.3 - Innovation Ecosystem

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

The College provides supportive environment for promotion of Innovation and Incubation. We at ICCS believes in including innovation among students by providing them with required facilities and guidance. 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 by providing them the workspace, seed funding mentoring and training. The incubation center 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 center 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.bat

Currently there is only one start up that is being incued in the incubation center. 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 more than what they have learned in the Institute.

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

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

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

A. All of the above

through authenticated software

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

0

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

24

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

11

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

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

3.4.5.1 - Total number of Citations in Scopus during the year

0

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

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

3.4.6.1 - h-index of Scopus during the year

0

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

3.5 - Consultancy

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

0

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

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

0

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

3.6 - Extension Activities

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

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 2020-21 college has organized various extension activities

some of the major activities are:-

1) Pulse polio campaign in collaboration with PCMC Khivansara hospital where 52 students took part they got training from Dr. Asawari dhwade and Dr. Vrishali kamble. Students placed as volunteer in various polio booth and given home visits to provide polio drops to children's in slum area.

2) Cleanliness drive activity "???? ?? - ?????? ??, ???? ????? -?????? ?????" collaboration with PCMC was organized on occasion of Mahatam Gandhi Jayanti where 212 students taken part.

3) A Social service visit to Mai bhavan- Orphanage (Blind Orphanage) was arranged for 310 students under Social Justice and Empowerment scheme

4) A tree plantation drive by name Hari wari is organized under Green India Movement scheme where 270 students participated.

5) A covid 19 awareness program "Sanitation, Cleanliness and personal hygiene and its importance on the background of Covid 19" is organized by NSS where 137 students took part.

6) Under Swacha Bharat Abhiyan scheme " Swacch Wari" Activity is arranged in collaboration with PCMC and SSPU overall 82 students took part in this activity.

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

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

09

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

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

06

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

1770

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

3.7 - Collaboration

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

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)

08

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 (18 classroom + 1 Tutorial Room) of well-furnished, well ventilated, spacious classrooms equipped with LCD projectors for conducting theory classes. The College also has ICT 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 and various Workshops, Lecture series and Session of Eminent Speakers are conducted time to time. Auditorium is also used for Pool Campus Placement Drive and Pre-Placement talk conducted by the companies. ICCS has 6 Computer laboratories which are well equipped with state-of-the-art equipment and facilities. All the laboratories are established as per UGC norms. These labs are utilized for conducting practical classes as per the requirements of the curriculum. These Labs are used for conducting Curriculum based practical's and hands on IT based Value Added Programs. Labs are also 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.

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

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 games. 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, carom and Yoga which builds the students physically mentally rich. College also hires Volleyball Court and Football Ground from our own Indira National School which is next to our campus.

College teams are formed to take part in state level and University level competitions and other intercollegiate competitions.

The outdoor games such as shuttle badminton, volley ball, throw ball, cricket, football, kabaddi, hand ball, kho-kho etc., are well practiced and played by the students.ICCS Sports department provides various sports facilities like Basketball, Volleyball, Football, Chess, Table Tennis, Shooting and Gym which builds the students physically rich.

Sr. No.

Sports Event

Venue

1

Table Tennis

Universe Campus

2

Chess

3

Carom

4

Basketball Court

5

Gymnasium

6

Football Ground

INS Campus

7

Volleyball Court

8

Cricket Ground

9

Shooting

Excellence Shooting Academy

College campus also has well equipped gym which is utilized by the interested students and faculty members, this gym facility is also utilized to train the various sports team to build their stamina and bring out their best game.

College has spacious well architected and well-maintained auditorium which is used for various cultural activities. Students are encouraged to participate in the cultural events held in the college

like Technical fests, Freshers, Annual Sports Day, Annual Day, Farewell, Gusto (a intercollegiate fest)etc., to exhibit cultural talents.

Students are even sent to other colleges for intercollegiate competitions like dances, skits, mimicries, signing etc.,

Our campus also had Dance Room which is utilized by students while practicing for the various inhouse and intercollegiate events.

College organizes Yoga sessions for healthy body and mind, even in pandemic situation College organizes Online Yoga and Zumba sessions in every week.

File Description	Documents
Geotagged pictures	[View File](#)
Upload any additional information	[View File](#)
Paste link for additional information	http://www.iccs.ac.in

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)

603212

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)

Library Management System SLIM is in Library. In SLIM there are 5 Modules using with the version of 3.8. Latest updated on 2021.

Library also using ERP system GEMS from JUNU Enterprises.

Details:

- **Name of ILMS S/w: (1) SLIM 21 and(2) JUNO erp**
- **Nature of automation : Full**
- **Version: 3.8.0.31137 (last upgraded on Oct. 2021)**
- **Year of Automation: 2003**

SLIM21: The system for library and information management (SLIM) software edition 21 is operational in maintaining the records of the library. The libraries are fully automated and use barcode technology to maintain the collection and user records. The issue/return and sending reminders is done through the software. Daily maintenance of subscription record is also completed on the software itself. The SLIM software enables libraries to provide OPAC, SDI and CAS services through this flexible accessibility and report generation techniques. All reports are generated thorough the software thus making the work flow systematic.

JUNO ERP: From 2018th this is another one integrated software subscribed by college having departmental modules including library management also. In this module we can use the web based library management system. This software having following modules under the library administration tool. ü Configuration ü Members ü Catalogue ü Issue Return ü Digital Library ü Book Bank ü Reports ü Library Purchase etc. We had utilized this software more often in this pandemic of COVID19 for providing syllabus chapters' pdf to our students on our DMS (Document Management Service). This cloud based software provides smooth service to everyone at remote place. SLIM21 & JUNO ERP these both software's are utilized in our ICCS library

every time for each transaction.

Library Management System SLIM is using in Library. In SLIM there are 5 Modules using with the version of 3.8. Latest updated on 2021.

Library also using ERP system GEMS from JUNU Enterprises.

File Description:

- Link of OPAC (Online Public Access Catalogue) http://172.16.0.10/w27/
- Library Webpage:https://sites.google.com/site/iccslibraryp/
- ERP:https://erp.indiraedu.com/home.htm?type=owner

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://172.16.0.10/w27/

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	No File Uploaded

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

270711

File Description	Documents
Audited statements of accounts	[View File](#)
Any additional information	**No File Uploaded**
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

398

File Description	Documents
Upload details of library usage by teachers and students	[View File](#)
Any additional information	[View File](#)

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	NILL

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3840	282

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

D. Any one of the above

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

17569709.05

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.

The college has made provisions for maintenance of high-quality infrastructure, support, facilities and amenities for the teachers and the learners as well as for the related stakeholders. The college makes budgetary provision under different heads for maintaining and utilizing the campus infrastructure facilities. College development committee assigns enough funds for maintenance of all facilities. The allocated funds are utilized under the observation of various monitoring committees for Laboratory, Library, Sports, Infrastructure etc. These committees are IT and Electronics Laboratory committee, Library Committee, Sports Committee and Infrastructure/Admin Committee. These committees meet regularly to carry out all the functioning of these facilities smoothly. In every meeting they decide about the maintenance, how to enhance the existing facilities and also check for any new requirement. Stock Maintenance register is maintained in every department. Annual stock verification is done by concerned Head of the Department. Regular maintenance of Computer Laboratory equipment's is done by respective laboratory in charge. Regular cleaning of water tanks, proper garbage disposal, pest control, landscaping and maintenance of lawns is done. College campus maintenance is monitored through regular inspection. The respective committee members keep on checking the all the infrastructure facilities by monitoring all infrastructure weekly and observing any damage etc and accordingly steps are taken to maintain the infrastructure. Cleanliness of hostels is taken care by the respective hostel wardens. Outsourcing is done for maintenance and repairing of IT infrastructure, wooden furniture, plumbing, electrical things, water cooler and purifier.

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

166

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

02

File Description	Documents
Upload any additional information	[View File](#)
Institutional data in prescribed format	**No File Uploaded**

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	NILL
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

224

File Description	Documents
Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	View File
Upload any additional information	No File Uploaded

5.2 - Student Progression

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

242

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

749

File Description	Documents
Upload supporting data for students/alumni	**No File Uploaded**
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

0

File Description	Documents
Upload supporting data for students/alumni	**No File Uploaded**
Any additional information	**No File Uploaded**

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

06

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.

The college has well established students council. The constitution of which is as follows-

Principal/Chairperson

Dr. Prakash Pandare

02066759502

Students' Development Officer

Vijay Daulatrao More

7507654920

NSS Program Officer

Sumit Sasane

9322116097

Director of Physical Education

Dr. Kishor Pathare

9764004603

F. Y. B. Com.

Bhavesh Natharani

7888161888

S .Y. B. Com.

Kunal Chauhan

8208845181

T. Y. B. Com.

Srushti More

9146997216

F. Y. BBA

Wachi Pareek

7447810328

S. Y. BBA

Smit Hendre

7744060363

T .Y. BBA

Khushboo Dudyani

9637568836

F. Y. BBM(IB)

Sakina Sadikot

9699096099

S. Y. BBM(IB)

Shalin Oommen

95188744926

T. Y. BBM(IB)

Apurva Diwedi

8421852757

F. Y. BBA(CA)

Ketan Bhandekar

7350728760

S. Y. BBA(CA)

Yashika Sisidiys

7066342415

T. Y. BBA(CA)

Kishan Badal

7017478535

F .Y. B. Sc.(CS)

Adheena Koroth

8625032692

S. Y. B. Sc.(CS)

Urja Jain

9307103670

T. Y. B. Sc.(CS)

Chaitanya Deshpande

7721927338

F. Y. B. Sc. IT- Cyber Security

Hrithik Prajapati

9067177342

F. Y. BCA Science

Abhishri Nair

7262952267

F. Y. BBA - HTM

Anderson Vaz

9930010067

F. Y. BA - Humanities

Pravisha Mourya

7058590156

F. Y. B. Com. – Financial Markets

Anjali Naidu

9689266737

M.Sc.-I(CS)

Pratik Sancheti

7030488883

M.Sc.-II(CS)

Saroj Mali

7038048833

M.Com.-I

Aishwarya Menon

7776946612

M.Com.-II

Monika Verma

8668604514

PGDIB

Shivani Verma

9518952484

Sports

Yash Pagere

8208148804

NSS

Rahul Kushawa

9762590090

Cultural Activities

Shrejal Shinde

7057392004

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

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

12

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

Number of alumni got education from our reputed institution. Alumni Association of our College works for the overall development of students as well as the institution. It helps our institution not just financially, but in terms of academic planning, pre-placement activites, placements of students, career guidance and technological guidance. Our Alumni Association supports the Institute in financially also. It encourages our alumni to help the institution by donating generously for the development of the college.

Our Alumni Association organizes:

1. Guest lectures on various subjects and provide guidance from the experts of various fields to 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. They are the valuable stakeholders and they provides their valuable feedback that helps in providing enriching insights in

various areas to the institution.

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

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

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

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.

Mission statement of ICCS

ICCS as an institution of higher learning, aims at inculcating entrepreneurial attitude and values amongst the learners for their holistic development and inclusion and access of quality education. The institution believes in equipping the students with life skills to strive for excellence in education and in their life. It shall also be preparing the young minds for imbibing to learn skills useful for employment and development of their personality and to develop sensitivity to various social, economic, and National

issues.

Core Values

The institution as a centre of excellence believes in inculcating certain core values useful for development of holistic personality of the students.

The core values which the institution intends to inculcate amongst the students are as follows:

1. Integrity
2. Ethics
3. Excellence in education
4. Creative thinking
5. Disciplined behaviour
6. Innovative and creative approach to problem solving
7. Belief in higher ethical values of the society.

Goals and objectives of the institution

ICCS is the institution of higher learning that has established certain goals for the academic development of the institution and for total personality enhancement of the learners in the institution.

The principal goals of the institution are:

1. Impart quality education through innovative and state of art learning practices.
2. To provide creative academic environment to develop our learners and nurture their talents.
3. To provide appropriate opportunities and facilities for development of professional skills and all round personality of the student.
4. To inculcate the spirit of nationalism and nation building.
5. To impart education as a life changing need of the society
6. To develop right environment, right educational ecosystem for collaboration and development of academics in the country.

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, findings of 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 attempts to address the issues of systematic change to provide quality education. 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	[NILL]()

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 Faculties:

The college has always believed that to shape the student's personality and career the faculties have to be efficient and updated wrt to the current trends. Indira Faculty Efficiency and Enhancement Program(IFEEP) 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, thus channelizing development with respect to academic qualifications and personal growth. The planning is done well in advance as per the suggestion given by IQAC. Experts from the relevant fields are invited to deliver fruitful sessions. Next year the college plans to conduct IFEEP in association with HRDC.

College organized Successfully online "Virtual Vidya"training session to acquaint teacherswith virtual teaching padagogy and "e-skills enhancement training program" for Academic staff.

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 Student Conference, National Conference, Certi?cation Courses, Value Added Courses and Soft Skills training etc. help to make the students employable and imbibe qualities required to sustain in the corporate world. Extra-

Curricular activities which boost the self-con?dence of students and brings out the creativity and talent in the students are carried out which comprises of participation of students in various competitions in other colleges, Debating Competition which is organized every year in the memory of Late Shri Shankarrao Wakalkar, famous educationist, Gusto - a Management and IT Tech festival which is full of Energy, Excellence & Power at Par with huge number of participants from various colleges, Tech Savvy, an interclass 'C' language programming competition, '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. All these activities ensure the holistic develop of students and they are highly benefited through all these activities.

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

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

The key components of organizational structure of the college are Governing Body, Principal, Head of the Departments, Teaching staff, Non-teaching staff and Support cells/Departments. It reviews the institutional strategic plan which in turn sets the academic aims and objectives of the institution and identifies the financial and recruitment strategies. 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, Anti-ragging Cell etc. are also in place for the institution. There arevariouscommittees with well-defined functions that 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, a body comprising of university representative, 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. This feedback isanalysedand discussed with concerned faculty in the presence of Head of the Department, Vice-Principal and Principal.

Grievance redressal committee is formed including Principal, HODs' and teacher's representative who looks into the matters related to grievances of staff and students. Suggestion/complaint box is kept near the College entrance for the same. Also, every student has assigned a mentor. Grievances related to academic and non-academic matters are conveyed through them and Head of Department oversees both the above processes. The Institute has formed all statutory committees like Anti Ragging Committee, Student Welfare Committee and many more to help students and staff.

File Description	Documents
Paste link to Organogram on the institution webpage	https://iccs.ac.in/IndiraCollegeOfCommerceScience
Upload any additional information	View File
Paste link for additional Information	NILL

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 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.

Teaching Staff:

1 Reimbursement of 50% registration fees for research papers published in UGC care list journals.

2. Every year a week long FDP is organized for faculties for their up gradation and enhancement of skills like Virtual Vidya (to acquaint teachers with virtual teaching padagogy), Inspiring Faculty ProgramfromHarappa Education (Coverseight ofHarappa's premium personal development courses,Speaking Effectively,Leading Self,Establishing Trust,Building Presence,Listening Actively,Thinking Critically,Reasoning Logically,Decoding Others).

3. Conducted Intellectual Properties Rights session

4. During Pandamic providesfree vacination to employees at Multi-Point Hospital, Aundh andvacination drive at college with very minimum cost.

Non-teaching staff:

A workshop on "E-skills Enhancement Training Program" for all non-teaching staff

Art of living Immunity Enhancement Program" – organized for both

teaching and non-teaching staff

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

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

10

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	**No File Uploaded**

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.)

176

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	[NILL](#)

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)

0

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

Collegemaintains & 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. Collegehas 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. The intervention of the management is sought in case the expenditure exceeds the budget.**

Resource Mobilization Policy and Procedure.

- **Before the financial year begins, Principal and Heads of**

Departments prepare the college budget.
- The college 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 top 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/administration/Finance-Committee.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 college was granted "Autonomous Status" by UGC in the academic year 2020-21.

The FDP (IFEEP) was organized for all faculties.

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.

The college immediately adapted the new mode of teaching-learning due to the pandemic situation thereby causing no disruption in the teaching-learning process.

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

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

College has established an academic planning and development committee which comprises of HODs of all departments in order to establish a systematic mechanism for curriculum delivery and documentation.

The 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 of various learning inputs. The committee coordinates with IQAC in order to identify appropriate objectives of the system that can improve the quality of academics in the college. Similarly committee receives suggestions from various stakeholders, teachers and students in order to improve overall academics standards. Major decisions taken by the committee in its regular meetings are widely implemented.

As the college is Autonomous, it gives flexibility to inculcate contents in syllabus as per industry/current 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 detailed session plan is prepared which is maintained online on ERP system. The session plan elaborates how the schedule of lectures and practicals will be and the Worksheet specifies the actual details of lectures and practicals conducted. The session plan is periodically evaluated by the respective HOD's so the syllabus is completed within time. Also the class teachers take the syllabus review of every subject by discussing it with all subject teachers so that gap if any, in the planner and actual execution will be filled accordingly. Various extra and co curricular activities are arranged during the whole academic year to build the students confidence and enhance their knowledge. Students

are also encouraged to participate in various intercollegiate competitions which are beneficial for their holistic development. Workshops and guest lectures are conducted every semester to give students more content and knowledge other than their syllabus. 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	NILL

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/assets/pdf/Annual-Report-AY-20-21.pdf
Upload e-copies of accreditations and certification	**No File Uploaded**
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

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

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. (URL :https://iccs.ac.in/assets/pdf/Code-of-Conduct-2020-2021.pdf)

'Gender just Society..Is it a still Dream for we Indians?' a session by renowned advocate Archana Borgaonkar was organized for all First Year students and "Gender just society… A step forward by senior college students" Part II by the same speaker was organized for all students in which the speaker discussed about how still gender discrimination persists in our society and in what ways it can be eradicated.

'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.

Every year college celebratedInternational Womens Day on 8th March as It isa day to recognize the extraordinary acts of women and to stand together, as a united force, to advance gender equality around the world.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iccs.ac.in/assets/pdf/Code-of-Conduct-2020-2021.pdf

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)

Collegefacilitates several techniques for the management of degradable and non-degradable waste. The primary focus is to reduce, reuse and recycle the waste. Indira College Campus is surrounded by lush greenery.The Campus land has severalspecies of plants andtrees.The entire campus is declared as "Non Plastic Zone". Necessary awareness has been created in the campus through Sign Boards.The campushas a population of more then 3000 people. 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 Residential Hostelfrom 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 types , of Liquid waste generated within the campus, the liquid waste from kitchen/ Bath rooms and sewage from the toilets . Separate chambers and pipelines have been constructed to collect kitchen/ Bathroom liquid waste and Sewage waste.The waste water is treated through STP and the treated water is used for gardening purpose.

E waste Management:E-waste is managed according to the norms of the College.

Waste Recycling System: College has system for waste recycling.

The Collegehas organized Swach Bharat Mission. Under this banner the NSSvolunteers along with Pimpri Chinchwad Municipal Corporation (PCMC) has organised PLOGATHON activity. The objective of this event is to spread awerness about Cleanliness and Health. The meaning of Plogathon is to pick up litter as you jog,

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:

B. Any 3 of the above

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

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

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

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

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	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

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

B. Any 3 of the above

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

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

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

'Hindi Diwas' is observed in college every year where the significance of our national language is propagated to all students.

'Marathi Bhasha Gaurav Diwas' and 'Marathi Bhasha Sanvardhan Pandharwada' was observed in college in which seminars were organized to celebrate the exquisiteness of Marathi language.

During festivals such as Diwali, Onam, Ganesh Chaturthi, Navratri, Eid etc, faculties, staff and students carry out a small celebration in college.

Also various activities were organized by college, such as :

1. Quiz based on 'Human Values and Ethics' was organized for all students and faculties

2. Session on 'Human Rights' was organized for all students and staff on occasion of 'Human Rights Day'.

3. 'Gender just Society..Is it a still Dream for we Indians?' a session by renowned advocate Archana Borgaonkar for all First Year students.

4. Observing 'World Mental Health Day & Fit Indira Movement' by organizing fruitful session by Director of Physical Education.

5. 'Cooking As A life Skill' session conducted by renowned Chef Partho Nath

6. 'Paper bag making competition' for teaching and non-teaching staff

7. Distribution of study materials to physically challenged children

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

9. Observing the World Environment Day , a Workshop on- Seed Ball Making was organized for all students.

10. During the pandemic situation, Mask and Sanitizer distribution was carried out for the police personnel of Wakad police station.

11. Sanitation, Cleanliness and personal hygiene and its importance on the background of Covid 19 for the villagers of Ghungur village.

12. Session on 'Dealing with negative emotions and positive emotional wellbeing' by Psychologist MS. Anuja Kulkarni, for students especially during this Covid 19 pandemic.

13. Observing 'World No Tobacco Day', 'National Safety Day' by arranging session for staff and students.

Under the MOU with Synergy University, Russia and Asia Pacific University, Malaysia where students got an exposure to see and experience their culture, studies and environment at Russia and Malaysia respectively.

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 Mask distribution, Workshop on- Seed Ball Making, Pulse Polio Campaign, Cleanliness Drive Visit to Orphanage, Swachh Wari, Tree Plantation Drive , Covid-19 Awareness Program in which students are involved actively.

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. Session on 'Human Rights' was organized for all students and staff on occasion of 'Human Rights Day'.

3. 'Gender just Society..Is it a still Dream for we Indians?' a session by renowned advocate Archana Borgaonkar for all First Year students.

4. Observing 'World Mental Health Day & Fit Indira Movement' by organizing fruitful session by Physical Education Director.

5. 'Cooking As A life Skill' session conducted by renowned Chef Partho Nath

6. 'Paper bag making competition' for teaching and non-teaching staff

7. Distribution of study materials to physically challenged children

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

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

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	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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

Indira College of Commerce and Science,believes in celebrating national and international 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. In academic year 2020-21, we celebrated the following days like World Environment Day, International Yoga Day, National Mathematics Day, Independence Day, Republic Day, Birth Anniversaries of Dr. Sarvapalli Radhakhishnan, Mahatma Gandhi, Lal Bahadur Shastri Jayanti,Swami Vivekananda, National Farmers Day,World Mental Health Day & Fit Indira Moment,Central Excise Day,National Voters Day,National Girl Child

Day,National Sports Day etc.

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

7.2 - Best Practices

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

The weblink on the Institutional website regarding the Best practices:

https://iccs.ac.in/BestPractices

Institute has several Best Practices out of which"Gender Just Society…Is It a Still Dream for We Indian?" held on05 January 2021 byGuest Faculty: Adv. Mrs. Archana Bogaonkar,Designation: Advocate.TotalNo. of Attendee : 182. The speaker, Adv. Mrs. Archana Bogaonkar created awareness among the students for serving equal respect to each other. She made the learners understand how law is helpful in decreasing gender inequality. The session was very fruitful for all. They learnt how gender equality contributes to create a healthy society.The mainObjective is to know the importance of gender equality.Learning Outcome: how gender equality contributes to create a healthy society.

File Description	Documents
Best practices in the Institutional website	https://iccs.ac.in/BestPractices
Any other relevant information	[NILL](#)

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)

•Institutional Distinctiveness on the Institutional website

Since the beginning the college has emphasized on establishing its image as a place for learning and personal enrichment of the learners. The college has made appropriate efforts to establish itself as a high quality institution for learning and student's personality enrichment and improving overall educational standards.

Following are the characteristics of ICCS as an academic institution-

The college has positioned itself as a unique institution which encourages healthy academic practices and stresses on building a fair culture for enhancement of academic standards and holistic development.

The college has always encouraged its faculty members to participate in various academic activities to exhibit their talents and encourage academic scholarships.

Some of the important policies in this regard include recognizing special and extraordinary services of the teachers and given them letter/certificate of appreciation.

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

Award for Best institute in Placements and Best College in IT, Commerce and Management was received by ICCS at Global Awards 2021 by World Education Congress.

ICCS ranked 3rd in Pune as the Best Science and Commerce college at 'India Today 2021' ranking.

ICCS ranked 3rd in Pune as the Best BCA college, 4th as the Best Commerce college and 5th as Best BBA college at 'Outlook ICARE Ranking 2021'

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. This includes Mask distribution, Workshop on- Seed Ball Making, Pulse Polio Campaign, Cleanliness Drive Visit to Orphanage, Swachh Wari, Tree Plantation Drive , Covid-19 Awareness Program and many more.

The college is always emphasizes on enhancing the learning abilities and qualities of the students by providing professional education and enrichment of their skills. These skill development initiatives have added to their qualifications and also have improved opportunities of employment. For holistic development of students the college organizes a variety of activities like Poster presentations, Presentation league, Youth Parliament, Industry-Academia Interface Presentations, Infomania etc and many more.

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

0

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	**No File Uploaded**
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	<u>View File</u>
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	<u>View File</u>
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

05

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

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

15

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 counseling to students, promote gender equity among students and also deal with related issues of safety and security of female students, staff and faculty. 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 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. World OZONE Day, 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. 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

17

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

3073

File Description	Documents
List of students enrolled	View File
Any additional information	View File

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

993

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

1.4 - Feedback System

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

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

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

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

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

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

1637

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)

1061

File Description	Documents
Any additional information	View File
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 providing Remedial Programmes which are conducted outside regular classes. Specifically, for difficult subjects extra classes are taken for students who have failed in the exam which help students to cope up with the subject.

Through a mentor-mentee system also all kinds of support are provided to the slow learners. The arduous efforts taken by the faculty towards the slow learners has resulted in student's understanding in their chosen domain, improved results and pass percentage.

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, Paper Presentations, Project Competitions. They also help slow learners through buddy system. We also encourage advanced learners to conduct workshops and seminars to share their knowledge.

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

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/08/2020	3840	73

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 behavior in correct manner it is important to provide effective platform for students to develop latest skills knowledge and attitude. 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 by students.
- 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.

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	[NILL](#)

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

70

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

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

At the beginning of each academic year an academic calendar for complete year for all the programs. The coverage of academic calendar covers the list of examination dates, seminars, conferences, guest lectures, workshops and industrial visits holidays, vacation dates, festivals, 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.

Academic calendar helps students to get full visibility of events that would happen during the year. The advance release of Academic Calendar also makes sure the activities and events happen exactly as per the plan and these do not need additional communications.

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

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

2.4 - Teacher Profile and Quality

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

73

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

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

14

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

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

73

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

2.5 - Evaluation Process and Reforms

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

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	[View File](#)
Any additional information	[View File](#)

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

71

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

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

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. Due to all this, Students make progress and fare well in their final exams.

Process Integrating IT:

We are using Juno ERP system for Continuous Internal Assessment & Semester End Exam which includes following work:

- Syllabus & Paper Pattern Confirmation.
- Examination Form & fees.
- Hall Tickets.
- Online Test.
- Assignments & PPT.
- Practical Viva.
- Result.
- Examination Notice.

- ○ **Online grievances.**

University evaluation reforms:

- ○ **The CEO and Examination Committee schedules and executes the evaluation process with strict monitoring on regular basis.**
- ○ **The Principal also takes stock of the progress in weekly HOD meetings.**
- ○ **Internal squad comprising of senior faculty members oversees the smooth conduction of university theory examination.**
- ○ **CCTV cameras are deployed at all floors, exam control room and library to monitor the examinations.**

Impact: These reforms have resulted in substantial improvement in student's performance through comprehension of difficult topics, improved time management, enhanced writing skills and individualized attention resulting in refining their cognitive, psychomotor and affective domains of learning. This has significantly enhanced the pass percentage and academic excellence of students.

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

2.6 - Student Performance and Learning Outcomes

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

In strict 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 disseminated 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 academic autonomy we have kept some of the program proposed by university as it is and in addition to this, we 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 through various mediums like website, mails, notice board etc.

The college has formed a CO-PO committee which is responsible for setting up the rules and regulations for the CO-PO attainment and communicate the same to all the faculty members and HOD's. 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	https://iccs.ac.in/ProgramOutcome

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

1122

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	NILL

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 from time to time. Research cell is committed to inculcate research habits among the students and faculties

and work towards the wellbeing of the society. 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. The Committee screens research proposals for their feasibility, robustness and applied value. College also facilitates the participation of the faculty members in seminars, conferences, workshops, etc. at national and international levels. It helps in conducting departmental Seminars and community outreach programmes as well. College encourages staff and students to travel national and international conferences to present their research work. RC plays pivotal role in initiating research works in the departments which are funded by reputed organizations like, UGC.

Institute takes care to provide physical infrastructure such that the faculty and students involved with research are physically proximate. This enhances interactions that is very critical to research. Facilities required for research in the IT area is computers, servers etc., will be provided to faculty members and to every research student. Centralized facilities include library with a rich collection of physical and electronic subscription to journals, abundant bandwidth and internet facilities etc are also available.

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	No File Uploaded

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

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

0

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

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

0

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

3.2 - Resource Mobilization for Research

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

0

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

3.2.2 - Number of teachers having research projects during the year

0

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

3.2.3 - Number of teachers recognised as research guides

02

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

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

0

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

3.3 - Innovation Ecosystem

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

The College provides supportive environment for promotion of Innovation and Incubation. We at ICCS believes in including innovation among students by providing them with required facilities and guidance. 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 by providing them the workspace, seed funding mentoring and training. The incubation center 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 center 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.bat

Currently there is only one start up that is being incued in the incubation center. 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 more than what they have learned in the Institute.

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

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

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

0

File Description	Documents
URL to the research page on HEI website	NILL
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	**No File Uploaded**
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

24

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

11

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

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

3.4.5.1 - Total number of Citations in Scopus during the year

0

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

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

3.4.6.1 - h-index of Scopus during the year

0

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

3.5 - Consultancy

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

0

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

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

0

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

3.6 - Extension Activities

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

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 2020-21 college has organized various extension activities some of the major activities are:-

1) Pulse polio campaign in collaboration with PCMC Khivansara hospital where 52 students took part they got training from Dr. Asawari dhwade and Dr. Vrishali kamble. Students placed as volunteer in various polio booth and given home visits to provide polio drops to children's in slum area.

2) Cleanliness drive activity "???? ?? - ?????? ??, ???? ????? -?????? ?????" collaboration with PCMC was organized on occasion of Mahatam Gandhi Jayanti where 212 students taken part.

3) A Social service visit to Mai bhavan- Orphanage (Blind Orphanage) was arranged for 310 students under Social Justice and Empowerment scheme

4) A tree plantation drive by name Hari wari is organized under Green India Movement scheme where 270 students participated.

5) A covid 19 awareness program "Sanitation, Cleanliness and personal hygiene and its importance on the background of Covid 19" is organized by NSS where 137 students took part.

6) Under Swacha Bharat Abhiyan scheme " Swacch Wari" Activity is arranged in collaboration with PCMC and SSPU overall 82 students took part in this activity.

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

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

09

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

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

06

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

1770

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

3.7 - Collaboration

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

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)

08

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 (18 classroom + 1 Tutorial Room) of well-furnished, well ventilated, spacious classrooms equipped with LCD projectors for conducting theory classes. The College also has ICT 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 and various Workshops, Lecture series and Session of Eminent Speakers are conducted time to time. Auditorium is also used for Pool Campus Placement Drive and Pre-Placement talk conducted by the companies. ICCS has 6 Computer laboratories which are well equipped with state-of-the-art equipment and facilities. All the laboratories are established as per UGC norms. These labs are utilized for conducting practical classes as per the requirements of the curriculum. These Labs are used for conducting Curriculum based practical's and hands on IT based Value Added Programs. Labs are also 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.

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

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 games. 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, carom and Yoga which builds the students physically mentally rich. College also hires Volleyball Court and Football Ground from our own Indira National School which is next to our campus.

College teams are formed to take part in state level and University level competitions and other intercollegiate competitions.

The outdoor games such as shuttle badminton, volley ball, throw ball, cricket, football, kabaddi, hand ball, kho-kho etc., are well practiced and played by the students.ICCS Sports department provides various sports facilities like Basketball, Volleyball, Football, Chess, Table Tennis, Shooting and Gym which builds the students physically rich.

Sr. No.

Sports Event

Venue

1

Table Tennis

Universe Campus

2

Chess

3

Carom

4

Basketball Court

5

Gymnasium

6

Football Ground

INS Campus

7

Volleyball Court

8

Cricket Ground

9

Shooting

Excellence Shooting Academy

College campus also has well equipped gym which is utilized by the interested students and faculty members, this gym facility is also utilized to train the various sports team to build their stamina and bring out their best game.

College has spacious well architected and well-maintained auditorium which is used for various cultural activities. Students are encouraged to participate in the cultural events held in the college like Technical fests, Freshers, Annual Sports Day, Annual Day, Farewell, Gusto (a intercollegiate fest)etc., to exhibit cultural talents.

Students are even sent to other colleges for intercollegiate competitions like dances, skits, mimicries, signing etc.,

Our campus also had Dance Room which is utilized by students while practicing for the various inhouse and intercollegiate events.

College organizes Yoga sessions for healthy body and mind, even in pandemic situation College organizes Online Yoga and Zumba sessions in every week.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	http://www.iccs.ac.in

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)

603212

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)

Library Management System SLIM is in Library. In SLIM there are 5 Modules using with the version of 3.8. Latest updated on 2021.

Library also using ERP system GEMS from JUNU Enterprises.

Details:

- Name of ILMS S/w: (1) SLIM 21 and(2) JUNO erp
- Nature of automation : Full
- Version: 3.8.0.31137 (last upgraded on Oct. 2021)
- Year of Automation: 2003

SLIM21: The system for library and information management (SLIM) software edition 21 is operational in maintaining the records of the library. The libraries are fully automated and use barcode technology to maintain the collection and user records. The issue/return and sending reminders is done through the software. Daily maintenance of subscription record is also completed on the software itself. The SLIM software enables libraries to provide OPAC, SDI and CAS services through this flexible accessibility and report generation techniques. All reports are generated thorough the software thus making the work flow systematic.

JUNO ERP: From 2018th this is another one integrated software subscribed by college having departmental modules including library management also. In this module we can use the web based library management system. This software having following modules under the library administration tool. ü Configuration ü Members ü Catalogue ü Issue Return ü Digital Library ü Book Bank ü Reports ü Library Purchase etc. We had utilized this software more often in this pandemic of COVID19 for providing syllabus chapters' pdf to our students on our DMS (Document Management Service). This cloud based software provides smooth service to

everyone at remote place. SLIM21 & JUNO ERP these both software's
are utilized in our ICCS library every time for each transaction.

Library Management System SLIM is using in Library. In SLIM there
are 5 Modules using with the version of 3.8. Latest updated on
2021.

Library also using ERP system GEMS from JUNU Enterprises.

File Description:

- Link of OPAC (Online Public Access Catalogue)
  http://172.16.0.10/w27/
- Library Webpage:https://sites.google.com/site/iccslibraryp/
- ERP:https://erp.indiraedu.com/home.htm?type=owner

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	http://172.16.0.10/w27/

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	No File Uploaded

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

270711

File Description	Documents
Audited statements of accounts	View File
Any additional information	No File Uploaded
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

398

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

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	[NILL](#)

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3840	**282**

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

D. Any one of the above

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	[NILL](#)
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)

17569709.05

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.

The college has made provisions for maintenance of high-quality infrastructure, support, facilities and amenities for the teachers and the learners as well as for the related stakeholders. The college makes budgetary provision under different heads for maintaining and utilizing the campus infrastructure facilities. College development committee assigns enough funds for maintenance of all facilities. The allocated funds are utilized under the observation of various monitoring committees for Laboratory, Library, Sports, Infrastructure etc. These committees are IT and Electronics Laboratory committee, Library Committee, Sports Committee and Infrastructure/Admin Committee. These committees meet regularly to carry out all the functioning of these facilities smoothly. In every meeting they decide about the maintenance, how to enhance the existing facilities and also check for any new requirement. Stock Maintenance register is maintained in every department. Annual stock verification is done by concerned Head of the Department. Regular maintenance of Computer Laboratory equipment's is done by respective laboratory in charge. Regular cleaning of water tanks, proper garbage disposal, pest control, landscaping and maintenance of lawns is done. College campus maintenance is monitored through regular inspection. The respective committee members keep on checking the all the infrastructure facilities by monitoring all infrastructure weekly and observing any damage etc and accordingly steps are taken to maintain the infrastructure. Cleanliness of hostels is taken care by the respective hostel wardens. Outsourcing is done for maintenance and repairing of IT infrastructure, wooden furniture, plumbing, electrical things, water cooler and purifier.

File Description	Documents
Upload any additional information	View File
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

166

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

02

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	**No File Uploaded**

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	NILL
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

224

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	View File
Upload any additional information	**No File Uploaded**

5.2 - Student Progression

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

242

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

749

File Description	Documents
Upload supporting data for students/alumni	**No File Uploaded**
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

0

File Description	Documents
Upload supporting data for students/alumni	**No File Uploaded**
Any additional information	**No File Uploaded**

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

06

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.

The college has well established students council. The constitution of which is as follows-

Principal/Chairperson

Dr. Prakash Pandare

02066759502

Students' Development Officer

Vijay Daulatrao More

7507654920

NSS Program Officer

Sumit Sasane

9322116097

Director of Physical Education

Dr. Kishor Pathare

9764004603

F. Y. B. Com.

Bhavesh Natharani

7888161888

S .Y. B. Com.

Kunal Chauhan

8208845181

T. Y. B. Com.

Srushti More

9146997216

F. Y. BBA

Wachi Pareek

7447810328

S. Y. BBA

Smit Hendre

7744060363

T .Y. BBA

Khushboo Dudyani

9637568836

F. Y. BBM(IB)

Sakina Sadikot

9699096099

S. Y. BBM(IB)

Shalin Oommen

95188744926

T. Y. BBM(IB)

Apurva Diwedi

8421852757

F. Y. BBA(CA)

Ketan Bhandekar

7350728760

S. Y. BBA(CA)

Yashika Sisidiys

7066342415

T. Y. BBA(CA)

Kishan Badal

7017478535

F .Y. B. Sc.(CS)

Adheena Koroth

8625032692

S. Y. B. Sc.(CS)

Urja Jain

9307103670

T. Y. B. Sc.(CS)

Chaitanya Deshpande

7721927338

F. Y. B. Sc. IT- Cyber Security

Hrithik Prajapati

9067177342

F. Y. BCA Science

Abhishri Nair

7262952267

F. Y. BBA - HTM

Anderson Vaz

9930010067

F. Y. BA - Humanities

Pravisha Mourya

7058590156

F. Y. B. Com. – Financial Markets

Anjali Naidu

9689266737

M.Sc.-I(CS)

Pratik Sancheti

7030488883

M.Sc.-II(CS)

Saroj Mali

7038048833

M.Com.-I

Aishwarya Menon

7776946612

M.Com.-II

Monika Verma

8668604514

PGDIB

Shivani Verma

9518952484

Sports

Yash Pagere

8208148804

NSS

Rahul Kushawa

9762590090

Cultural Activities

Shrejal Shinde

7057392004

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

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

12

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

Number of alumni got education from our reputed institution. Alumni Association of our College works for the overall development of students as well as the institution. It helps our institution not just financially, but in terms of academic planning, pre-placement activites, placements of students, career guidance and technological guidance. Our Alumni Association supports the Institute in financially also. It encourages our alumni to help the institution by donating generously for the development of the college.

Our Alumni Association organizes:

1. Guest lectures on various subjects and provide guidance from the experts of various fields to 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. They are the valuable stakeholders and they provides their valuable feedback that helps in providing enriching insights in various areas to the institution.

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

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

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

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.

Mission statement of ICCS

ICCS as an institution of higher learning, aims at inculcating entrepreneurial attitude and values amongst the learners for their holistic development and inclusion and access of quality education. The institution believes in equipping the students with life skills to strive for excellence in education and in their life. It shall also be preparing the young minds for

imbibing to learn skills useful for employment and development of their personality and to develop sensitivity to various social, economic, and National issues.

Core Values

The institution as a centre of excellence believes in inculcating certain core values useful for development of holistic personality of the students.

The core values which the institution intends to inculcate amongst the students are as follows:

1. Integrity
2. Ethics
3. Excellence in education
4. Creative thinking
5. Disciplined behaviour
6. Innovative and creative approach to problem solving
7. Belief in higher ethical values of the society.

Goals and objectives of the institution

ICCS is the institution of higher learning that has established certain goals for the academic development of the institution and for total personality enhancement of the learners in the institution.

The principal goals of the institution are:

1. Impart quality education through innovative and state of art learning practices.
2. To provide creative academic environment to develop our learners and nurture their talents.
3. To provide appropriate opportunities and facilities for development of professional skills and all round personality of the student.
4. To inculcate the spirit of nationalism and nation building.
5. To impart education as a life changing need of the society
6. To develop right environment, right educational ecosystem for collaboration and development of academics in the country.

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, findings of 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 attempts to address the issues of systematic change to provide quality education. 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	NILL

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 Faculties:

The college has always believed that to shape the student's personality and career the faculties have to be efficient and updated wrt to the current trends. Indira Faculty Efficiency and Enhancement Program(IFEEP) 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, thus channelizing development with respect to academic qualifications and personal growth. The planning is done well in advance as per the suggestion given by IQAC. Experts from the relevant fields are invited to deliver fruitful sessions. Next year the college plans to conduct IFEEP in association with HRDC.

College organized Successfully online "Virtual Vidya"training session to acquaint teacherswith virtual teaching padagogy and "e-skills enhancement training program" for Academic staff.

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 Student Conference, National Conference, Certi?cation Courses, Value Added Courses and Soft Skills training etc. help to make the students employable and imbibe qualities required to sustain in the corporate world. Extra-Curricular activities which boost the self-con?dence of students and brings out the creativity and talent in the students are carried out which comprises of participation of students in various competitions in other colleges, Debating Competition which is organized every year in the memory of Late Shri Shankarrao Wakalkar, famous educationist, Gusto - a Management and IT Tech festival which is full of Energy, Excellence & Power at Par with huge number of participants from various colleges, Tech Savvy, an interclass 'C' language programming competition, '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. All these activities ensure the holistic develop of students and they are highly benefited through all these activities.

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

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

The key components of organizational structure of the college are Governing Body, Principal, Head of the Departments, Teaching staff, Non-teaching staff and Support cells/Departments. It reviews the institutional strategic plan which in turn sets the academic aims and objectives of the institution and identifies the financial and recruitment strategies. 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, Anti-ragging Cell etc. are also in place for the institution. There

arevariouscommittees with well-defined functions that 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, a body comprising of university representative, 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. This feedback isanalysedand discussed with concerned faculty in the presence of Head of the Department, Vice-Principal and Principal.

Grievance redressal committee is formed including Principal, HODs' and teacher's representative who looks into the matters related to grievances of staff and students. Suggestion/complaint box is kept near the College entrance for the same. Also, every student has assigned a mentor. Grievances related to academic and non-academic matters are conveyed through them and Head of Department oversees both the above processes. The Institute has formed all statutory committees like Anti Ragging Committee, Student Welfare Committee and many more to help students and staff.

File Description	Documents
Paste link to Organogram on the institution webpage	https://iccs.ac.in/IndiraCollegeOfCommerceScience
Upload any additional information	View File
Paste link for additional Information	NILL

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance | A. All of the above

and Accounts Student Admission and Support Examination

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 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.
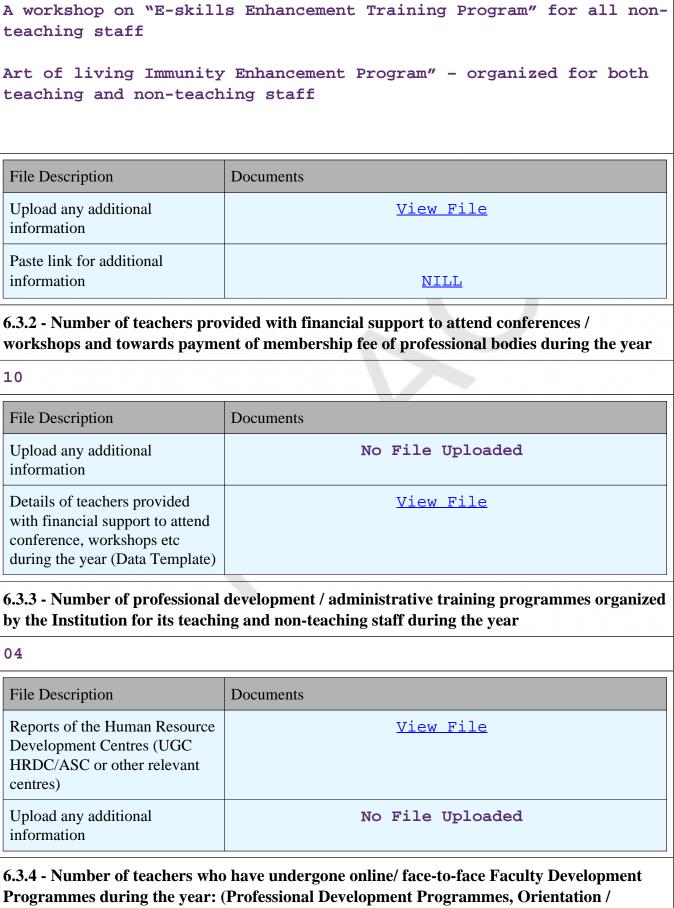
Teaching Staff:

1 Reimbursement of 50% registration fees for research papers published in UGC care list journals.

2. Every year a week long FDP is organized for faculties for their up gradation and enhancement of skills like Virtual Vidya (to acquaint teachers with virtual teaching padagogy), Inspiring Faculty ProgramfromHarappa Education (Coverseight ofHarappa's premium personal development courses,Speaking Effectively,Leading Self,Establishing Trust,Building Presence,Listening Actively,Thinking Critically,Reasoning Logically,Decoding Others).

3. Conducted Intellectual Properties Rights session

4. During Pandamic providesfree vacination to employees at Multi-Point Hospital, Aundh andvacination drive at college with very minimum cost.

Non-teaching staff:

A workshop on "E-skills Enhancement Training Program" for all non-teaching staff

Art of living Immunity Enhancement Program" – organized for both teaching and non-teaching staff

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

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

10

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	No File Uploaded

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.)

176

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	NILL

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)

0

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

Collegemaintains & 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. Collegehas 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. The intervention of the management is sought in case the expenditure exceeds the budget.

Resource Mobilization Policy and Procedure.

- Before the financial year begins, Principal and Heads of Departments prepare the college budget.
- The college 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 top 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/administration/Finance-Committee.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 college was granted "Autonomous Status" by UGC in the academic year 2020-21.

The FDP (IFEEP) was organized for all faculties.

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.

The college immediately adapted the new mode of teaching-learning due to the pandemic situation thereby causing no disruption in the teaching-learning process.

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

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

College has established an academic planning and development committee which comprises of HODs of all departments in order to establish a systematic mechanism for curriculum delivery and documentation.

The 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 of various learning inputs. The committee coordinates with IQAC in order to identify appropriate objectives of the system that can improve the quality of academics in the college. Similarly committee receives suggestions from various stakeholders, teachers and students in order to improve overall academics standards. Major decisions taken by the committee in its regular meetings are widely implemented.

As the college is Autonomous, it gives flexibility to inculcate contents in syllabus as per industry/current 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 detailed session plan is

prepared which is maintained online on ERP system. The session plan elaborates how the schedule of lectures and practicals will be and the Worksheet specifies the actual details of lectures and practicals conducted. The session plan is periodically evaluated by the respective HOD's so the syllabus is completed within time. Also the class teachers take the syllabus review of every subject by discussing it with all subject teachers so that gap if any, in the planner and actual execution will be filled accordingly. Various extra and co curricular activities are arranged during the whole academic year to build the students confidence and enhance their knowledge. Students are also encouraged to participate in various intercollegiate competitions which are beneficial for their holistic development. Workshops and guest lectures are conducted every semester to give students more content and knowledge other than their syllabus. 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	NILL

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/assets/pdf/Annual-Report-AY-20-21.pdf
Upload e-copies of accreditations and certification	**No File Uploaded**
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

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

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. (URL :https://iccs.ac.in/assets/pdf/Code-of-Conduct-2020-2021.pdf)

'Gender just Society..Is it a still Dream for we Indians?' a session by renowned advocate Archana Borgaonkar was organized for all First Year students and "Gender just society… A step forward by senior college students" Part II by the same speaker was organized for all students in which the speaker discussed about how still gender discrimination persists in our society and in what ways it can be eradicated.

'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.

Every year college celebratedInternational Womens Day on 8th March as It isa day to recognize the extraordinary acts of women and to stand together, as a united force, to advance gender equality around the world.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iccs.ac.in/assets/pdf/Code-of-Conduct-2020-2021.pdf

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)

Collegefacilitates several techniques for the management of degradable and non-degradable waste. The primary focus is to reduce, reuse and recycle the waste. Indira College Campus is surrounded by lush greenery.The Campus land has severalspecies of plants andtrees.The entire campus is declared as "Non Plastic Zone". Necessary awareness has been created in the campus through Sign Boards.The campushas a population of more then 3000 people. 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 Residential Hostelfrom 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

types , of Liquid waste generated within the campus, the liquid waste from kitchen/ Bath rooms and sewage from the toilets . Separate chambers and pipelines have been constructed to collect kitchen/ Bathroom liquid waste and Sewage waste.The waste water is treated through STP and the treated water is used for gardening purpose.

E waste Management:E-waste is managed according to the norms of the College.

Waste Recycling System: College has system for waste recycling.

The Collegehas organized Swach Bharat Mission. Under this banner the NSSvolunteers along with Pimpri Chinchwad Municipal Corporation (PCMC) has organised PLOGATHON activity. The objective of this event is to spread awerness about Cleanliness and Health. The meaning of Plogathon is to pick up litter as you jog,

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:	B. Any 3 of the above

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

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

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

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following: 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	**No File Uploaded**
Certificates of the awards received	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres	**B. Any 3 of the above**

Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

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 are studying without any discrimination. Though the institution has diverse socio-cultural background and different linguistic, we do not have any intolerance towards cultural, regional, linguistic, communal socio economic and other diversities. With great fervour 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.

'Hindi Diwas' is observed in college every year where the significance of our national language is propagated to all students.

'Marathi Bhasha Gaurav Diwas' and 'Marathi Bhasha Sanvardhan Pandharwada' was observed in college in which seminars were organized to celebrate the exquisiteness of Marathi language.

During festivals such as Diwali, Onam, Ganesh Chaturthi, Navratri, Eid etc, faculties, staff and students carry out a small celebration in college.

Also various activities were organized by college, such as :

1. Quiz based on 'Human Values and Ethics' was organized for all students and faculties

2. Session on 'Human Rights' was organized for all students and staff on occasion of 'Human Rights Day'.

3. 'Gender just Society..Is it a still Dream for we Indians?' a session by renowned advocate Archana Borgaonkar for all First Year students.

4. Observing 'World Mental Health Day & Fit Indira Movement' by organizing fruitful session by Director of Physical Education.

5. 'Cooking As A life Skill' session conducted by renowned Chef Partho Nath

6. 'Paper bag making competition' for teaching and non-teaching staff

7. Distribution of study materials to physically challenged children

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

9. Observing the World Environment Day , a Workshop on- Seed Ball Making was organized for all students.

10. During the pandemic situation, Mask and Sanitizer distribution was carried out for the police personnel of Wakad police station.

11. Sanitation, Cleanliness and personal hygiene and its importance on the background of Covid 19 for the villagers of Ghungur village.

12. Session on 'Dealing with negative emotions and positive emotional wellbeing' by Psychologist MS. Anuja Kulkarni, for students especially during this Covid 19 pandemic.

13. Observing 'World No Tobacco Day', 'National Safety Day' by arranging session for staff and students.

Under the MOU with Synergy University, Russia and Asia Pacific University, Malaysia where students got an exposure to see and experience their culture, studies and environment at Russia and Malaysia respectively.

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 Mask distribution, Workshop on-Seed Ball Making, Pulse Polio Campaign, Cleanliness Drive Visit to Orphanage, Swachh Wari, Tree Plantation Drive , Covid-19 Awareness Program in which students are involved actively.

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. Session on 'Human Rights' was organized for all students and staff on occasion of 'Human Rights Day'.

3. 'Gender just Society..Is it a still Dream for we Indians?' a session by renowned advocate Archana Borgaonkar for all First Year students.

4. Observing 'World Mental Health Day & Fit Indira Movement' by organizing fruitful session by Physical Education Director.

5. 'Cooking As A life Skill' session conducted by renowned Chef

Partho Nath

6. 'Paper bag making competition' for teaching and non-teaching staff

7. Distribution of study materials to physically challenged children

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

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

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	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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

and festivals

Indira College of Commerce and Science,believes in celebrating national and international 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. In academic year 2020-21, we celebrated the following days like World Environment Day, International Yoga Day, National Mathematics Day, Independence Day, Republic Day, Birth Anniversaries of Dr. Sarvapalli Radhakhishnan, Mahatma Gandhi, Lal Bahadur Shastri Jayanti,Swami Vivekananda, National Farmers Day,World Mental Health Day & Fit Indira Moment,Central Excise Day,National Voters Day,National Girl Child Day,National Sports Day etc.

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

7.2 - Best Practices

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

The weblink on the Institutional website regarding the Best practices:

https://iccs.ac.in/BestPractices

Institute has several Best Practices out of which"Gender Just Society…Is It a Still Dream for We Indian?" held on05 January 2021 byGuest Faculty: Adv. Mrs. Archana Bogaonkar,Designation: Advocate.TotalNo. of Attendee : 182. The speaker, Adv. Mrs. Archana Bogaonkar created awareness among the students for serving equal respect to each other. She made the learners understand how law is helpful in decreasing gender inequality. The session was very fruitful for all. They learnt how gender equality contributes to create a healthy society.The mainObjective is to know the importance of gender equality.Learning Outcome: how gender equality contributes to

create a healthy society.

File Description	Documents
Best practices in the Institutional website	https://iccs.ac.in/BestPractices
Any other relevant information	NILL

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)

•Institutional Distinctiveness on the Institutional website

Since the beginning the college has emphasized on establishing its image as a place for learning and personal enrichment of the learners. The college has made appropriate efforts to establish itself as a high quality institution for learning and student's personality enrichment and improving overall educational standards.

Following are the characteristics of ICCS as an academic institution-

The college has positioned itself as a unique institution which encourages healthy academic practices and stresses on building a fair culture for enhancement of academic standards and holistic development.

The college has always encouraged its faculty members to participate in various academic activities to exhibit their talents and encourage academic scholarships.

Some of the important policies in this regard include recognizing special and extraordinary services of the teachers and given them letter/certificate of appreciation.

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

Award for Best institute in Placements and Best College in IT, Commerce and Management was received by ICCS at Global Awards 2021 by World Education Congress.

ICCS ranked 3rd in Pune as the Best Science and Commerce college at 'India Today 2021' ranking.

ICCS ranked 3rd in Pune as the Best BCA college, 4th as the Best Commerce college and 5th as Best BBA college at 'Outlook ICARE Ranking 2021'

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. This includes Mask distribution, Workshop on-Seed Ball Making, Pulse Polio Campaign, Cleanliness Drive Visit to Orphanage, Swachh Wari, Tree Plantation Drive , Covid-19 Awareness Program and many more.

The college is always emphasizes on enhancing the learning abilities and qualities of the students by providing professional education and enrichment of their skills. These skill development initiatives have added to their qualifications and also have improved opportunities of employment. For holistic development of students the college organizes a variety of activities like Poster presentations, Presentation league, Youth Parliament, Industry-Academia Interface Presentations, Infomania etc and many more.

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. Focus on more to promote and facilitate Research Culture by doing Research by students and Faculties. To encourage

faculty to undertake Consultancy Assignments.

2. To make understand students and Teachers our basics of Laws , our fundamental laws and duties emphasizes more on conducting informative sessions on (IPR) Intellectual Property Rights.

3. To continue to organize Extension Activities for the benefit of the Society and to create awareness on various social issues. Institute is planning to Adopt a village for social and educational upgradation. And to continue to provide formal education to needy and deserving students, by setting Computer Labs, Library facilities etc.

4. To focus on adapting new teaching techniques and to enable various improvements in the existing Teaching & Learning process hence, will Introduce need based and value Based degree programs and value added programs which focus on employability, Entrepreneurship, and develop their communication and analytical Skills.More Exclusive E-Content development

5. To encourage Faculty to Participate in Syllabus Framing (at Board of Studies), Setting Question Papers (at University Examinations), Visit Other Institutions as Resource Persons, etc.