YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

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

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

- Designation
Principal

- Does the institution function from its own campus?
Yes

- Phone No. of the Principal
02066759502

- Alternate phone No.
02066759636

- Mobile No. (Principal)
9552626127

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

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

- City/Town
Pune

- State/UT
Maharashtra

- Pin Code
411033

2.Institutional status

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

- Type of Institution
Co-education

- Location
Urban

- Financial Status   **Self-financing**

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

- Phone No.   **02066759636**

- Mobile No: **9890686216**

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

3.Website address (Web link of the AQAR (Previous Academic Year)   https://iccs.ac.in/assets/images/aqar/AQAR-21-22.pdf

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

- if yes, whether it is uploaded in the Institutional website Web link: https://iccs.ac.in/assets/pdf/Academic%20Calendar%202022-23.pdf

5.Accreditation Details

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

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

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

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Nil	**Nil**	**Nil**	**01/07/2022**	**0**

8.Provide details regarding the composition of the IQAC:

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

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

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

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

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

- If yes, mention the amount

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

IQAC makes sure that the Academic Calendar and Teaching Planner are executed appropriately, in order to make effective and strengthen the teaching and learning process, External Academic Audits of the departments were conducted and shared with the departments. Continuous focus on improving Teaching Learning infrastructure IQAC takes care of all of the stackholders feedbacks and properly analyzes it. Based on this, it proposes relevant actions and implements it.

By developing research policies, a research cell, and financial assistance for research papers in reputed journals, to all the employees It also gives teachers and students the proper guidance for research activities through workshops, counseling, and permission to participate in various FDPs based on research methodology.

To raise the ability and efficiency of teaching and administrative staff, IQAC offers a number of faculty development programs(i-FEEP) and encourages staff to participate in orientation, refresher, and FDP's at other colleges and universities. For administrative staff organizes e-skills improvement Training Program every year. To ensure good physical and mental health IQAC conducts various programs.

In order to better understand students and teach them the fundamentals of law, IQAC held a number of workshops on topics such as intellectual property rights, research methodology, gender sensitization, human values, and constitutional values, Gender

Equity & Gender Sensitization. IQAC also focuses other important topics like CO PO calculation and accomplishments, entrepreneurship, skill development and startups.

IQAC carried out a number of social projects, including blood donation camps, tree plantings, e-waste collection drives, stationery donations for underprivileged students in schools, cleanliness drives, etc. Every year, the college hosts an NSS camp at Shelkewadi, its adopted community.

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

Plan of Action	Achievements/Outcomes
To collaborate initiatives of Industry-Academia and Alumni for development of students.	Facilitated multiple sessions featuring industry professionals and alumni aimed at connecting the dots between industry needs and the curriculum.
To Reform National Education Policy (NEP)	A committee dedicated to the National Education Policy (NEP) has been established at the college, and a series of expert-led sessions have been arranged to obtain comprehensive guidance on the NEP framework and its implementation procedures.
To Develop more formal linkages with other universities and colleges through MoUs	Successfully done linkages through 19 MoUs in current A.Y. like Mobicare Infotech Software and Energy Private Limited, EXCEL R, Cyber Sanskar, Hotel Gourish, Mahabaleshwar, Quick Heal Technologies Limited, Gryphon Consultancy etc.
Planning to conducted Programs on Skills Development for college students and Staff.	Organized Successfully various Skills Development programs like Webinar on Innovation & Start-Up, Career Orientation Program, CCNA Networking training program,Cloud Fundamentals EDL Program,Recent trends in Business communication etc organized for students, and

	Indira faculty development Programme for teaching and e-skills enhancement program for Non-teaching staff organized.
To focus more on research and Development and Promoting young faculty members to undergo Orientation Programme, Refresher Course, FDP, FIP, different workshops, etc. conducted by various HRDCs	The IQAC has created a forum for sharing information among the young faculty members regarding different courses conducted by various HRDC's across the country.
To make Research Cell active.	To make Research Cell active with appoinment of Ph.D Guides and giving admissions to Ph.D students. Made compulsory all ICCS teaching staff to register for Ph.D and to complete in 4 years.
To procure high end latest configuration computers for cybersecurity students, increase tieups for cyber security students and to celebrate cyber awareness day weekly.	Created high tech computer lab for cybersecurity students, done tieups wth Cyber Sanskar and Quick Heal Technologies Limited for cyber security students and to make awareness bout cyber crimes college celebrated cyber awareness week.
To set benchmark for staff to Publish at least 2 Research Paper annualy in UC Reffered Journal	Total 73 Research Papers published in A.Y. under Scopus, UGC Care, Peer Reviewed and Web of Science.
To reformation of ICCS Clubs, which offers a wide range of benefits that can enrich a student's college experience and prepare them for success in their future careers.	Reformed various ICCS Clubs like Food Club, Music Club, Cyber club, Management Club, Spiritual club, Nature's Club.etc.
To acquire new titles and volumes to library so as to cater to the requirements of new syllabus of semester scheme.	Increased new titles and volumes to library i.e. no. of Titles: 1122 and no. of Volumes: 1673
Planning of Academic Calendar to	Signifiacant efforts implemented

conduct various activities on time and Teaching Planner to smooth conduction of Lectures	to follow Academic Calendar properly and continuous monitoring on Teaching Planner.
Improving Class room teaching and practical training by use of Modern audio-visual teaching aids.	Every classrooms have LED Panel to demonstrate the concepts clearly.
Planning to conduct various new activities under the NSS and EVS	Organized E-waste collection practices in PCMC area, Environment Conservation Awareness Sessions, Sanitization and Cleanliness Awareness Program,

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	05/06/2023

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

- Year

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- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Governing Body	05/06/2023

14.Was the institutional data submitted to AISHE ?	Yes

- Year

Year	Date of Submission
22-23	15/02/2024

15.Multidisciplinary / interdisciplinary

The college has integrated interdisciplinary and multidisciplinary courses into its curriculum to stay abreast of contemporary technological advancements. Through these multidisciplinary offerings, our institution aims to deliver a comprehensive educational experience that equips students to tackle real-world challenges. This approach nurtures innovation

and fosters creativity by promoting collaborative efforts across diverse disciplines, while also encouraging students to engage in critical thinking and recognize the interconnections between various subjects. Multidisciplinary state level webinar series Infomania is arranged for the students to provide platform for interdisciplinary discussions. The institute incorporates basic course like humanities, and various management courses into the curriculum like BBA in Hospitality and Tourism, B.Com in Financial Markets, BBA in Innovation and Entrepreneurship etc. Our students undergo comprehensive training in contemporary skills through a variety of skill development initiatives. The curriculum for life skills programs, such as Yoga, Music, office automation tools, Financial Planning, and Website designing, is meticulously crafted and approved by the Board of Studies (BOS), the Academic Council, and the Governing Body to ensure its relevance and effectiveness.

16. Academic bank of credits (ABC):

The college is affiliated with Savitribai Phule Pune University and follows a credit-based system. From last academic year, the college has introduced the Academic Bank of Credit system in accordance with the guidelines of our parent university, Savitribai Phule Pune University. In this initiative, students are required to open their Academic Bank accounts. During this process, a unique ID and password are generated, enabling students to access their earned credits at any time. Well qualified nodal officer is appointed to execute processes of Academic Bank Credit. To familiarize students with the benefits of the Academic Bank of Credit system, the college has organized a workshop. This system offers advantages such as credit transfer, credit reorganization, and enhanced flexibility. Our institution is committed to the continuous improvement and advancement of our students. With this objective in mind, the college has implemented the ABC system, allowing students to accumulate credits from various sources and apply them towards their degree programs. This not only provides greater flexibility but also reduces the time and cost associated with obtaining a degree.

17. Skill development:

Skill development plays a pivotal role in the preparation of college students for their future careers and personal growth. Our college actively fosters skill development through the following means: Hands-on Learning: We create opportunities for students to apply their knowledge and skills through internships,

cooperative programs, and research projects. For instance, we recently organized a workshop titled "Drafting a Business Plan," wherein students had the chance to practically craft their business plans while receiving valuable guidance on the dos and don'ts of effective business plan writing. Soft Skills Training: We provide training in essential soft skills such as communication, teamwork, leadership, and time management. Entrepreneurial Programs: Our institution offers a range of courses and resources designed to nurture students' entrepreneurial skills and encourage them to explore the possibilities of starting their own businesses. An example of this is the MS-Excel Training workshop, which aimed to equip students with the practical skills and data analysis capabilities necessary for entrepreneurship. Mentorship Programs: We connect students with seasoned professionals who serve as mentors, offering guidance and support as students work on skill development and pursue their career objectives. Technology and innovation centers :- The college has set up technology and innovation centers, including an incubation cell, with the primary goal of granting students access to state-of-the-art technology and resources for the enhancement of their technological and innovation competencies. By offering these diverse avenues for skill development, our college empowers students with the tools they need to excel in their future careers and personal development journey.

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

The integration of Indian knowledge systems in college education not only enriches students' understanding of their cultural heritage but also provides valuable insights that can contribute to addressing contemporary challenges in diverse fields. Students are introduced to the importance of preserving Indian traditional knowledge through a variety of workshops and seminars. While English serves as the primary medium of instruction, our institute also utilizes students' mother tongue or local languages to accommodate those from rural backgrounds who are more comfortable with their native languages. This approach promotes the vitality and usage of Indian languages and contributes to a more inclusive learning environment. Furthermore, this initiative is geared towards elevating the educational standards of the college and fostering equitable learning opportunities. The college firmly believes that this initiative will equip our students with the skills and knowledge necessary to coexist harmoniously at local, national, and

international levels. During orientation and induction programs, students are sensitized to universal human values and principles. Additionally, each department celebrates all Indian festivals and observes events of national significance to ensure that students remain connected to India's rich cultural traditions. Cross-cutting issues such as professional ethics, gender equality, human values, and environmental sustainability are seamlessly integrated into the curricula of our Humanities, Commerce, and Science courses, either directly or indirectly. Curriculum Development: Embed Indian cultural perspectives, history, and heritage into the curriculum. This includes incorporating Indian literature, art, philosophy, and historical events into various subjects. Cultural Events: Organize cultural events, festivals, and seminars that celebrate India's rich cultural heritage. Encourage students to actively participate and learn through these experiences. Guest Lectures: Invite experts and scholars to deliver guest lectures on various aspects of Indian culture and knowledge systems.

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

The college places a strong emphasis on student-centric teaching and learning through the implementation of Outcome-Based Education (OBE). OBE entails meticulous planning of course delivery and assessment to achieve clearly defined objectives and outcomes, with a focus on evaluating student performance at various levels. To ensure the effective execution of OBE principles, the college has established a dedicated committee tasked with developing rules and regulations for assessing Course Outcomes (CO) and Program Outcomes (PO) attainment. In order to streamline the process of calculating CO and PO attainment, the college has developed an advanced Information and Communication Technology (ICT) tool. This tool offers a user-friendly interface that facilitates the input of data and generates precise CO and PO attainment results. The automation of this process has greatly enhanced its accessibility and usability for all faculty members. College is implementing OSM(On-screen marking) Evaluator for assessment of exam papers online which provide us the proper evaluation per student as per CO's for each course.

20.Distance education/online education:

In accordance with the guidelines from our parent institution, Savitribai Phule Pune University in Pune, all lectures and practical sessions are held in a traditional, physical classroom setting. To ensure active student engagement during these sessions, we leverage a variety of Information and Communication

Technology (ICT) tools. The college's utilization of ICT in education serves to support, enhance, and optimize the delivery of educational content. The dedicated faculty members at ICCS effectively employ several ICT-enabled tools, such as:- Microsoft Teams, which is employed for conducting online lectures and facilitating staff meetings in a virtual environment. An Enterprise Resource Planning (ERP) system, which serves as a valuable platform for disseminating syllabi, academic calendars, and timetables to students. Established well equipped media center to record Lectures and Moocs. Learning Management software is used to allocate online courses,monitored and assessed. The ERP system also streamlines the process of continuous internal evaluation, allowing for the easy administration of assignments and tests. Additionally, the college actively organizes live webinars with the assistance of Microsoft Teams, enhancing the interactive and remote learning experience for our students and faculty alike.

Extended Profile

1.Programme

1.1 Number of programmes offered during the year:	**15**

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 Total number of students during the year:	**4628**

File Description	Documents
Institutional data in Prescribed format	View File

2.2 Number of outgoing / final year students during the year:	**1384**

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3	**9012**

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

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1 Number of courses in all programmes during the year:	**533**

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2 Number of full-time teachers during the year:	**89**

File Description	Documents
Institutional Data in Prescribed Format	View File

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

4.Institution

4.1 Number of seats earmarked for reserved categories as per GOI/State Government during the year:	**789**
4.2 Total number of Classrooms and Seminar halls	**23**
4.3 Total number of computers on campus for academic purposes	**262**
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	**51331150.69**

Part B

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

The institution takes great care in designing and implementing curricula that align with the evolving needs at local, national, regional, and global levels. This alignment is evident through the articulation of clear Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) across the different programs it offers.

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.

1) Local Developmental Needs:

The institution's curriculum is meticulously designed to address the specific needs of the local community. Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) are tailored to cater to local industry requirements and societal challenges.

2)National Developmental Needs:

The curriculum reflects a keen understanding of national developmental priorities and goals. Alignment with national policies, economic trends, and technological advancements ensures graduates are equipped to contribute meaningfully to the nation's progress.

3) Regional Developmental Needs:

Regional nuances and challenges are integrated into the curriculum to address regional developmental needs. Emphasis is placed on understanding regional socio-economic dynamics and fostering solutions that benefit the region.

4) Global Developmental Needs:

The institution recognizes the interconnectedness of global challenges and opportunities. The curriculum prepares students to thrive in a globalized world by incorporating international best practices, cultural sensitivity, and emerging global trends.

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

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

04

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

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

158

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

94

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

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

12

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

1.3 - Curriculum Enrichment

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

Professional Ethics, Moral Values &Human Values : - Various event seminar and guest lectures and workshops organizesto inculcate moral and human values in them. A workshop is organized on " Human rights, indian judiciary system and the constitution of India. Activity conducted entitled "Gandhi Jayanti" and "Anti Untouchability Week","Human Rights Day", to aware students about Human rights. Focuses on Professional ethics by including the concept in autonomous curriculum. Camp organizesfor "Blood donation" and "World Organ Donation Day",to inculcate human values.

Gender Sensitization: -The college has Women Grievance Cell and Grievance Redressal Cell to provide counselling to students, promote gender equity among students and deal with related issues of safety and security of female students, staff and faculty. "Pre-Marital Counselling Session Under Nirbhaya kanya Abhiyan" was arranged for the students.

Environment & Sustainability: -

The college organizes workshop/ seminars on Environment & Sustainability to make students aware about efficient use of natural resources. A event was organized on "Role of Individuals in Environment Conservation – Youth generation and their responsibilities". Sessions were arranged on "Water Literacy" and "Environment Conservation Awareness". Course on Environment studies is included in curriculam. Environment awareness campsare organized. A tree Plantation activity conducted. A workshop titled "Save Rivers Save India" on Eco-friendly Shri. Ganesha Idol Making is also conducted every year. celebratedNational Pollution Control Dayand World Population Day.

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

25

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

2841

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

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

1217

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**

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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

1629

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	<u>View File</u>

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)

527

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	<u>View File</u>

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 places a strong emphasis on outcome-based learning processes, with a systematic approach to identifying students as either slow learners or advanced learners through prerequisite tests, class interactions, and test performance assessments.

For our slow learners, we have implemented various activities to enhance their performances like:

1. Conducting remedial classes,

2. Organizing guest sessions,

3. Providing support through a mentor-mentee system,

4. Distributing previous year question papers and question banks for all subjects to assist them in their preparations,

5. Offering extra classes for difficult subjects to help students who have faced challenges in their exams.

In contrast, our advanced learners are afforded opportunities to engage in innovative projects and technical initiatives within the institute. Toppers from each class are appointed as Class Representatives and HoD Nominees for their respective departments,

forming part of the students' council. This role encourages the development of communication, leadership, and team-building skills.

Advanced learners are encouraged to participate in activities such as Hackathons and various competitions. Additionally, they play a pivotal role in supporting slow learners through a buddy system.

Moreover, we provide advanced learners with exposure to the industry through the following activities:

1. Virtual company visits to IT companies.

2. Special sessions on new ideas, startups, and connecting with international companies.

3. Workshops on Intellectual Property Rights (IPR) protection and awareness in India.

4. Guest lectures on understanding low-code and no-code development.

5. Sessions focused on raising awareness about emerging trends and placement opportunities in cybersecurity.

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

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/06/2023	4628	89

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 is dedicated to fostering a dynamic and enriching educational experience for students through a wide array of student-centric activities held throughout the academic year.

Our college offers a diverse range of activities, including group discussions, model making, field visits, debates, quizzes, assignments, seminars, project writing, exhibitions, and the creation of articles and PowerPoint presentations. These activities are designed to offer students experiential, participative, and socially interactive learning opportunities.

In addition to academic pursuits, ICCS places equal importance on co-curricular and extra-curricular activities, sports, and cultural events.

Our institution is committed to student-centric methodologies aimed at enhancing lifelong learning skills.To achieve this, we employ the following student-centric approaches:

a) Experiential Learning: To elevate students' cognitive abilities, we offer a range of experiential learning practices, includingLaboratory sessions, Add-on courses,Project development,Industrial visits etc.

b) Participatory Learning: In this form of learning, students actively engage in various activities such as seminars, group discussions, projects, PowerPoint presentations, and skill-based add-on courses. College annually organizes a prestigious State-Level Debate Competition to enhance their communication abilities.

c) Problem-Solving Approaches: Our departments actively promote the acquisition and enhancement of problem-solving skills among students. To facilitate this, the college arranges expert lectures covering a wide range of topics. We also encourage students to enroll in Massive Open Online Courses (MOOCs) and actively participate in both inter-college and intra-college technical festivals, as well as various competitions.

File Description	Documents
Upload any additional information	View File
Link for additional Information	Nil

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

To keep students engaged during lectures, it has become crucial for educators to leverage various ICT (Information and Communication Technology) tools. Consequently, teachers are integrating technology with traditional teaching methods to foster sustained student engagement and long-term learning. Our college utilizes ICT in education to support, enhance, and streamline the delivery of knowledge.

The availability of ICT tools on campus facilitated a seamless transition from traditional to online teaching methods during the difficult time of pandemic. The dedicated faculty at ICCS utilizes a range of ICT-enabled tools to enrich the teaching and learning experience, including:

MS Teams: Used for conducting online lectures and staff meetings.

ERP System: Utilized for sharing syllabi, academic calendars, and timetables with students. It also facilitates seamless continuous internal evaluation, enabling assignments and tests to be administered efficiently.

Live Webinars: The college conducts various live webinars through MS Teams.

Digital Notice Board: Installed on campus for important announcements.

Classroom Technology: All classrooms are equipped with LCD projectors or smart boards, extensively used by teachers to facilitate smooth and interactive lectures.

Auditorium and Conference room are digitally equipped where guest lectures, expert talks and various competitions are regularly organized for students.

This integration of ICT tools has not only enhanced the quality of education at ICCS but also ensured adaptability during changing circumstances, ultimately benefiting both educators and students.

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

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

2.3.3.1 - Number of mentors

89

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

To enhance the quality of teaching and learning, our first step is to train students to complete assigned tasks within set deadlines. This is achieved through the use of an Academic Calendar, which outlines key dates such as the start and end of classes, internal tests, assignments, and holidays. This information is readily available at the beginning of each semester through our institute's website and notice boards. The Academic Calendar also calculates the total available working days in a semester.

Following this, department heads (HODs) and senior faculty members use the Academic Calendar to create a timetable that aligns with the available working days and covers the curriculum for each subject. This ensures the effective delivery of our academic programs, considering both academic and logistical factors.

Based on the Academic Calendar, timetables are prepared for each program, with four hours per week allocated for full credit subjects and two hours per week for half credit subjects. Faculty members responsible for these subjects then create teaching plans that distribute the allocated 48 hours among various activities, including classroom teaching, case studies, role plays, workshops,

and lab sessions as needed. These plans are prepared in advance and serve as a guide for conducting sessions. The HODs of respective departments oversee the progress of each course, theymonitorthe Academic Calendar diligently and strives to ensure completioneverything on schedule.

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

89

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

15

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)

236520

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

19

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

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

59

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

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

At Indira College of Commerce and Science in Pune, we maintain a robust Continuous Internal Assessment System and Examination Procedure. This system is overseen by an exam committee comprising the Principal, Vice-Principal, Head of the Department, College Exam Officer, and other members. The committee sets the examination policy, which is communicated to both faculty and students at the start of the academic year. This policy encompasses the conduct of term-end exams for annual patterns and

internal exams for semester patterns.

To ensure continuous assessment of students, we employ various criteria, including:

- Class Tests
- Assignments
- Workshops
- Seminars
- Industrial Visits
- Group Discussions
- Presentations
- Practicals
- Remedial Classes
- Case Studies
- Online Tests

The results of the above assessments, along with internal exams, collectively contribute to students' internal marks. If students achieve poor results, we identify them and conduct remedial classes to support their development, followed by re-examinations or assignments. After the internal and term-end exams, we strive to assess the internal papers within 45 days, and subsequently, the results are declared.

Upon declaring the results, we analyze students' performance and host parent-teacher meetings where we present the results to parents. We identify students who may need additional support in specific subjects and encourage them to join remedial classes. In the month leading up to the exams, we provide students with comprehensive question paper-solving training, equipping them with the skills needed to excel in university-level papers.

College establishes anSquad team physical and online (through CCTV surveillance.) whoassure no copycases in exam.

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

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution

are stated and displayed on the website and communicated to teachers and students

In 2020, Indira College of Commerce and Science embraced Outcome-Based Education (OBE) as an integral part of its educational approach. To successfully introduce OBE, the faculty underwent comprehensive training aimed at aligning curriculum development with the principles of OBE.

In accordance with the objectives of Outcome-Based Education, the Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) are meticulously formulated by the respective departments responsible for each program. This process involves extensive consultation with faculty members and key stakeholders. The Course Outcomes (COs) for each subject are either derived from the university syllabus or collaboratively defined by the faculty members teaching the same subject, with the guidance of the Head of Department (HOD).

To ensure accessibility and transparency, the POs, PSOs, and COs are readily available on the college's official website. Furthermore, this essential information is communicated to students, teachers, and other staff members throughDepartmental Laboratories, College Corridors,HODs and Faculty Rooms and Course Files.

In addition to these physical displays, Course Outcomes (COs) are also communicated directly to students. Faculty members share this information with students at the beginning of each semester, providing clarity on the expected learning outcomes. Furthermore, throughout the semester, these outcomes are reiterated periodically through faculty announcements, ensuring that students remain informed and aligned with their educational journey. This multi-faceted approach to communication underscores the institution's commitment to OBE principles and its dedication to fostering a transparent and supportive learning environment.

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

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

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

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

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

1. Internal Examinations are conducted once a semester and covers the evaluation of all the relevant COs attainment.
2. Semester End Examination is descriptive, and a metric for assessing whether all the COs are attained.

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

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

2.6.3 - Pass Percentage of students

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

1347

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

2.7 - Student Satisfaction Survey

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

https://iccs.ac.in/assets/pdf/Student-Satisfaction-Survey-2022-23.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

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

The Indira Research Cell (IRC) is established to promote and work collaboratively for the successful research engagement by providing necessary support and platforms. Various initiatives were taken for the faculty and PG students that helped in focusing on the research activities. Research committee organize various activities like guest lectures, blog writing to guide faculties about INFLIBNET, N-LIST and other e-resources available for research, to aware faculties about e-books available for research and study, to train faculties about how to access e-resources and to gain understanding of different matrices especially H index and i10 index.

The Research committee (RC) takes care of various issues of research including ethical matters. The committee comprises of a Core Group of 13 members. Thecommittee has formulated various policies for smooth functioning of the PGRC. PGRC has initiated research incentive policy to inculcte research culture amongst employees.

Following are the Lecture Series arranged by PGRCin 2022-2023:

"First Six Monthly Presentation requirements and Steps", "SPSS "

under Indira Research Cell, Lecture Series, Research design, Sampling Techniques in Research , Research Tools Literature review, Using advanced excel function for data analysis , Prospective research areas in Cost & Works accounting.

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

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

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

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

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

Nill

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

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

0

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

3.2 - Resource Mobilization for Research

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

20000

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

3.2.2 - Number of teachers having research projects during the year

01

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

3.2.3 - Number of teachers recognised as research guides

05

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

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

01

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

3.3 - Innovation Ecosystem

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

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

creativity.

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

Currently there is only one start up that is being incubated in the incubation centre. It is a Cross Reality Development start up. They make virtual and augmented reality applications for Education, Industry and Medical industries.

To promote research among student's various guest lectures and seminars are conducted by research cell like- special lectures were arrange on topics like "First Six Monthly Presentation requirements and Steps", "SPSS " under Indira Research Cell, Lecture Series, Research design, Sampling Techniques in Research , Research Tools Literature review, Using advanced excel function for data analysis , Prospective research areas in Cost & Works accounting.

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

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

05

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

3.4 - Research Publications and Awards

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

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

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

3.4.2.1 - Number of PhD students registered during the year

17

File Description	Documents
URL to the research page on HEI website	https://iccs.ac.in/indira-college-of-commerce-science
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	View File

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

97

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

28

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)

0.39

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

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

0

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

3.6 - Extension Activities

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

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

The NSS cell of ICCS works to develop the overall personality of students through a series of regular activities which are undertaken within the campus as well as outside campus. In year 2022-23 college has organized various extension activities some of the major activities are:-

1. Blood Donation Camp inCollaboration with YCM Hospital , Pimpri, where212 students participated.
2. Human Rights, Indian Judiciary system and The Constitution of IndiainCollaboration withSPPU Punewhere232students participated.
3. Tree Plantation activity with Miyawaki concept in Aundh military camp, Punewhere 185students participated.
4. Personality Development and Mensuration HygieneinCollaboration withPNG Chinchwadwhere 178students participated.

With Rotract club total 59 Activities conducted in A.Y. 22-23 likeAlpinist Dreamer,Women & Emotional Diaries,Cloth Donation Drive,Namaste Spain,Rakhi : A Thread of Care,Independence Day with Rotary,Pink is The New Blue,Emotional Intelligence & Conflict Management,Hookstep Charadas & Samvad,AASHA,CYE,Canva Workshop,Get Together,Chitrakala,Suhana Safar,RED Talk etc.

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

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

05

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

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

07

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

1587

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

27

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)

19

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 spreadOver 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 (23classrooms) of well-furnished, well ventilated, spacious classrooms equipped with LCD projectors for conducting theory classes. The College also has ICT Classrooms(13 classrooms) where the provision of Multimedia learning, smart board, Wi-Fi connectivity and internet access is given. Our institution has well designed and well maintained auditorium. This auditorium regularly used for conducting national/ international seminars at the college. ICCS has 6 laboratories which are well equipped with state-of-the-art equipment and facilities. All the laboratories are established as per UGC norms, equipped with 230 properly maintained computer system, These labs are utilized for conducting practical classes as per the requirements of the curriculum. These labs are utilized for technology learning & training as a part of teaching contents beyond the syllabus. Labs have sufficient licensed software and open-source tools to cater the requirements of curriculum & industry enabled teaching. The entire campus is Wi-Fi enabled with 24/7 internet facilities to the students and staff. including labs, classrooms, library and offices of all Departments. library at ICCS is fully computerized by automating the issue of books with bar code reader. Apart of this college has proposed 1 additional floor where 4 ICT enabled classrooms and 1 I.T. Lab is currently in under construction.

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

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

Indira College of Commerce and Science are committed to provide not only quality education, but also a platform for healthy living. Therefore, we encourage students to take parts in various cultural activities and sports and game. ICCS has various

infrastructural facilities like sports room gymnasium dance room and auditorium.

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

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

File Description	Documents
Geotagged pictures	[View File](#)
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

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

23

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

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

8148567.00

File Description	Documents
Upload audited utilization statements	*View File*
Details of Expenditure, excluding salary, during the years	*View File*
Any additional information	*View File*

4.2 - Library as a Learning Resource

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

About SLIM21: Library Management Software SLIM21: Algorhythms consultants SLIM21 software's Version 3.8.0.22341 updated on January 2022 having Microsoft windows 10 Pro N Operating system for version 10.0.19044. Required Physical memory for installed (RAM) is 4.00 GB. This software provides Acquisition, Cataloguing, Circulation, Serial, Statistics, SDI, and CAS Modules for smooth functioning of the library day to day functions.SLIM allows to specify six digits Accession number. The first character (left most) can be an alphabet for e.g. "A09901". SLIM21 helps to generate Barcode as per item type.This software allows to import WorldCat to SLIM. This application facilitates the import of bibliographic data from the World Cat website into SLIM21. Also allow WIX (World Indexing) this utility helps to generate world Index of Bibliographic information. Web OPAC (Online Public Access Catalogue) by web this application provides facilities to search library collection using standard web browsers. http://172.16.0.10/w27/ this is the URL for OPAC.

About iSLIM: Algorhythms consultants new Internet enabled System for Library & Information Management known as iSLIM. This web based software supports to catalogue all types of items such as books, films, sound recordings, drawings, clippings, articles, reports, letters, pamphlets, serials publication etc. and manage their circulation. We have iSLIM Version 1.7.2.12577 and for this web based software link is as below:http://172.16.0.26/iSLIM/login.aspx?ReturnUrl=%2fiSLIM%2fMain%2fmain.aspx

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

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

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

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

501978

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

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

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

242

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	**Nil**

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
4628	**261**

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**	**A. All four of the above**

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

4.4 - Maintenance of Campus Infrastructure

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

5,13,31,150.69

File Description	Documents
Audited statements of accounts	[View File](#)
Upload any additional information	[View File](#)

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

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

A housekeeping staff assigned for each floor to ensure cleanness

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

Director of Physical Education, support staff look after the sports facilities. Sports department maintains a stock register. New sports kit as per students' requirement & their interest in sports, is raised by sports convener to the registrar office in the proper format.

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

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

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

134

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

29

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

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

File Description	Documents
Link to Institutional website	**Nil**
Details of capability development and schemes	View File
Any additional information	View File

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

4156

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

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

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

5.2 - Student Progression

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

296

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

5.2.2 - Number of outgoing students progressing to higher education

379

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

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

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

109

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

5.3 - Student Participation and Activities

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

36

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 representationin IQAC, Student Council, Anti-ragging and women dignity cell and they are appointed/nominated as members in the respective committees.

The college has well established students council. Student councils promote a sense of personal responsibility among students. Students who are part of student council, take on leadership roles on behalf of the entire student body. They create an environment where every student can voice out their concern or need.

College maintains transparency in all activities by involvement of stakeholders like students, parents etc. By participating in various committees, students get exposure of social and corporate atmosphere. As a result of being part of various committees', students get an understanding of social environment as well as develop leadership skills, team building, decision making, timemanagement, self-discipline and learning to think out of box.

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

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

35

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

5.4 - Alumni Engagement

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

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

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

Our Alumni Association helps in:

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

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

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

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

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

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

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

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

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

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

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

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Vision of ICCS

ICCS as an institution working for academic excellence, has a vision to develop the institution as a center of excellence in higher education. By inculcating innovative research and learning practices, the institution believes in transformation of youth through holistic educational development and by providing affordable quality education. The institution believes in value based learning systems, encouraging academic excellence and establishing a society that believes in democratic values.

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

Formulation of action plans and defining the policy objectives helps to address the issues and provide quality education. For Creating robust principles, frameworks, systems and processes the college always aims 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	[View File]()
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 Body. 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	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

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

The IQAC through discussions with the stakeholders made a strategic plan for the development of academic, administrative and infrastructural facilities and approval was taken from CDC and management. The purpose of the plan was to strengthen the UG, PG and the Research centers. Main aspects included in the strategic plan are Faculty development/addition of new courses and innovative short term and add-on courses, Organization of seminars, conferences and workshops, Career development and placement activities, Qualitative and quantitative strengthening of existing programmes, Research, consultancy and extension was given through the Research Incentive scheme of college, Augmentation of academic infrastructure and equipment, Effective and extensive use of ICT in teaching and learning system.

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

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

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

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

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

The college strictly follows the service rules according to the SPPU norms. Recruitment process is carried out according to the

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

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

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

File Description	Documents
ERP (Enterprise Resource Planning) Documen	[View File](#)
Screen shots of user interfaces	[View File](#)
Details of implementation of e-governance in areas of operation	[View File](#)
Any additional information	**No File Uploaded**

6.3 - Faculty Empowerment Strategies

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

The teaching and non-teaching staffs have the benefits of PF, Gratuity, Mediclaim, dental checkup and other benefits as applicable. The college always motivates and encourages the teaching and non- teaching staff for their development and

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

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

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

77

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

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

01

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

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

76

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	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

College conducts the internal as well as external/statutory financial audits regularly. An internal approval system for all expenses is in place. Accordingly bill/voucher is recommended by respective Head of the Department and are approved by the Principal. Proper record of all the expenses is maintained by the accounts department. The internal financial accounting is completed every month. The internal auditor appointed by the institute cross checks and verifies Books of Accounts (Bills/Vouchers, Bank Reconciliation, etc.) and also finds out theshortcomings / errors. These errors and/or shortcomings are explained to the institute Accountant and the principal by the internal Auditor. The errors/Shortcomings in the accounts are rectified as per the instructions of the internal auditor immediately. For external/statutory audit Institute has appointed Chartered Accountant M/s Shashank Patki and Associates. They visitthe institute twice every year for external audit and check the books of accounts and then prepare their audit report and audited statements which are presented to management. The shortcomings and errors/rectifications in the audit are enlisted

in the report of the external/Statutory auditor's report. Finalization of the account is completed and audited statements are prepared, signedby the Principal, and chartered accountant. So far, no major objections are found in the audit by the statutory auditors and minor audit suggestions are compiled as per procedure.

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

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

52528

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

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

College maintains & follows a well-planned process for the mobilization of funds and resources.

The process involves various committees of the college as well as the Department Heads and Accounts office. College has designed some specific rules for the fund usage and resource utilization.

• Mobilization of Funds, the student Tuition fee is the major source of income for the institute.

• Alumni contribute to the college.

• Sponsorships from government.

Utilization of Funds:

· A finance committee has been constituted to monitor the optimum utilization of funds for various recurring and non- recurring expenses.

· The purchase committee seeks quotations from vendors for the purchase of equipment, computers, books, etc.

· The quotations are scrutinized by the finance and purchase committee before a final decision is made based on parameters like pricing, quality, terms of service, etc.

· The Principal, finance and purchase committees along with the accounts department ensure that the expenditure lies within the allotted budget.

Resource Mobilization Policy and Procedure.

· Before the financial year begins, Principal and Heads of Departments prepare the budget.

· Budget includes recurring expenses such as salary, electricity and internet charges, stationary & other maintenance costs.

· The budget is scrutinized and approved by the management. Accounts department and Purchase department monitor whether expenses are exceeding budget provision.

· Statutory auditors are also appointed who certify the financial statements in every financial year. The grants received by the college are also audited by certified auditors.

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

6.5 - Internal Quality Assurance System

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

The IQAC plays a key role in improving and maintaining the quality of education of any institute/college. The college was granted "Autonomous Status" by UGC in the academic year 2020-21. The Cell has been functioning actively for our Academic and Administrative activities. "Quality Policy" is the major objective of our IQAC through continuous monitoring and constant follow-up of undergoing activities.

Objectives of IQAC

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

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

Some of the functions of the IQAC are:

- Development and application of quality benchmarks.

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

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

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

In A.Y. 22-23 , IQAC took care of:

- There was an increase in the certifications programs, FDPsand Training programs attended by faculties.
- There was also an increase in the number of research papers written/published by faculties in quality journals.
- The number of people qualifying NET/SET/Ph.D has also considerably increased.

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

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

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

The academic planning & development committee reviews overall performance of academic activities, identifies limitations and suggests necessary changes to be made in order to improve the modeof academic delivery. The committee coordinates with IQAC in order to identify apt objectives of the system that can improve the academic quality of the college. The committee receives suggestions from various stakeholders, teachers and students in order to improve overall academics standards and accordingly takes decisions. Being Autonomous, it gives flexibility to inculcate contents in syllabus as per industry standards. The college follows this syllabus for teaching students. Well in advance the teachers are communicated about their respective allotted subjects so that they get ample time to prepare their respective subject.

Before the start of every semester, a teaching plan is submitted by the teacher which comprises of detailed topics, teaching methodology to be used, list of assignments, the assessments to betaken and also the list of books and websites to be referred. The teaching plan is periodically evaluated by the respective HOD's.

To ensure the holistic development of students, various extra and co-curricular activities are arranged, students are encouraged to participate in various intercollegiate competitions, workshops and guest lectures are conducted every semester, certification programs, short term and value added courses are organized in college to inculcate skills in students. Industrial visits are organized for the students to give them exposure to the real time projects and work culture in corporate.

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

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

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

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

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

- A Model code of conduct for students and staff is readily made available on the website and the same has to be observed by all students and staff.
- A session on "Gender Sensitization" by Ms. Swati (Unit Head, Karve womens study and research center) was conducted for all sudents which received an overwhelming response.
- A Grooming session for Girls by Whisper and Gillette (Venus). A session was conducted by Ms. Yashika Rangalani on the topic 'Women's health and Hygiene'. As a part of company's CSR activity whisper and Gillet (Venus) organized this session for girls students. The speaker has talked about the grooming and etiquette.
- On account of "International Womens Day", a blog writing competition was organized in which blogs were invited on the topic "Gender equality today for a sustainable tomorrow".

- **Workshop on Human Rights, Indian judiciary system and the constitution of India, in which aspects of Gender Sensitization were also discussed.**
- **To sensitize students on the gender discrimination, conductedQuiz on topic "Time to change Mindset" whereStudent given a chance to speaka lot when we asked their opinion onwhat are the causes of Gender inequality in India.**

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

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment	**A. Any 4 or All of the above**

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

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

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

management: There are two types of Liquid waste generated within the campus, the liquid waste from kitchen/ Bath rooms and sewage from the toilets . Separate chambers and pipelines have been constructed to collect kitchen/ Bathroom liquid waste and Sewage waste. The waste water is treated through STP and the treated water is used for gardening purpose. E waste Management is managed according to the norms of the College. Waste Recycling System: College has system for waste recycling.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

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

7.1.5 - Green campus initiatives include

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

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

A. Any 4 or All of the above

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
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	View File

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

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

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

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

The institution believes in equality of all cultures and traditions as is evident from the fact that students belonging to different caste, religion, regions, country are studying without any discrimination. Though the institution has diverse socio-cultural background and different linguistic, the college does not have any intolerance towards cultural, regional, linguistic, communal, socio economic and other diversities. "Hindi Diwas" is celebrated to promote and honour the Hindi language among people."Sadbhavana Diwas", to encourage national integration, peace, affection, and communal harmony among the Indian people of all religions.

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

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

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

was organized for all students and faculties.

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

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

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

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

In curriculam studentsstudy Democracy, Elections and Governanceas a compulsory paper which sensitizes the students about constitutional obligations. Every year Republic Day is celebrated on 26th Jan by organizing activities highlighting the importance of Indian Constitution. Independence Day is also celebrated every year to highlight struggle of freedom and importance of Indian constitution.

Regarding the same various activities was organized by college

1. Quiz based on 'Human Values and Ethics' was organized for all students and faculties.
2. Celebration of "Hindi Diwas" by essay writing competition was organized for all students.
3. CelebrateConstitution Day every year.
4. A visit to Old age/orphanage home was carried out by college on occasion of "Foundation Day" and also donations were carried out
5. Workshop on Human Rights, Indian judiciary system and the constitution of India was organized.
6. Observing and celebrating various days viz. Human Rights Day, Organ Donation Day, National eye Donation Fortnight,

Anti untouchability week,National Voters Day and many more.

7. **Formed and celebrated Electoral Literacy Clubto give awareness regarding voter registration**

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

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

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

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

The college believes in celebrating commemorative days, events and festivals in college. It is an integral part of learning and building a strong cultural belief in a student. The College makes tremendous efforts in celebrating the national and international days, events and festivals throughout the year to maintain harmony and healthy work atmosphere and to make the students aware of the national pride and rich cultural heritage. Institution

celebrates/organizes national and international commemorative days, events and festivals like Gandhi Jayanti, Dr. Babasaheb Ambedkar Jayanti, Sadbhavana Diwas, Netaji Subhash Chandra Bose Jayanti, Onam Celebration, Martyrs Day, World Tourism Day, Teachers Day, International Literacy Day, Anti Untouchability Week, National Constitution Day, National Integrity Day, Human Rights Day, National Girl Child Day, International Womens Day, National Science Day, Army Day, Air Force Day, National Integration Day etc.

Herewith attached the highlights in the form of reports.

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

7.2 - Best Practices

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

Best Practices for A.Y. 22-23 :

1. Transformation Series : ICCS has organized a unique event " Transformation Series "in which differently abled personalities performed and interacted with our students. Host of this series Ms. Geeta Poduval, asocial entrepreneur, motivational speaker, counsellor and activist for disabled people. She is the Founder-Director of DRZYA, a firm that brings disabled and unique performances, talks and workshops from across the world on one platform. A mesmerizing performance by Mr. Javed Chaudhari, an inspiring one-legged International basketball player, Mr. Yogesh Kumar, a mobility challenged performer, Mr. Siddhija Ramesh, a visually challenged professional personnel showed the students that nothing is impossible in this world only if you have the dedication and passion towards your goal. This event motivated our students to step outside their comfort zones and embrace their uniqueness, pushing them to excel beyond limits. It was a reminder that greatness resides within each of us, waiting to be unleashed. We salutes all

these heroes.

2. **Cyber Security Awareness Week:**To create cyber awareness among the fellow citizens and to create a safer and secure digital world. College creates awareness throughCyber Security Awareness Week. The objective is students should know about types of cyber-crimes, andalso know how to handle cyber-crime situation by using our cyber laws. College organizessessions on "Cyber Security Awareness" for ourstudents and staffas part of Cyber Security Awareness week. The speakersdiscusses cyber security cases with students. Students also get to know how to switch into cyber security field.

File Description	Documents
Best practices in the Institutional website	https://iccs.ac.in/best-practices
Any other relevant information	**Nil**

7.3 - Institutional Distinctiveness

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

Indira College of Commerce and Science for its extra ordinary contribution to education has been awarded with various awards and recognitions.The college was honoured with the several awards during the 12th World Education Congress, held at the Taj Lands End Hotel, Mumbai on 23rd July, 2023 :

- **Best Green and Clean Campus.**
- **Award for "Best CSR Initiative of the Year"**
- **Prof.Ravindra Sarje was presented with the Best Academic Administrator Award for Digital Innovations.**

The college was also honoured:

- **"Champion user of CRM" Award by NOpaperForms for our Admission Incharge**
- **"Maximum participation (west zone)" award to college in Nation wide financial markets quiz 2022 by SEBI & NISM**
- **Ranked 2nd in Pune as the Best Science and Commerce collegeat 'India Today 2022' ranking.**

These awards and ranking indicate significant contribution of ICCS

in quality education.

ICCS has developed a fair and healthy culture to recognize services of its outstanding teachers and faculty members as well as non-teaching staff. Similarly, the college has adopted good number of healthy and best practices to encourage contribution of its teachers and motivate them. The college has organized a good number of academic, co-curricular and extra-curricular activities to exhibit its concern for social welfare as a part of social responsiveness. In order to foster research and cultivate a research culture among faculty members, ICCS has developed a unique research policy in which teachers got monetary incentives for writing research papers.

File Description	Documents
Appropriate link in the institutional website	**Nil**
Any other relevant information	[View File](#)

7.3.2 - Plan of action for the next academic year

1. Implementing the New Education Policy in undergraduate and postgraduate programs.

2. To embed entrepreneurial skills within students, enabling them to address the complexities of the corporate environment with the help of workshops

3. Implementation of an advanced biometric system for employee attendance tracking.

4. Planning to launch/initiate new programs such as B.Sc. in Data Science

5. To integrate extra complementary/ add-on courses aimed at improving skills and facilitating internships.

6. To actively participate in research studies, consultancy services and training programs with a focus on enhancing quality standards.

7. To raise awareness and implement measures aimed at safeguarding and promoting the environment.

8. To empower faculty and students to continually enhance their

knowledge and utilize technology effectively through ongoing updates and upgrades.

9. To automate various office administrative processes.

10. Regular guidance sessions from Intellectual Property Rights (IPR) experts to ensure that not only staff but also students have the opportunity to register patents.

11. To Broaden the scope of essential partnerships to support holistic development initiatives.

12. Exploring the possibility of implementing OSM (On-Screen Marking) EVALUATOR to assess exam papers as part of COPO calculation