



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

<b>1.Name of the Institution</b>	
	<b>NIRMALA MEMORIAL FOUNDATION COLLEGE OF COMMERCE AND SCIENCE</b>
• Name of the Head of the institution	<b>Smt. Swiddle P. D'Cunha</b>
• Designation	<b>Principal (in-charge)</b>
• Does the institution function from its own campus?	<b>Yes</b>
• Phone no./Alternate phone no.	<b>02228705440</b>
• Mobile no	<b>9004693948</b>
• Registered e-mail	<b>principalnirmalacollege@gmail.com</b>
• Alternate e-mail	<b>nirmalanaac2017@gmail.com</b>
• Address	<b>D.S.Road, Asha Nagar, Thakur Complex</b>
• City/Town	<b>Kandivali (East) Mumbai</b>
• State/UT	<b>Maharashtra</b>
• Pin Code	<b>400101</b>
<b>2.Institutional status</b>	
• Affiliated /Constituent	<b>Affiliated</b>
• Type of Institution	<b>Co-education</b>
• Location	<b>Urban</b>

• Financial Status	<b>Self-financing</b>												
• Name of the Affiliating University	<b>University of Mumbai</b>												
• Name of the IQAC Coordinator	<b>Dr Poonam Naresh Kakkad</b>												
• Phone No.	<b>02228543234</b>												
• Alternate phone No.	<b>9833125784</b>												
• Mobile	<b>9833125784</b>												
• IQAC e-mail address	<b>nirmalanaac2017@gmail.com</b>												
• Alternate Email address	<b>poonamkakkad0803@gmail.com</b>												
<b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>	<a href="http://nmfdegree.edu.in/">http://nmfdegree.edu.in/</a>												
<b>4.Whether Academic Calendar prepared during the year?</b>	<b>Yes</b>												
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="http://nmfdegree.edu.in/academic-calendar">http://nmfdegree.edu.in/academic-calendar</a>												
<b>5.Accreditation Details</b>													
<table border="1"> <thead> <tr> <th>Cycle</th> <th>Grade</th> <th>CGPA</th> <th>Year of Accreditation</th> <th>Validity from</th> <th>Validity to</th> </tr> </thead> <tbody> <tr> <td><b>Cycle 1</b></td> <td><b>B++</b></td> <td><b>2.80</b></td> <td><b>2017</b></td> <td><b>12/09/2017</b></td> <td><b>11/09/2022</b></td> </tr> </tbody> </table>	Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to	<b>Cycle 1</b>	<b>B++</b>	<b>2.80</b>	<b>2017</b>	<b>12/09/2017</b>	<b>11/09/2022</b>	
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<b>6.Date of Establishment of IQAC</b>	<b>13/06/2013</b>												
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>													
<table border="1"> <thead> <tr> <th>Institutional/Department /Faculty</th> <th>Scheme</th> <th>Funding Agency</th> <th>Year of award with duration</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td><b>NIL</b></td> <td><b>NIL</b></td> <td><b>NIL</b></td> <td><b>0</b></td> <td><b>0</b></td> </tr> </tbody> </table>	Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>0</b>	<b>0</b>			
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<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>0</b>	<b>0</b>									
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>	<b>Yes</b>												
• Upload latest notification of formation of IQAC													

<b>9.No. of IQAC meetings held during the year</b>	<b>4</b>
<ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	<b>Yes</b>
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>	<b>122000</b>
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>	
<p>1. Teaching and non-Teaching Staff Development - A Seven days National Level online Faculty Development Program (FDP) on a very important current topic of " Goods &amp; Service Tax (GST) - An Overview of Syllabi from Practitioners' Perspective" was conducted. This was organized by Nirmala Memorial Foundation College of Commerce and Science Internal Quality Assurance Cell (IQAC) and Department of Accountancy in collaboration with the Department of Commerce, University of Mumbai &amp; ICAI - WIRC, Vasai Branch</p>	
<p>2. IQAC contribution by recommending 06 faculties for RUSA sponsored Online Faculty Orientation Program, UGC, HRDC, University of Mumbai. IQAC contribution of recommending CAS for 04 Eligible Faculty members. IQAC contribution by recommending for sending applications of 03 Faculties for Recognition as Post graduate teacher at the University of Mumbai.</p>	
<p>3. Contribution of IQAC in involving Parents and Alumni for Quality Enhancement - National Level Webinar "Tips and Tricks to Crack an Interview". Speaker - Mrs. Sonia Vohra, a Certified Image Consultant and also a Parent of a student from Second Year BMS . A College Level Webinar on Cloud computing and Modern Device Management Speaker - Mr RamPratap Yadav from the Department of BSc IT</p>	
<p>4. Research and Development Contribution - The Research Cell in association with IQAC of the College organised a One Day International level Workshop on " The Joy of Research " The session</p>	

will take place on zoom platform. The program took place in two sessions. Session one, eminent speaker Prof Dr Sangeeta Pawar, Professor in Department of Commerce, University of Mumbai spoke on The Conceptual Theory in Research Methodology. Session two, eminent speaker Dr Murugan P, Assistant Professor at School of Management University of Hyderabad, spoke on Effective Way for Review of Literature. Basic objective of the workshop was to be instrumental in learning and understanding the research process in social science. The Research Cell in association with IQAC organised an International Level Conference on "Challenges and Opportunities In Digitalization in 21st Century" in collaboration with Balaji College of Arts, Commerce and Science, Pune & Nirmala Memorial Foundation College of Commerce and Science, Mumbai. There was conspicuous response to the Conference, with 70 registration and participants who attended the Conference which included Academicians and Students from various colleges of Maharashtra and also outside Maharashtra with resource person from Bali (Indonesia). There were in all 18 Paper Presenters in both sessions. The conference also had international Keynote Speaker: Mr. Cokorda Pramatha, Professor Dept. of Computer Science Udayana University, Bali, Indonesia who gave a complete overview of the historical ambience of Indonesia also with its culture.

5. Quality Improvement in Documentation and Procedures Initiative - Awarded ISO 9001 : 2015 Certificate on 24th April 2021. Also successfully completed Academic & Administrative Internal Audit.

**12. Plan of action chalked out by the IQAC in 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
<p>Teaching and non Teaching Staff Development</p>	<p>Monday, 28th September 2021, in Collaboration with IQAC University of Mumbai for organization of Program on "New Education Policy 2020 and Higher Education." Speaker - Dr Kurhade Former Dean University of Mumbai <a href="http://nmfdegree.edu.in/iqac-acitivities">http://nmfdegree.edu.in/iqac-acitivities</a> Participants were Teachers, Head of Department and Principals total of 245 beneficiaries.</p>
<p>Teaching and non Teaching Staff Development</p>	<p>Thursday, 18th February 2021, In collaboration with Consumer Guidance Society of India - "Financial Literacy Program" <a href="http://nmfdegree.edu.in/detail-news.php?slug=consumerism-and-financial-literacy-during-covid-19">http://nmfdegree.edu.in/detail-news.php?slug=consumerism-and-financial-literacy-during-covid-19</a> Stakeholder like Teachers, Parents, Students and Non teaching with a total of 221 benefited.</p>
<p>Teaching and non Teaching Staff Development</p>	<p>Tuesday, 8th December 2020, IQAC contribution by recommending 06 faculties for Russa sponsored Online Faculty Orientation Program , UGC , HRDC , University of Mumbai. IQAC contribution of recommending for CAS for 04 Eligible Faculty members. IQAC contribution by recommending for sending applications of 03 Faculties for Recognition as Post graduate teacher at University of Mumbai.</p>
<p>Teaching and non Teaching Staff Development</p>	<p>Wednesday, 17th March 2021 to Wednesday, 24th March 2021, A Seven days National Level online Faculty Development Program (FDP) on an very important current topic of " Goods &amp;</p>

	<p>Service tax (GST) - An Overview of Syllabi from Practitioners' Perspective" was conducted. This was organized by Nirmala Memorial Foundation College of Commerce and Science Internal Quality Assurance Cell (IQAC) and Department of Accountancy in collaboration with Department of Commerce, University of Mumbai &amp; ICAI - WIRC , Vasai Branch <a href="http://nmfdegree.edu.in/iqac-activities">http://nmfdegree.edu.in/iqac-activities</a>, where 300 teachers were benefited.</p>
<p>Teaching and non Teaching Staff Development</p>	<p>21st May to 29th May 2021, IQAC in collaboration of Department of commerce organized a 7 days National Level FDP Program covering areas mentioned below. The resource persons were people from academics and industry who gave complete insights on various challenges and also how to handle them The FDP was attended by faculties from all over India (Delhi, Jammu and Kashmir, Uttarakhand, Coimbatore) There were 100 plus registration and between 50 to 60 participants attended all 7 days Participants appreciated the entire FDP and expressed their contentment and expressed their desire to attend such programs organized by us in future also. 60 teaching staff were benefited.</p>
<p>Teaching and non Teaching Staff Development</p>	<p>10th March 2021, Internal Quality Assurance Cell of the College, organised a National Level webinar on Revised Assessment and Accreditation Process. Dr Ayub Shaikh , Associate Professor at I.C.S College and</p>

	<p>Founder Member of IQAC Cluster India was the guest speaker. A total of 216 Teaching and Non teaching benefited from the program <a href="http://nmfdegree.edu.in/iqac-acitivities">http://nmfdegree.edu.in/iqac-acitivities</a></p>
<p>Teaching and non Teaching Staff Development</p>	<p>18th January to 8th February 2021, IQAC contribution by recommending for Russa sponsored Online Faculty Orientation Program , UGC , HRDC , University of Mumbai for 6 teaching staff. 8th December 2020, IQAC contribution of recommending for CAS for 4 Eligible Faculty members and IQAC contribution by recommending for sending applications of 3 Faculties for Recognition as Post graduate teacher at University of Mumbai</p>
<p>Contribution of IQAC in involving Parents and Alumni for Quality Enhancement</p>	<p>Friday, 29th January 2021 and 30th April 2021, Course introduced by Christopher Mathews Parent of FYBMS student batch 2020-21 . The Course offered was online coaching for NISM ( Banking examination ) in association with buycano Pvt Ltd. Also a webinar was conducted by the parent on Get Interview Ready where 134 students benefited</p>
<p>Contribution of IQAC in involving Parents and Alumni for Quality Enhancement</p>	<p>Friday, 9th October 2020, A College Level Webinar on Understanding the current scenario and functioning of the Media world. Speaker - Alumni Talk , Mr Jay Rawal from the Department of BMS <a href="http://nmfdegree.edu.in/detail-news.php?slug=understanding-the-current-scenario-and-functioning-of-the-media-world">http://nmfdegree.edu.in/detail-news.php?slug=understanding-the-current-scenario-and-functioning-of-the-media-world</a> Students of BMS and BAMMC</p>

	(total of 102) benefited from the program
Contribution of IQAC in involving Parents and Alumni for Quality Enhancement	Saturday, 30th January, 2021, A College Level Webinar on Cloud computing and Modern Device Management Speaker - Mr RamPratap Yadav from the Department of BSc IT <a href="http://nmfdegree.edu.in/detail-news.php?slug=guest-lecture-on-cloud-computing-and-modern-device-management">http://nmfddegree.edu.in/detail-news.php?slug=guest-lecture-on-cloud-computing-and-modern-device-management</a> . 143 students were benefited.
Research and Development Contribution	20th January 2021, The Research Cell in association with IQAC of the College organised a One Day International level Workshop on
Research and Development Contribution	20th May 2021, IQAC with its initiative motivated eligible faculties to go for Guideship by sending applications to University of Mumbai. Prof Dr Poonam Kakkad is now a recognised PhD Guide in the subject of Business Management
Research and Development Contribution	22nd April 2021, The Research Cell in association with IQAC organised an International Level Conference on "Challenges and Opportunities In Digitalization in 21st Century" in collaboration with Balaji College of Arts, Commerce and Science, Pune & Nirmala Memorial Foundation College of Commerce and Science, Mumbai, 90 participants (teachers, students and research scholars) were benefited.
Research and Development Contribution	Friday, 8th January 2021, The Research Cell in association with IQAC at Nirmala Memorial Foundation College of Commerce and Science organised an



International level Webinar on "IPR- A tool to Protect Innovations and Creations" The speaker for the session, Dr. Vinod Kumar (PhD, Indian Institute of Technology, Delhi) is currently Assistant Professor, Department of Chemistry, J. C. Bose University of Science & Technology, YMCA, Haryana. The speaker himself, a patent holder, drew light on different terminologies such as patents, trademarks, Geographical Indication (GI) and the method of obtaining the same. Relevant examples such as Basmati, Neem and turmeric case studies were also discussed. Over 290 participants from across the globe representing Philippines, Iraq, Dubai, Canada and India (Jammu and Kashmir, Kerala, Tamil Nadu, Punjab, West Bengal, Gujarat, Maharashtra, Delhi, Karnataka, Bihar, Assam, Odisha, Madhya Pradesh, Uttar Pradesh, Rajasthan) registered for the webinar. The session was interactive with a vibrant Q & A session. <http://nmfdegree.edu.in/detail-news.php?slug=international-level-webinar-on-ipr--a-tool-to-protect-innovations-and-creations>

Quality Improvement in Documentation and Procedures Initiative

Saturday, 24th April 2021, Awarded ISO 9001 : 2015 Certificate <http://nmfdegree.edu.in/detail-news.php?slug=guest-lecture-on-cloud-computing-and-modern-device-management>

Students Empowerment by Start ups and Value added Courses

Saturday, 30th January 2021, One Day National Level Webinar on "Start with an Idea", was

organised by the Start up Club and IQAC of the college in association with Mu Ideas Start up Club University of Mumbai. The webinar received a magnificent response of more than 300 entries across the country received in less than 2 hours from the time the invite was been circulated. Of which the short listed candidates are from Jammu and Kashmir, Kerala, Tamil Nadu, Punjab, West Bengal, Gujarat, Maharashtra, Manipur, Pondicherry, Delhi, Karnataka, Bihar, Assam, Odisha, Madhya Pradesh, Uttar Pradesh, Rajasthan , Meghalaya. Students and Teachers both registered and benefited from the webinar. The program was instrumental in inspiring and enriching the participants in various perspectives of developing a start up club and showed a pathway to young creative minds. The Guest Speaker of the program was Dr Aadesh Suryarao. Chief Executive Officer of Mu ideas University of Mumbai. Insights on developing an incubation centre was given by him A total of 210 participants ( teachers and students across the nation) were the beneficiaries of the program <http://nmfdegree.edu.in/detail-news/one-day-national-level-webinar-on-start-with-an-idea>. 310 students were benefited

Students Empowerment by Start ups and Value added Courses

Kashida Fashion Certified Course <http://nmfdegree.edu.in/vocational-skill-development>

Students Empowerment by Start

Digital Marketing where 37

ups and Value added Courses	students were benefited.
Students Empowerment by Start ups and Value added Courses	Online Skill Development Program Certified Course, where 236 students were benefited
Students Empowerment by Start ups and Value added Courses	IIT Tutorials Certified Course were attended by 198 students. <a href="http://nmfdegree.edu.in/detail-news.php?slug=iit-bombay-st-software-training-program">http://nmfdegree.edu.in/detail-news.php?slug=iit-bombay-st-software-training-program</a>
Institutional Tie Ups	MoU with Chandrabhan Sharma College for Faculty Exchange Program
Institutional Tie Ups	MoU with NGO for Society Welfare contribution
Institutional Tie Ups	MoU with Risessharp, and Recruitment firm
Institutional Tie Ups	MoU with Kashida

**13. Whether the AQAR was placed before statutory body?**

Yes

- Name of the statutory body

Name	Date of meeting(s)
CDC - College Development Committee	05/06/2021

**14. Whether institutional data submitted to AISHE**

Year	Date of Submission
2021	25/02/2022

## Extended Profile

<b>1.Programme</b>	
1.1 Number of courses offered by the institution across all programs during the year	9
<b>2.Student</b>	
2.1 Number of students during the year	3607
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	00
2.3 Number of outgoing/ final year students during the year	1210
<b>3.Academic</b>	
3.1 Number of full time teachers during the year	22
3.2 Number of sanctioned posts during the year	22
<b>4.Institution</b>	
4.1 Total number of Classrooms and Seminar halls	53
4.2 Total expenditure excluding salary during the year (INR in lakhs)	465.91
4.3 Total number of computers on campus for academic purposes	219

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

**The Institution ensures effective curriculum delivery by following the given steps**

- Each department prepares academic calendar and submits to IQAC to prepare the college level academic calendar
- Curriculum developed /adopted have relevance to the local/ national / regional/global developmental needs with learning objectives including program outcomes, program specific outcomes and course outcomes of all the program offered by the University

1.1.2 The Institution adheres to the academic calendar including for

the conduct of CIE

The college is affiliated to the University of Mumbai. To make the curriculum more effective and in keeping with the objectives of the college the following steps have been taken:

- An academic calendar is prepared in advance and published in the college website
- Based on the Academic Calendar each faculty member prepares and submits a teaching plan in a prescribed format at the beginning of each semester to the Coordinator/Department Head
- In sink with the objectives of each program. the Department Head plans list of co-curricular activities for each term and submits the same to the Principal for her persual and consent.
- Continuous Evaluation takes place in every department by conducting periodical tests, presentations as prescribed in the syllabus structured by University of Mumbai
- Time tables are prepared well in advance and made available before the commencement of each semester.
- Remedial classes and tutorials are conducted for the weaker students.
- Class Representatives are called by the coordinator to check about syllabus completion, for each paper, at the end of the year, to say that the portion is completed

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://nmfdegree.edu.in/teachers_awards">http://nmfdegree.edu.in/teachers_awards</a>

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

An academic calendar is prepared by the IQAC at the beginning of each semester in line with the University's calendar consisting of various curricular, extra and co-curricular activities. The calendar

is uploaded on college website, displayed on notice boards. It is updated and revised with respect to any changes suggested by the university. All the classes and examinations are planned as per the calendar, thus ensuring complete adherence.

## Compliance of Continuous Internal Evaluation with Academic Calendar

### 1. Preparing Academic

Calendar <http://nmfdegree.edu.in/academic-calendar>

A. Teacher: Every teacher is assigned the subjects to be taught during the semester by the Head of Department.. The teacher plans the teaching and evaluation schedule of assigned subject. The type and schedule of internal evaluation is Planned in consultation with the head of the department.

B. Head of the Department: The Head of the department compiles the academic plan submitted by the teachers and ensures that there is no overlapping of the activities in general and the Continuous Internal Evaluation in particular.

Then the Academic calendar is forwarded to the IQAC.

C. IQAC: The IQAC compiles the inputs received from the various departments and a comprehensive plan is prepared and uploaded on the college website.

### 2. Activities post preparation of Academic Calendar

- Classes and Lab time-table - Time table Incharge of each department prepares the time table as per the guidelines of affiliating university for the number of credit hours for each subject and the academic calendar prior to the start of the semester. Time-table is uploaded on the college portal and displayed on notice boards of every department. <http://nmfdegree.edu.in/program-timetables>
- Course files and Lecture Plan- After the allocation of subjects to faculty, course file of each subject is prepared consisting of detailed teaching plan. This course file is duly approved by the Head of the department
- Internal Examinations- The dates of Class test/ Project Submission & Viva Presentation as a part of internal assessment are mentioned in the academic calendar. Detailed Examination schedule is announced in advance, by Examination Committee on the Notice Board and College website. To maintain further compliance, exam sheets are checked within seven days

after the commencement of each examination. In case of labs and projects, internal viva and practical exams are conducted by respective departments before/after the semester examinations.

- Question Paper Setting- The question paper of internal exams is prepared by concerned faculties and is approved by head of the department. The Principal selects question paper for common subjects out of a pool of papers prepared by all concerned faculties.
- Exam sheets evaluation- The answer sheets are moderated in each department to ensure transparent and unbiased evaluation.
- Assignments and Quiz - In addition to the tests, assignments and quizzes are also the part of Continuous Internal Evaluation. Assignments are provided to students on the scheduled dates mentioned in the academic calendar. Every teacher conducts regular class tests consisting of MCQs on the related topic for practice and revision with the help of Google forms.
- Semester end Exams- The tentative dates for semester end exams are indicated in the academic calendar. The final university exam schedule is also displayed on students' notice boards and college website. <http://nmfdegree.edu.in/time-tables>
- Student feedback - At the end of academic session students submit their feedback for curriculum completion through online feedback forms maintaining complete anonymity
- Academic Monitoring- Each Head of the Department maintains a monthly monitoring report on course coverage, student attendance and assignment provided for every subject. Remedial classes are conducted for weak students in mathematical/conceptual subjects.
- Amendments- In case of unseen conditions, academic calendar is modified and revised as per the instructions of Principal of the Institute only

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://nmfdegree.edu.in/">http://nmfdegree.edu.in/</a>

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the**

**B. Any 3 of the above**

following academic bodies during the year.  
 Academic council/BoS of Affiliating University  
 Setting of question papers for UG/PG programs  
 Design and Development of Curriculum for Add on/ certificate/ Diploma Courses  
 Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	No File Uploaded

## 1.2 - Academic Flexibility

### 1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

#### 1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

08

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

### 1.2.2 - Number of Add on /Certificate programs offered during the year

#### 1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

03



File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

### 1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

238

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

### 1.3 - Curriculum Enrichment

#### 1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The institution runs the courses in Arts, Commerce and Science stream. Curriculum is designed by the University of Mumbai which includes various topics/chapters covering cross cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics. The institution took care to focus on these issues. Environmental Studies is a compulsory subject for all under graduate second year students, related to Environment and Sustainability. Similarly, Cross cutting issues relevant to Gender, Human Values and Professional Ethics are covered in the prescribed syllabi of University in various subjects in the form of topics, chapters, poems and co-curricular activities.

#### ENVIRONMENT AND SUSTAINABILITY

About Environment and Sustainability related issues, the students got knowledge of Environmental studies in second year of their degree program. The institution took care to inculcate values related to environment and sustainability through various practices and programs under NSS. The departments conducted following activities

NSS conducted activities like Tree Plantation and Paper Bag Making. The Unit also donated 1 month grocery items to 10 needy families from Palghar district during COVID Pandemic. The unit also had a tie up with Bisleri Company wherein, NSS volunteers were involved in collecting the plastic waste and submitting it to Bisleri Company. Around 50 kg of plastic waste was submitted by the NSS volunteers.

#### GENDER EQUITY

The prose, poetry and other chapters in certain courses addressed issues related to gender sensitivity and equity. Additionally, our institute organized special programs on gender equality and sensitization and a series of invited talks.

#### HUMAN VALUES

Beside the syllabus, the institution organized programmes to inculcate human values in students and staffs.

- Blood Donation Camp is regularly organized.
- NSS unit is very active and regularly arranged social and cultural activities in the college and adopted village.

However, in the pandemic situation the activities took a halt

#### PROFESSIONAL ETHICS

Ethical practices such as truthful information, facts, and unprejudiced approach are taught in content of syllabus and certificate courses. Career Guidance and Placement Cell organized placement activities including training, development of students, aptitude test etc. on a regular basis as per the requirements of industry.

#### Relevant Links

NSS unit contribution	<a href="http://nmfdegree.edu.in/ns">http://nmfdegree.edu.in/ns</a>
Career Guidance and Placement assistance	<a href="http://nmfdegree.edu.in/detail-news-lug=webinar-on-tips-and-tricks-to-an-interview">http://nmfdegree.edu.in/detail-news-lug=webinar-on-tips-and-tricks-to-an-interview</a>



File Description	Documents
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

#### 1.4 - Feedback System

**1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni**

C. Any 2 of the above

File Description	Documents
URL for stakeholder feedback report	<a href="https://drive.google.com/drive/folders/1J9scUCCOw-kvolt90kDXypvqWPqxtnoX?usp=sharing">https://drive.google.com/drive/folders/1J9scUCCOw-kvolt90kDXypvqWPqxtnoX?usp=sharing</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	No File Uploaded
Any additional information	<a href="#">View File</a>

**1.4.2 - Feedback process of the Institution may be classified as follows**

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="https://drive.google.com/drive/folders/1J9scUCCOw-kvolt90kDXypvqWPqxtnoX?usp=sharing">https://drive.google.com/drive/folders/1J9scUCCOw-kvolt90kDXypvqWPqxtnoX?usp=sharing</a>

#### TEACHING-LEARNING AND EVALUATION

##### 2.1 - Student Enrollment and Profile

**2.1.1 - Enrolment Number Number of students admitted during the year**

3607

**2.1.1.1 - Number of students admitted during the year**

3607

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

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

**2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

00

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

**2.2 - Catering to Student Diversity**

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

**Special programs for advanced learners and slow learners**

The college organizes orientation program for the parents and the students at the commencement of the programme for the new batch every year. The program would help students and parents get familiarized with the institution, curricular and co-curricular activities, facilities, rules and regulations etc. Before the commencement of the classes, the different requirements of the students are identified and addressed at the earliest by way of a strategic approach.

Every year students are given a training on communication skills, personality development, time management and motivational sessions. In order to motivate both the slow and quick learners workshops are organized to enhance their skills. Skill development committee arrange workshops with hands-on session to improve students programming skills. With the active participation of advanced learners as coordinators both set of students get benefited. Guest Lectures are arranged for the students to help them

gain industry and practical knowledge from the experts.

Advanced learners:

1. High performing students are identified on the basis of internal assessment, university examination, involvement in classroom.
2. Students are encouraged to be members of Students Representative Committee and organize technical events.
3. Advising to participate in group discussions, technical quizzes to develop analytical and problem-solving abilities in them and thereby to improve their presentation skills.
4. Various activities are conducted by all the departments in the respective areas to mould the students in corresponding field.
5. Students are encouraged to take up micro projects to inculcate research orientation and practical awareness in the third year apart from the regular mini and major projects.
6. Students are also provided opportunities to develop their creativity by participating and organizing intercollegiate as well as national level technical symposiums. [http://nmfdegree.edu.in/publications\\_student](http://nmfdegree.edu.in/publications_student)
7. Bright and diligent students are motivated and inspired to get university ranks.
8. Students are encouraged to take up competitive exams like GATE, GRE, TOEFL, IELTS, CAT, PG CET etc
9. Semester toppers and university rank holders are encouraged with certificates and trophies prizes by the management

Slow learners:

The Institute practices a robust student academic counselling process. During the time of admission Principal interacts with the parents and the student to assess their need and aspirations. Further during the course of study group of students are assigned to a faculty for counselling.

The institute has a system to communicate performance and attendance of students to parents regularly. Few students are assigned to a faculty as mentor and personal and academic care of the student is taken care of by the corresponding mentor.

Learning material prepared by subject handling faculty members is verified by the expert committee and will be uploaded in the portal regularly for students reference.

Departments conduct remedial classes, provide course notes for

students especially the slow learners and those students who are at the verge of dropping out due to arrear subjects.

Such students are given regular class tests in order to improve their performance in the university exam. Further faculty members revise the tough topics as per the students requisition and provide university question bank and discuss the way of presenting the answers in the exam to score marks.

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

**2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)**

Number of Students	Number of Teachers
3607	22

File Description	Documents
Any additional information	<a href="#">View File</a>

**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

The college practices a teaching methodology which focuses on imparting education through a student centric approach. This methodology helps to transform students from being relegated to the role of passive recipients to active and involved stake holders, apart from boosting their confidence and encouraging independence. Since students vary in their ability to comprehend and absorb it is not possible to address the needs and expectations of individual students and expect a uniform learning outcome from them all in a teacher centric class. The teacher facilitates learning by allowing each individual student to comprehend at their personal level by ensuring their involvement in class activities so that they can absorb and grasp information at their own pace.

Courses of the University are defined highlighting course objectives, programme specific objectives and programme outcomes. This provides a comprehensive understanding to the student right at

the beginning of the course as to what should be the primary focus. It also helps them in self-evaluating their performance at the conclusion of the course. Feedback of the Course and teachers, given by students at the end of each semester provides an opportunity to identify any lacunae which can then be addressed.

Teachers make classes as interactive as possible and encourage innovative thought and novel interpretations. Audio- Visual methodology, Google Classroom, Industrial Visits, Field Work and Projects are some of the means utilize by the Departments to provide experiential and participative learning.

Internal assessments are so planned so as to encourage students to work independently. Written Assignments are required to be submitted by students and these need to be done individually by researching on the given topic so as to enhance confidence, develop writing skills, apart from inculcating an interest in research activities. Seminars, which form the second component of internal assessment, help students present their assignments before the entire class helping them overcome stage fear and develop oratory prowess.

Apart from these, the subjects/courses in BMS, BCom (A&F), B.Sc. IT, B.Sc. CS, MCom, M.Sc., etc. involve field work, internship, projects and so on which help students acquire experiential learning and problem solving ability.

Discussions and debates on contemporary issues are encouraged so that students can reflect and analyse by eliciting responses to the subject under discussion. Ability Enhancement, Generic and Skill Enhancement courses are offered to provide and prepare students for life. Non-CGPA courses include arts like Tailoring, Digital Marketing, Tally, etc. are provided to evolve aesthetics of the students. NSS Cell and DLLE sub-unit have been set-up for the students to participate, integrate and learn.

Student representation in administration is an important initiative taken by the College. Representatives of students serve as members on committees like Internal Quality Assurance Cell, Internal Complaints Committee, Grievance Cell in order to involve them in the decision making process and maintain transparency apart from inculcating a sense of responsibility in them.



File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

Today, it is essential for the students to learn and master the latest technologies in order to be corporate ready. As a consequence, teachers are combining technology with traditional mode of instruction to engage students in long term learning. College uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education.

The following tools are used by the Institute

ICT Tools:

1. Projectors- 34 projectors are available in different classrooms/labs (including Portable projectors)
2. Desktop and Laptops- Arranged at Computer Lab and Faculty cabins all over the campus.
3. Printers- They are installed at Labs, Coordinators Cabins and all prominent places.
4. Photocopier machines - Multifunction printers are available at all prominent places in the institute.
5. Scanners- Multifunction Scanners are available at all prominent places.
6. Seminar Rooms - one seminar room which is digitally equipped with mike, projector, cameras and computer system..
7. Auditorium- It is digitally equipped with mike, projector, cameras and computer system.
9. Online Classes through Zoom, Microsoft Team, Google Classroom
10. Digital Library resources.

**Use of ICT By Faculty**

A. PowerPoint presentations- Faculties are encouraged to use power-point presentations in their teaching by using LCD's and projectors. They are also equipped by digital library, online search engines and websites to prepare effective presentations.

B. Industry Connect- Seminar and Conference room are digitally equipped where guest lectures, expert talks and various competitions are regularly organized for students and during the Covid-19 Situation, where the lectures were conducted remotely, zoom platform was used to conduct the same.

C. Online quiz- Faculties prepare online quiz for students after the completion of each unit with the help of GOOGLE FORMS, KAHOOT, QUIZLET, QUIZZIZ, MENTIMETER, GIMKIT etc.

D. Video Conferencing- Students are counselled with the help of Zoom / Google meet applications.

E. Video lecture- Recording of video lectures is made available to students for long term learning and future referencing in the Google Classroom.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

**2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year )**

**2.3.3.1 - Number of mentors**

22

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	<a href="#">View File</a>

## 2.4 - Teacher Profile and Quality

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

22

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	No File Uploaded

### 2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

#### 2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

06

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

### 2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

#### 2.4.3.1 - Total experience of full-time teachers

196

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The college has transparent and robust evaluation process in terms of frequency and variety. In order to ensure transparency in internal assessment, the system of internal assessment is communicated with the students well in time. The Principal holds meetings of the faculties and directs them to ensure effective implementation of the evaluation process. At the entry level, admissions are given purely on merit basis and the lists of merit students are displayed on Notice board. Students who are admitted for the concerned course are assessed continuously through various evaluation processes at college and University level. Continuous evaluation is made through Group Discussion, Unit Tests, Assignments Submission, Field Visit / Field Work(Considering the current COVID situation, this was not possible) and Seminars Presentation. Unit tests are conducted regularly as per the syllabus prescribed by University of Mumabi. The weightage for the unit tests varies as per the concerned faculty. The performance of the students is analysed and communicated to the students. Personal guidance is given to the poor performing the students after their assessment. Students appearing for Second /third year are asked to deliver the seminars of the concerned subject. Topics are given by their teachers to the students to prepare for power point presentation.

For transparent and robust for internal assessment, the following mechanisms are conducted

Question Paper Setting.

Conduct of Examination

Result analysis for weaker identifying performance students

Interaction with students regarding their internal assesement.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

The college has evolved a mechanism for redressal of grievances related to internal and external evaluation is as follows:

In case of any grievances regarding internal assessment, the student is free to interact with the teacher and get it resolved. The unresolved grievance, if any, is referred to the Vice Principal through the Head of the Department.

As per the university norms, following are the methods of grievance redressal regarding university assessment:

? Right to apply for verification of answer books.

? Right to apply for verification with photocopy of answer books.

? Right to challenge the evaluation of answer books.

? The candidate who appeared to university examination can apply to the university within a period of 21 days from the date of declaration of the concerned examination result in the prescribed form for verification of marks of his answer-books. The result of the verification of marks is communicated to the candidate concerned, within a period of 30 days from the last date of receipt of application by the university.

? The student has the option to apply for the photocopy and verification of marks of the preceding examination(s) for a maximum of two answer books. The photocopy is supplied on the payment of non-refundable fees as prescribed by the university from time to time. However, the photocopies of answer books of practical examinations marks, viva-voce, are not supplied to the examinee(s).

? The prescribed application form for photocopy of answer books and verification of marks is made available to students. The duly filled and signed form of the applicant is to be submitted to the Principal of the College within 12 days (both days inclusive) from the date of

declaration of general results of the relevant examination.

? If any student is not satisfied with the marks awarded to him/her, he/she may challenge the same by applying to the university through the Principal of his/her college in the prescribed form within 8 days from the date of issuance of photocopy of answer book by the university.

? The college takes special initiative for resolving group grievances, if any, regarding university assessments.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

## 2.6 - Student Performance and Learning Outcomes

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

### BACHELOR OF COMMERCE (B.Com.)

1. The Program creates an avenue for students in business and commerce.
2. It prepares students to exploit opportunities being newly created in industries.
3. It provides adequate basic understanding about business and commerce among the students.
4. It gives an adequate exposure to operational environment in the field of business.
5. It inculcates training for the use modern technology for the benefit of all parties concerned in the field of business and commerce.

### B.Com. (Accounting & Finance) – BAF

This programme is designed for the students to specialize in the field of accounting & finance. This course emphasizes on managing

accountancy and financial part of business. It promotes students to become professionals / managers / entrepreneurs / accountants.

It enables students to understand fundamentals of accounting, taxation, costing, financial management, auditing, management accounting etc. It motivates students to do research work in the field of finance. It motivates students to pursue higher studies like Chartered Accountancy, Cost Accountancy, MBA in Finance, Company Secretary, M.Com in Accountancy, ACCA (Association of Chartered Certified Accountants) etc. It enhances students communication skills, social skills, computer skills as well. This programme also updates students with business & corporate laws and business economics.

#### BACHELOR OF MANAGEMENT STUDIES (BMS)

1. The Program creates an additional avenue of self-employment for students and also benefits industry by providing them with suitable trained person.
2. It prepares students to exploit opportunities being newly created in the management profession.
3. It provides adequate basic understanding about management education, among the students.
4. It gives an adequate exposure to operational environment in the field of management.
5. It inculcates training for the use modern technology for the benefit of all parties concerned in the field of management.

Make effective and efficient managerial decisions. Face the ground realities that are present corporate world. Generate new ideas with the help of both academic knowledge and practical exposure. Solve specialized problems in their area of specializations like Marketing, Finance, and Human Resource. Identify the key areas in the management where improvements and innovations are needed. Construct an inter- functional working model for the various projects of the organization. Set high academic and intellectual standards based upon the latest academic research in the field. Transform from students to professional managers, by providing them with the fundamental knowledge needed in a management career. Develop their collaborative leadership skills an business creativity. Provide a good grounding in academic knowledge is an invaluable prerequisite for a managerial career. Exhibit their

knowledge from the mathematical skills to the interpersonal skills. Perform well in their future research career by means of good understanding in the current research trends.

#### BA in Multimedia and Mass Communication

1. The program considers media industries and their relationship to culture and society, and the understanding of how communication works. The program emphasizes the development of critical thinking, professional writing skills and effective oral communication.
2. The Communication and Media Studies major prepares students for a wide variety of careers in business and industry, advertising, public relations and journalism, or advanced study. This program will equip the learners with professional skills essential for making career in Entertainment industry, Cinema, Television, OTT Platforms, social media platforms etc. Students would demonstrate the ability to apply rhetorical principles in a variety of creative, cinematic, organizational, professional and journalistic venues.
3. Knowledge, skills, and values that prepare them for future careers in our interconnected society, whether in mass media or advanced study. Learners would develop a global awareness of political, social and corporate issues influenced by communication sensitivity and skills. Learners will understand mass media as a system of interrelated forces, including historical foundations, technological advances, economic dynamics, regulatory constraints, and ethical concerns.
4. This program will also give them an improved sense of self-confidence and self - efficacy and an awareness of their responsibilities as professionals in their field. Learners will be able to create and design emerging media products, including blogs, digital audio, digital video, social media, digital photography, and multimedia. They will be better equipped to grasp the complex relationship between communication/media theories and a diverse set of individual, social, and professional practices. Learners will be able to conceptualize, design, and produce one or more works in media based on effective principles and practices of media aesthetics for a target audience.

#### B.Sc. (Information Technology) - BSC.IT

The B.Sc. Information Technology Programme was started in 2001 with an aim to make the students employable and impart industry-oriented training



1. To think analytically, creatively and critically in developing robust, extensible and highly maintainable technological solutions to simple and complex problems.
2. To apply their knowledge and skills to be employed and excel in IT professional careers and/or to continue their education in IT and/or related post graduate Programmes.
3. To be capable of managing complex IT projects with consideration of the human, financial and environmental factors.
4. To work effectively as a part of a team to achieve a common stated goal.
5. To adhere to the highest standards of ethics, including relevant industry and organizational codes of conduct.
6. To communicate effectively with a range of audiences both technical and non-technical.
7. To develop an aptitude to engage in continuing professional development.

B.Sc. (Computer Science) - BSC. CS

The B.Sc. Computer Science Programme was started in 1998 with an aim to make the students employable and impart industry-oriented training

1. To think analytically, creatively and critically in developing robust, extensible and highly maintainable technological solutions to simple and complex problems.
2. To apply their knowledge and skills to be employed and excel in IT professional careers and/or to continue their education in IT and/or related post graduate Programmes.
3. To be capable of managing complex IT projects with consideration of the human, financial and environmental factors.
4. To work effectively as a part of a team to achieve a common stated goal.
5. To adhere to the highest standards of ethics, including relevant industry and organizational codes of conduct.

6. To communicate effectively with a range of audiences both technical and non-technical.

7. To develop an aptitude to engage in continuing professional development.

#### MCom

1. The program inculcates the knowledge of business and the techniques of managing the business with special focus on marketing, Insurance and banking theory law and practices.
2. The program creates avenue and imparts the knowledge of basic accounting principles and the latest application oriented corporate accounting methods.
3. This program helps in developing the decision-making skill through costing methods and practical application of management accounting principles.
4. It enhances the horizon of knowledge in various field of commerce through advertising and sales promotion, auditing and entrepreneurial development.
5. It develops the computer literacy and its applicability in business through latest version on tally and e-commerce principles.
6. It creates awareness in application-oriented research through research for business decisions.
7. Project work in part II is considered as a special course it helps and involves application of knowledge in solving/ analyzing/ exploring a real-life situation/ difficult problem.

#### MSc (Information Technology)

On successful completion of this program the student will be able to:

1. Understand basic theoretical principles in information technology. This includes knowledge of topics such as various types of finite automata, algorithmic complexity classes etc.
2. Importance of research methodology, including basic history of science, the fundamentals of scientific writing, how to give a scientific talk, how to evaluate a scientific paper, and research ethics
3. Learn how to organize information efficiently in the forms of outlines, charts, etc. by using appropriate software.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	<a href="http://nmfdegree.edu.in/program-outcome">http://nmfdegree.edu.in/program-outcome</a>
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Yes, Attainment of programme outcomes and course outcomes are evaluated by the institution.

Result Analysis of all 6 programmes semester wise at undergraduate level undertaken in April 2021 is attached hereby.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	Nil

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

1088

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
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://drive.google.com/drive/folders/1J9scUCC0w-kvo1t90kDXypvqWPqxtnoX>

**RESEARCH, INNOVATIONS AND EXTENSION**

**3.1 - Resource Mobilization for Research**

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

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

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded

**3.1.2 - Number of teachers recognized as research guides (latest completed academic year)**

**3.1.2.1 - Number of teachers recognized as research guides**

01

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

**3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year**

**3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year**

00

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

### 3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Institution has created an Ecosystem for Innovations including Incubation Center and other initiatives for creation and Transfer of knowledge.

The academic and research expertise of the college continually contribute to the Innovation Ecosystem through breakthrough solutions and suggestion for solving critical problems, and motivating students to become Entrepreneur. An Incubation Center is established in the campus to promote Startups. The Centre has signed MoU with MU ideas which is Mumbai University's Incubation Centre for Developing Entrepreneurship and Startups. Sessions like Seminars and Workshops have been organized in association with MU Ideas to provide the information on entrepreneurship to the student and faculty.

Entrepreneurship Development Cell is devised a system to guide and motivate student and faculty to become Entrepreneur and Start-up. This Cell is developing students for Entrepreneurship & Start-up by providing guidance on project report preparation, financial assistance, market survey and marketing of product. Entrepreneurship awareness workshops have been organized in collaboration with MU ideas.

The center motivates students to incubate their start ups in the campus by offering them guidance, services and consultancy in current developments technology.

Relevant Link :

<http://nmfdegree.edu.in/detail-news/one-day-national-level-webinar->

[on-start-with-an-idea](#)

<http://nmfdegree.edu.in/detail-news/one-day-webinar-on-rural-entrepreneurship-development-action-plan-redc-for-institutions-1>

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

### 3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

#### 3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

03

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

#### 3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

##### 3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

00

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	No File Uploaded
Any additional information	No File Uploaded

#### 3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during

the year

**3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year**

13

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

**3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year**

**3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year**

03

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

**NSS Activities (2020 - 2021)**

Due to COVID - 19 most of the activities were conducted from home due to COVID - 19. Following were the activities carried out by NSS volunteers:

1. Our NSS volunteer Suyash was engaged in feeding stray dogs regularly and taking care of them during COVID - 19 pandemic. He also made a small shelter home near his society for these stray dogs. There were around 3-4 dogs.

2. NSS volunteers were involved in wall painting activity near Kandivali station. The wall was painted with different social messages to spread awareness among citizens. The project was undertaken with the objective of beautifying the surrounding.

3. The NSS unit had a tie up with Bisleri Company wherein, NSS volunteers were involved in collecting the plastic waste and submitting it to Bisleri Company. Around 50 kg of plastic waste was submitted by the NSS volunteers.

4. NSS Unit donated 1 month grocery items to 10 needy families from Palghar district during COVID Pandemic. During winter season around 20 blankets were also distributed to underprivileged kids from nearby slum area.

5. Some NSS volunteers were associated with an NGO named Kushiyon ki Toli where volunteers were engaged in teaching activity to underprivileged children of Poisar. This activity was carried out for 2 months and 3 volunteers were involved in it.

6. The NSS unit had a tie up with Seva sahayog Foundation through which our three NSS volunteers were engaged in teaching school going kids from Palghar district. Our volunteers taught them English, Math and General knowledge. Volunteers acted like a mentor for that particular student and used to teach kids via phone.

7. NSS volunteers were engaged in making various videos to promote the safety measures that need to be taken during COVID Pandemic. Following videos were made by volunteers and circulated on social networking sites.

1. Mask making
2. Washing of hands
3. Sanitizer making
4. Social distancing

NSS volunteers also participated in various intercollegiate competition and attended various webinars.

File Description	Documents
Paste link for additional information	<a href="http://nmfdegree.edu.in/nss">http://nmfdegree.edu.in/nss</a>
Upload any additional information	<a href="#">View File</a>

### 3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year



**3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year**

01

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

**3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year**

**3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year**

25

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

**3.4.4 - Number of students participating in extension activities at 3.4.3. above during year**

**3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year**

275

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 3.5 - Collaboration

#### 3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

##### 3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

02

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

#### 3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

##### 3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

07

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

### 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 equipment etc.

The institute has infrastructure and learning resources with state-of-the-art facilities that are required for meaningful teaching-learning process. The college premises is enjoying an eight-storied spacious building measuring more than one lakh square feet. It comprises of 46 classrooms with an average floor area of 600 -650 sqft each, one multipurpose mini auditorium of approx. 700 sq ft. fully ICT based, one centrally air conditioned auditorium of more than 4000 sqft, five computer laboratories sprawling over a floor area of 3000 sqft., one server room, 100 CCTV cameras, 09 television sets in different parts of the building. There is 01 fully air-conditioned and fully furnished library with a sitting capacity of more than 100 students at a time. The Library is also equipped with 9 computer with Wi-Fi facility. Students can access e- resources the from and gain assistance for their various project work. . The library operations are automated by using SMS Lib management system and OPAC that allows the users to search for bibliographies. The library also has printers and reprographic facilities with Wi-Fi connectivity. The institute provides sufficient space for the common facilities like NSS, examination room, gymkhana, Cultural room, Wellness room, canteen and safe drinking water facilities and separate common rooms for girls. The institute has five air conditioned computer laboratories with 179 computers connected by LAN and four overhead projectors. The computer facilities are maintained through the annual maintenance contract and IT audit is carried out at regular intervals. The building is properly maintained by regular maintenance. Besides, Library and Computer Labs, the college has well connected administrative office and 25 classrooms fitted with projectors, computers and wifi facilities making it a technology oriented classrooms to keep up with the ever progressive patten to teaching - learning methodology.

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

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

The College has facilities for sports & games and cultural activities. Even though there is not a specific play ground for the College as it is situated in the heart of the town, the students use a small patch of open space inside the campus for playing Khokho, Kabaddi. There is a badminton court in the College campus. The College also has a well equipped gymkhana.

For outdoor events the College uses the playgrounds Brihanmumbai Municipal Corporation (BMC) ground behind the college premises as permitted by BMC for practice of various sports activities. The annual events like Annual Sports Day, Inter-Collegiate Sports activity are conducted at Sports Authority of India (SAI), Kandivali East, Mumbai which is engaged from time to time on activity basis. However, due to prevalent pandemic situation during Academic year 2020 -21, no Sports events were conducted during the said year. A national level Sports quiz was conducted in May 2021 the "SPORTI-FY" with participants joining in from Jaipur, Bangaluru, Chennai amongst others. <http://nmfdegree.edu.in/esports>

**Cultural Activities:** The institution conducts various cultural activities like Dance, Song, Essay, Debate, Recitation, Quiz, Extempore, Creative Writing, Fine Arts, and all such activities are conducted on the big and open stage inside the campus. There is enough scope for staging cultural activities in this College. Equipments and accessories required for conducting all such activities like sound system with speakers and screens and costumes are available in the College. <http://nmfdegree.edu.in/cultural>

During the Pandemic situation, there various cultural, literary, extra-curriculum activities were carried out virtual. NIRVAAN, the national level Inter- collegiate cultural fest was conducted online with participation from over more than 300 participants from 44 various colleges across the country (Delhi, UP, Hyderabad & Maharashtra) who took part in 22 events and enjoyed to the fullest making NIRVAAN 2021 a grand success. <https://fb.watch/42Hd6WXFOy/> & <https://fb.watch/437khWtBt8/>

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

**4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.**

37

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

**4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)**

364.28

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

**4.2 - Library as a Learning Resource**

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

The College has a fully air-conditioned and fully furnished library with a sitting capacity of more than 100 students at a time. It is automated using Integrated Library Management System (ILMS) computerized with OPAC integrated Software. It has access to more than 5000 e-journals under the e-shodhsindhu program of INFLIBNET. Library buildings have provision for both individual and group studies. The Library is also equipped with 9 computer with Wi-Fi facility. Students can access e- resources the from and gain assistance for their various project work. . The library operations are automated by using SMS Lib management system and OPAC that allows the users to search for bibliographies. The library also has printers and reprographic facilities with Wi-Fi connectivity.

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

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources**

E. None of the above

File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)**

**4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

**NIL**

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	<a href="#">View File</a>

**4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)**

**4.2.4.1 - Number of teachers and students using library per day over last one year**

**9**

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	<a href="#">View File</a>

### 4.3 - IT Infrastructure

#### 4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

##### Computer Labs with Latest Softwares:

Computer lab is well-equipped with branded PC's adequately supported by 50 Mbps leased lines for internet connectivity. It is also equipped with a wide range of licensed system software and application software. The entire campus is connected with LAN Messenger. Computer labs are well connected to the internet help students and faculty to carry out their academic and other work. Lab assistants are available to support students and faculty in their queries.

The institute has total 179 computers in various computer labs.

**LAN & Wi-Fi facility:** The entire campus is connected with LAN Messenger. Computer labs are well connected to the internet help students and faculty to carry out their academic and other work. Lab assistants are available to support students and faculty in their queries. Wi-Fi facility has been made available by setting and installing the Wi-Fi zones at various locations such as Reading halls and Department corridors. Staff and Students can access this facility on their Laptops by registering themselves. The institute has currently state-of-art access points to provide the Wi-Fi internet access through Wi-Fi zones. The college is well connected through wifi connectivity provided by Tikona Cable Broadband, Airtel Fiber Optic Broadband and MTNL Broad band. the speed / band with is 50 MBPS thus proviing fast connectivity. The classrooms are well connected this providing a hassle free online mode of education. Thus institute is a Wi-Fi enabled campus.

**Intercom Facility:** The campus is well connected with a well planned Telecom Network with intercom facilities is provided. MTNL land line connections are available.

Intranet, Internet, learning Platforms, computers -

Sr	Details

No		Number
1	PCs exclusively available to students:	179
2	PCs available in Library:	9
3	PCs available in Administrative Office:	8
4	Laptops available for Administrative office:	4
5	PCs available to Faculty Members:	12
6	Number of PCs in Research Cell	3
7	Number of PCs in Exam Control Room	1
8	Number of PCs in Class rooms	26
9	Number of Laptop in Seminar Hall	1

Sr No	Details	Number
1	Internet Bandwidth in Mbps:	50/100
2	Internet Connection ratio:	1:1
3	Printers available	15
4	LED Android TV Sony Bravia	1
5	LCD Projectors	26
6	Sony Handycam with tripod	1
7	Sony camera	1
8	Sound System	1
9	Cordless Mike	30
10	Biometric machine	1
11	Bar Code Scanner I Ball LS - 203	1
12	Scanner	3

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

#### 4.3.2 - Number of Computers



243

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	<a href="#">View File</a>

**4.3.3 - Bandwidth of internet connection in the Institution**

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	No File Uploaded

**4.4 - Maintenance of Campus Infrastructure**

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

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

465.90

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

The infrastructure pertaining to physical, academic and support facilities in college are regularly maintained to ensure that they are of maximum benefit to the students as well as teaching and non-teaching staff. Staff members are deputed to ensure maintenance of the campus. There are various committees like Library, Sports,

Website Development, Computer laboratory etc. to ensure proper maintenance and upkeep. Suitable budget is allocated every year for the maintenance of various facilities.

The various committees meet regularly to monitor the optimum use of infrastructure which is accessible to the students and staff of the college. Most of the lectures take place in classrooms with projector, microphone and speakers. This is to ensure usage of new audiovisual pedagogical techniques during the teaching process along with this we have open classrooms where lecture are given. The college has a Technical Assistant and Lab Assistants and Lab Attendants to ensure proper upkeep of the various labs including computer center.

Nirmala Memorial Foundation College is well equipped library. A Computer Lab has been set up to be used by various departments. Students make extensive use of the facility for reading and research. The campus also offers facilities such as Cafeteria, Common Room and Gymnasium. There is an open play area where students are free and encouraged to play badminton and other games. Both the Library and administration section of the college have undergone computerization. The library is fully digitized and is open even after class hours. It has computer terminals with internet facility and large reading spaces. A regular update on new additions is provided by the library. A library committee works regularly to oversee the functioning of the library and various other committees' coordinate with each other to enable the students to get maximum exposure and participation and also to avail all the facilities provided by the college.

An eco friendly environment is of prime importance in the college.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

#### 5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

##### 5.1.1.1 - Number of students benefited by scholarships and free ships provided by the

**Government during the year**

0

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	No File Uploaded

**5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year**

**5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year**

48

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<a href="#">View File</a>

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills  
Language and communication skills Life skills  
(Yoga, physical fitness, health and hygiene)  
ICT/computing skills**

**A. All of the above**

File Description	Documents
Link to Institutional website	<a href="http://nmfdegree.edu.in/event-placement">http://nmfdegree.edu.in/event-placement</a>
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

**5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

**5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees**

**A. All of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>

<b>5.2 - Student Progression</b>	
<b>5.2.1 - Number of placement of outgoing students during the year</b>	
<b>5.2.1.1 - Number of outgoing students placed during the year</b>	
25	
File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	<a href="#">View File</a>
<b>5.2.2 - Number of students progressing to higher education during the year</b>	
<b>5.2.2.1 - Number of outgoing student progression to higher education</b>	
164	
File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	<a href="#">View File</a>
<b>5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)</b>	
<b>5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year</b>	
02	

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

### 5.3 - Student Participation and Activities

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

**5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

15

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms )

**5.3.2. Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, students representation on various bodies)**

**Student Representative Committee (SRC) representatives actively participate in various activities. They help in coordinating all the events related to academics and other co-curricular & Extracurricular activities, as per the directives of the teaching**

faculty. They also motivate other students to take part in the activities conducted by the Institute. They work as a medium between faculty and students.

**Contribution of the Student Representative Committee in Academic Administration**

1. Coordination in day-to-day academic activities at their level
2. Class Representatives help to Coordination in communicating the information between students and Teaching faculty.
3. Coordination in organizing Cultural events
4. Coordination in organizing Sports & Games for the students
5. Coordination in inviting the external guest speakers and organizing the Seminars & Workshops by playing the role of a host.

The College provides necessary support to the council members in organizing & coordinating the events. It encourages the students to develop their leadership skills. through these activities. Student members in this council can become real heroes and competent managers in future by learning all these skills.

Documents provided: List of student participation in Co-curricular and Extracurricular activities: College Magazine Editorial Board, Students representative in Cultural Committee, Placement Cell, NSS, Planning forum, English Literary Association, Library Committee, Marathi Waghmai Mandal, Commerce and Accounting Association; Administrative Bodies: IQAC

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

**5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)**

**5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year**

20

File Description	Documents
Report of the event	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	<a href="#">View File</a>

#### 5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Alumni Association of Nirmala Memorial Foundation was started in the year 2018-2019. We have a total alumni strength of 600 + students as a part of our Alumni Association with students from all streams i.e. Bachelor of Commerce, Bachelor of Commerce (Accounting & Finance), Bachelor of Management Studies, Bachelor of Science (Information Technology and Bachelor of Science (Computer Science). Graduated students dating back to year 2007 have associated with our Alumni Association and extended their support time and again over the years.

Though the Association is yet to be registered yet our ex-students community is constantly supporting the progression of the ongoing students year on year. During the current year our graduated students contributed to the upgradation of student knowledge base through various workshops and webinars. In the month of October 2020, a webinar was organized for Department of BMS with Mr Jay Rawal an alumnus of BMS Department as the guest speaker. Mr Rawal is the Business Manager at Wave, Maker Media Agency, the second largest media agency network in the world with the motive of involving various stake holders of the institution in continuous quality enhancement. At workshop "Understanding the current scenario and functioning of the Media world" a total of 211 students of BMS and BMM Department registered and attended the program.

The speaker enriched the audience with his treasure of knowledge about the media world. Following this, in the month of January 2021 a workshop was organised by the Department of BSc IT on Cloud computing and Modern Device Management. The Guest speaker was Mr Ram



Pratap Yadav, an alumnus from the Department of BSc IT.

This workshop was designed and planned for students of B.Sc.IT and B.Sc.CS. to gear up for real-industry based case scenarios in the field of Cloud Computing. The Alumni of our college further contributed to the development of our students through imparting expert knowledge to the third year students of Bachelor of Commerce in the subjects of Export marketing and Financial Accounting.

Expert Guidance Programme was conducted by Resource Person, Mr. Ameer Hamza Usmani, Assistant professor, on the subject of Financial Accounting and Auditing-IX (Financial Accounting). The other Expert Guidance Programme was conducted by Resource Person, Dr. Vinod H. Kamble, Assistant Professor, Bal Bharti MJP College of Commerce, Kandivali (W).

The contribution of the Alumni is aspiring and will continue to contribute towards the progress of our current generation of students.

File Description	Documents
Paste link for additional information	<a href="http://nmfdegree.edu.in/detail-news/understanding-the-current-scenario-and-functioning-of-the-media-world">http://nmfdegree.edu.in/detail-news/understanding-the-current-scenario-and-functioning-of-the-media-world</a> ; <a href="http://nmfdegree.edu.in/detail-news/guest-lecture-on-cloud-computing-and-modern-device-management">http://nmfdegree.edu.in/detail-news/guest-lecture-on-cloud-computing-and-modern-device-management</a> ;
Upload any additional information	No File Uploaded

**5.4.2 - Alumni contribution during the year (INR in Lakhs)**

E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

#### The Nature of Governance

The vision statement of the College is 'to engage, inspire and empower young minds through excellent education opportunities which are responsive to the needs of the society'. The proactive and dynamic Management of the college is committed to transforming its vision into reality in its everyday governance, policies and actions.

Policies related to the institute are framed by the Management and the Principal in consultation with Advisory Committee, Local Managing Committee, IQAC, etc., therefore the elements of centralised and decentralised administrative processes are visible. Active Management and quick decision making at the top level has helped the institute in creating a good infrastructure and a high academic standard.

Every faculty member, the administrative and supporting staff and student representatives have a role in various decisions at the departmental levels. The quality of teaching-learning process has improved due to the use of ICT resources and up gradation of subject knowledge and in the exchange (In the course of Business Economics and Accountancy) of the faculty members from time to time. Good administrative system and procedures have resulted in optimum utilisation of human resources in the teaching-learning process.

Employees are aware of their roles, duties and responsibilities, which have facilitated the smooth and effective functioning of the institute. Internal co-ordination and monitoring mechanism has facilitated quick decision-making and its implementation.

Students' involvement in academic activities and different committees indicate the success of this practice. The outcome of the practice is that a greater number of students and faculty members are actively participating in extension and outreach activities every year.

Problems faced and resources required for the implementation of the said practice:

When employees proceed on leave or when there is absenteeism among supporting staff, minor hurdles tend to arise. Such situations are dealt with by allotting additional work to other employees so as to maintain smooth functioning on the campus.

#### Perspective Plans

1. Facilitating exchange programmes for students and faculty by

signing MoUs for collaboration with other institutions

2.Introducing add-on/short-term courses

3.Promoting a thriving culture of (interdisciplinary) research through the College Research Cell by identifying and availing opportunities offered by various funding agencies and institutions

4.Upgrading digital resource facilities

Participation of the teachers in the decision-making bodies of the institution

The IQAC is responsible for quality initiatives of the college and it decides the various academic, cocurricular and extra-curricular activities to be conducted during the year. Committees consisting of staff members and students are formed for the purpose. These committees work tirelessly offering holistic development to students to achieve the following benchmarks:

1. Focussing on high standards of academic, professional and societal performance.
2. Continuous efforts to maintain praise worthy results-Proper planning and execution of lectures, tests, examinations, assessment etc. offering a strong academic foundation to enable students to pursue various professions.
3. Value based education through programs promoting discipline, social awareness, patriotism, financial inclusion and gender equality.
4. Encouraging industry based academic interaction: Guest lectures by industry experts & field/industrial visits
5. Research based activities
6. Internships Certificate courses
7. Employing ICT in teaching
8. Introducing programs in accord with the demands of the society
9. Enabling the students to enhance their knowledge by providing library resources and an environment conducive to learning.
10. Supporting cultural and ethnic diversity in the community.

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

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

#### CASE STUDY OF EFFECTIVE LEADERSHIP

##### CONDUCT OF ONLINE EXAM DURING COVID 19 PANDEMIC

The COVID-19 pandemic created the largest disruption of education systems in human history. Social distancing and restrictive movement policies significantly disturbed traditional educational practices. The need of the hour was to innovate and implement alternative educational system and assessment strategies. Eventually, the COVID-19 pandemic provided us with a way to adopt 'Education in Emergency' through various online platforms and the colleges were compelled to adopt a system that they were not prepared for.

The common challenges faced were the drawbacks of online teaching infrastructure, the limited exposure of teachers to online teaching, the information gap, non-conducive environment for learning at home, equity and academic excellence in terms of higher education.

At this juncture, the IQAC of the college ensured to face this unprecedented challenge as a unanimous team. The college adopted a multi-stakeholder's approach with participation of Head of the Institution, Management representatives, IQAC members, alumni, parents and external experts like people from the industry, NGO, etc., guiding the college in its unusual yet enthusiastic journey towards achieving its goal of executing online classes and the conduct of examination. In keeping with the above principles, the Principal, Vice-Principal, and Coordinators of the college offered effective leadership by encouraging teachers to learn e-content development via FDPs or Short-Term Courses, by arranging inhouse trainings towards the operation of Zoom meetings and Examination software MICM, lending professional help and support whenever required to all staff members and students to do their best.

The provisions were made for online admission procedure, online payments, virtual classroom teaching methods, meetings, webinars, group discussions etc. The proprietary video teleconferencing software program called Zoom Meetings was subscribed to a paid plan. For the submission of assignments, study materials and class tests on Google form, Google classroom was selected as the official LMS. The Management and the Principal ensured that the entire examination process through examination software MICM goes seamless. The result was generated online.

The online exam management system provided the complete procedure to conduct the online exam for institution procedure from registration of candidature to evaluation and release of exam results.

This software provided and stored the below information:

- Registration of candidates.
- Storing of candidate details.
- Scheduling the examination time.
- Verification of candidate details in the exam room.
- Setting up and maintaining the fair examination.
- Setting up feedback from the candidate.
- Evaluation of results.

Thus the role of decentralized and participative management in the conduct of virtual examination resulted in a flexible, innovative, global like but more locally connected and socially responsible, more collaborative, and less risk-averse. While decentralisation is being practised, care is taken by the faculty members, not to overstep the clearly defined rules and regulations of the College.

File Description	Documents
Paste link for additional information	<a href="http://nmfdegree.edu.in/demo-register.php">http://nmfdegree.edu.in/demo-register.php</a>
Upload any additional information	No File Uploaded

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Since its inception in 2003, the college has grown in leaps and bounds in all aspects of education. The college is one of the most sought after in the western suburbs because of the value-based education of standard that it offers in response to changing times. 'Students' are the primary focus of the Institution.

To improve academic programmes, build better lives with management skills for our students our institution plans the syllabus delivery along with different strategies to achieve its goals which reflects in institutional perspective plans.

For Strategy Development and Deployment, the IQAC prepares strategic plan taking into consideration the vision mission and objectives of the college. Though there is a perspective plan of five years ,annual action plan and budgets are prepared to implement this plans

is developed at 3 levels namely 1) CDC, 2) IQAC level and 3) Individual Departmental Levels.

While preparing strategic plan following elements are considered. 1) Academic administration 2) Teaching and learning process 3) Staff resources 4) Industry interface and placement 5) Infrastructure resources 6) Research and innovation 7) Entrepreneurship 8) Skill development 9) Safety and Security of women 10) Student support activities

The proposed annual plan is placed before the competent authority for approval and implementation

#### Example

For Curricular, Co-curricular & extra - curricular activities

The College is actively engaged in promoting the spirit of entrepreneurship and skill development among students in order to fulfill the vision of the institution. Entrepreneurship development cell is actively working for creating awareness about entrepreneurship among degree students of affiliated colleges and to promote women empowerment women cell is operational. NSS and various other committees encourage the students leadership, qualities, health awareness, team spirit by organizing various events.

The implementation of strategic plan is monitored time to time by Principal. The department heads prepares the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment is carried out by the IQAC independently. With thorough analysis of outcomes and based on departmental reports, the IQAC recommends corrective actions, need of further processes and deployment of resources.

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://drive.google.com/drive/folders/1X1ybMXxpdkHRbW83vTZq-16hZI-OdYov?usp=sharing">https://drive.google.com/drive/folders/1X1ybMXxpdkHRbW83vTZq-16hZI-OdYov?usp=sharing</a>
Upload any additional information	No File Uploaded

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

The Management plays a participative role in the functioning of the college. The participation is enabled through the Advisory committee, Principal, College Development Cell (CDC) and IQAC.

The Organogram of the Institution is as follows:

Board of Trustees-

Advisory Committee-

Principal - Principal is the ultimate decision-making authority and establishes the quality policy and objectives of the college.

CDC - All important decisions of the college are guided by this Committee consisting of Management representatives, teachers, IQAC Convenor, alumni representatives and students.

IQAC - It ensures efficient progression of the college with regard to academic and quality initiatives.

Vice Principal - He assists the principal in the academic decisions of the college.

Co-ordinators - They have the major responsibility of planning and executing various activities of the program.

Registrar - She is responsible for the administrative work and is assisted by the other office bearers.

Statutory bodies - These are the committees which are mandatory to be formed by the University of Mumbai like Examination, Student Council, NSS, WDC, DLLE and Anti-Ragging Cell.

The functioning of the institutional bodies is effective and efficient which is reflecting through policy implementation, administrative setup, appointment and service rules. Effective and efficient functioning of the college is governed through different administrative. College Organogram is provided here for demonstrating effective and efficient functioning of the institutional bodies

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	<a href="#">View File</a>

**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) Document	No File Uploaded
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

**6.3 - Faculty Empowerment Strategies**

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Following is the list of existing welfare measures provided by College :

**Teaching Staff:**

1. Provident Fund from the time of appointment. Gratuity on retirement.
2. Equipped state- of -art staff room and hygienic washrooms
3. Gifts on Teachers Day
4. Outdoor staff retreat
5. Diwali party
6. Parking space facility given for two-wheeler as well as four-wheeler of staff

**Non -teaching staff:**



1. Provident fund at the time of retirement
2. Medical expenses reimbursement for self and family
3. Sponsoring participation in sports and other activities.
4. Free tea provided to non-teaching staff
5. Arrangement of transport for official work at University of Mumbai / State Government and Management. Parking space facility for two-wheeler.

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

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

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

4

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

**6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year**

**6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year**

15

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

**6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)**

**6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

6

File Description	Documents
IQAC report summary	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

**6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff**

Performance appraisal system forms an important mechanism for quality enhancement. Students are the major stakeholders in the teaching learning process. Therefore, in case of teaching staff, the feedback of all faculties covering all the classes and subjects taught by them is taken from the students in both the semesters. The online feedback on teachers is taken on a rating scale that includes

aspects such as subject knowledge, coverage of syllabus, clarity of explanation and use of appropriate teaching methods. This feedback is then submitted to the Head of the Institution for necessary action. The college also conducts online student satisfaction survey based on teaching learning and mentoring process which is discussed in the IQAC meetings and uploaded on college website. As and when the teaching staff become eligible for their promotion under the career advancement scheme, they present their performance-based appraisal forms to the Principal in the format prescribed by the University. The appraisal forms are then sent to the Staff Affiliation Department of the University.

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

#### 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

Financial audit aims at ensuring financial transparency, essential for the smooth running of the institution. The Budget of the Institution is prepared in two parts, viz., Capital Budget and Revenue Budget. For the requirements of academics, it is done by Coordinators of various courses in consultation with other faculty members of their department. Various other departments like the library, laboratory, sports, examination and admin office also fill in their requirements in the prescribed format. The Accounts department gives the income and expenditure statement of the previous academic / financial year and accordingly in consultation with the Accounts department, Ms. Sweeta, the accountant prepares the budget and then the budget is presented to the Principal and after she reviews it, is forwarded to the Management. At every level it is ensured that actual expenses are within the budgeted amount. The Management has appointed SNH & Associates, Chartered Accountants, for auditing the financial statements of the college at the end of the financial year ending 31st March, in accordance with the accounting principles generally accepted in India. Based on the audit of financial statements, the responsibility of the auditor is to express an opinion in the form of Auditor's Report on whether the statements are fair and free from material misstatements. The audited report is published by the Management in the Annual Report.

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

**6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)**

**6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)**

1.22

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	<a href="#">View File</a>

**6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources**

**1. Mobilization of funds:**

The major sources of revenue are:

1. Fees collection
2. Rental income
3. Sale of application forms for admission charges for various application forms and
4. Fees for services rendered to students
5. Interest received on saving deposits.
6. Surplus from Certificate courses
7. Sundry income generated through sale of scrap

The funds collected are spent only for planned expenditure reflected in the budget. During the preparation of budget, inputs are obtained from IQAC, departments, library, sports, laboratory and committees. Then the annual budget of the college is prepared. After collecting quotations from the Purchase Department, the budget is revised on the basis of requirements and priorities of the college. The college

also makes operational budgetary allocations for salaries of all teaching and non-teaching staff, house-keeping staff, repairs and maintenance, AMCs, license fees, developmental work, audit fees, legal and professional charges, purchase of books and periodicals, event expenses, sports participation fees, electricity and water bills, stationery expenses, postage and miscellaneous expenses.

The daily sundry expenses are met out of the petty cash provisions. The budget items are approved by the principal. The final annual budget (capital & revenue) is tabled before the CDC and members of the Advisory committee. A specific amount is finalized (on the basis of income) within which the college has to restrict its expenses. All financial transactions are controlled and monitored by internal and external audit. The college distributes endowment prizes and scholarship to the deserving needy students.

## 2. Optimal utilization of infrastructural resources:

There is conducive time table for students for the utilization of class rooms and work schedule for teaching and non-teaching staff. ICT enabled computer labs and WI-fi enabled premises ( 5 &6 floor with Library) for conducting online and offline lectures, Smart class room, Projectors, LCD & mike system in classrooms have been facilitated. At times as per the need arises, the Certificate courses /Tally courses are conducted on Sunday and during vacations also. Library is well equipped with text books, reference books, journals, magazines, online journals. Library sitting hours are extended during the period of exam. University and HSC Board examinations are conducted in the college. On Sundays, various government exams are conducted in college premises. The first floor quadrangle (Chowk area) is used to organise various events and sport practices. Gymkhana, Canteen, computer labs, library, mini auditorium and ground floor auditorium are commonly used by all sister institutes.

### 1. Optimal utilization of human resources

There are experienced and dedicated teaching and non-teaching staff members. Maximum teaching workload is distributed to and shared by the regular teachers as per the university norms and the remaining workload gets contributed by visiting faculties. Experienced and trained teachers are appointed as various committee, criteria and as per need required convenors for smooth functioning of college activities. Teachers are also involved in various administrative works. For non-teaching staff, their job is rotated from time to time to enhance their versatile skill development.

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

## 6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The IQAC consistently strives to institutionalize quality assurance strategies and processes at every level of functioning of the Institute.

### 1.Improving Teacher Quality:

i. In order to improve teacher quality, the IQAC has been motivating the teachers to attend NET/SLET workshops.

ii. The recruitment of fully qualified teaching faculty has been adopted.

iii. The regularization under university norms has been done of fully qualified teachers. iv. Workshops are being conducted by IQAC, Library committee, Research Committee, and other committees encouraging the faculty to use ICT and e-resources.

v. IQAC of NMFC in collaboration with the departments and committees has organized various seminars and workshops on current issues like GST, TALLY, managing change under Covid 19 pandemic situation, financial literacy and stress management.

vi. Teachers are encouraged to attend Orientation, Refresher and Short-term courses. A large number of teachers are enrolled for Online learning platforms like SWAYAM and MOOCS.

vii. Teachers are encouraged to participate in Syllabus Revision Workshops.

viii. Feedback Mechanism is prepared by the Coordinators and Committee Conveners for conducting student feedback on teaching-learning process.

ix. In order to promote inclusive culture, administrative and

supporting staff problems and needs are also addressed by organising various programs like a workshop on financial literacy for non-teaching staff and a workshop on stress management for the administrative staff have been organised.

x. IQAC is continuously engaged in imparting and sharing ideas by organizing workshops on best practices adopted by Degree Colleges for Quality enhancement, workshop on interpreting and implementing new NAAC guidelines, how to write SSR etc.

xi. Teachers have been trained as internal auditors.

## 2. Promoting the Culture of Research:

The IQAC strives to develop an environment conducive to research.

For Teachers:

1. IQAC in its initiative, motivated eligible faculties to go for guideship by sending applications to University of Mumbai. Prof. Dr. Poonam Kakkad is now a recognised Ph.D Guide in the subject of Business Management, Dr. Neha Goel in Economics and Dr. Megha Juvekar in Commerce.
2. Faculties are engaged in publishing research papers and research articles to enhance their knowledge skills.
3. Various conferences have been organized both at national and international levels on varied and relevant topics.
4. The Research Cell in association with IQAC of the college organised a one day international level workshop on " The Joy of Research ".
5. The Research Cell in association with IQAC organised an international level webinar on "IPR- A tool to Protect Innovations and Creations".

1. The COVID-19 pandemic created the largest disruption of education systems in human history. Social distancing and restrictive movement policies significantly disturbed traditional educational practices especially admission procedures. The need of the hour was to innovate and implement alternative admission system and stakeholder friendly strategies. Eventually, the COVID-19 pandemic provided us with a way to adopt 'Flexibility & Adaptability in Emergency' through various online and customised modes. On Recommendation by IQAC in the CDC, the Management announced a new policy of customised instalment facilities to enable students to take admissions and continue their studies amid Covid -19 situation.

The admission process was available online with the facility of 3 feasible instalments to be paid from June 2020 to January 2021. The mode of payment was customer friendly through net banking, NEFT, Google Pay, Credit and Debit cards.

When the parents and students approached college for offline admissions, they were further facilitated with their own customised feasible instalments but with a statement undertaking form. This initiative opened positive streak of hope and happiness among pandemic stricken people and their education did not cease.

2. During Covid 19 pandemic, the common challenges faced were the drawbacks of online teaching infrastructure, the limited exposure of teachers to online teaching procedure, the information gap, non-conducive environment for learning and teaching at home, also equity and academic excellence in terms of higher education. On recommendation by IQAC in the CDC, the Management announced the new policy for delivering online lectures with as per the need flexibility.

In keeping with the above principles, the Principal, Vice-Principal, and Coordinators of the college offered effective leadership by encouraging teachers to learn to conduct the onlinelectures on Zoom platform and also to develop various e-contents. This was achieved via organising FDPs, Short-Term Courses at local, state and national level and also by arranging inhouse trainings towards the operation of Zoom meetings and examination software MICM, lending professional help and support whenever required to all staff members.

For students the examination committee ensured that there are demonstration sessions for the entire online examination procedure followed by the mock tests and the online examinations were successful.

There were change in timings of lectures, every subject had 3 lecture per week following the instructions given by University of Mumbai in their timely circulars.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations



and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

IQAC being the central body within the college monitors and review the teaching-learning process regularly. Based on feedback various innovative activities and reforms were introduced. The improvements based on feedback implemented are:

A)IQAC periodically reviews the teaching-learning process, structures & methodologies of operations, and learning outcomes:

The standard methods of teaching, learning, and evaluation which are proven over the years are being followed.

**Academic Calendar:** Based on the University Academic Calendar the Institute schedules the academic calendar well in advance at the start of the year with ample time frame for not only the regular teaching-learning process but also to accommodate the various events like seminar/ guest lecture/ workshops/ FDP's/ Hands-on-series and many more.

**Preparation of lesson plan for each Semester:** The lesson plan is prepared by the faculty members for all the subjects they teach in that particular semester. Enriching the curriculum with guest lectures, industrial visits, and Internships

**Daily lecture Record:** Everyday faculty prepare and submit details of the lecture along with the topic covered on an online portal.

**Evaluation of teachers by students:** The institution has a feedback system to evaluate the teachers by students. The regular evaluation of the teachers by the students, feedback on teaching methodologies, course delivery, attitude, strengths and weaknesses, difficulties faced in the subject give a clear idea about the problems faced by the students. Director and management also monitor the feedback system and takes appropriate corrective actions.

**Student learning outcomes:** The institute monitors the performance of the students regularly. It has specified procedure to collect and analyse data on student learning outcomes; the following points are adopted by the institute in this context:

1. Regular class tests and interactions
2. Mid-term and continuous evaluation comprising of internal tests, assignments, group discussions, and seminar presentations.

3. Semester system of examination for all courses.
4. Providing Question bank of various subjects to the students.
5. Providing Lecture notes through an online portal
6. Timely Redressal of students' grievances.
7. Extra classes for weak students to solve their problems.

Effective internal examination and evaluation systems: Institute maintains an effective internal examination and evaluation system.

Students' result analysis: Institute has the provision of analysis of students' performance after the announcement of their semester results. If the result of the students, in a subject, is not found up to the mark, necessary steps are taken to find out the reasons and the concerned faculty members are counselled and motivated to work towards improvement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	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

##### 1. Safety and security

Safety of girls is a top priority at every college campus. Nowadays, safe and supportive campus community is both an obligation and a challenge for college administrators and students.

Institute provides a comprehensive range of security amenities especially for girls within the premises, through a dedicated team of security personnel. In order to protect and create a secured campus following initiative are taken by the college

a. CCTV Camera - 24 hour CCTV surveillance is maintained in the college. It helps to keep a check on antisocial activities. Students and other employees in the college too remain cautious about the surveillance. Discipline is also maintained and it also provides a sense of security to the students and even their guardians.

b. Visitor register - The institute keeps visitor log register to record the details of any person entering the college premise.

c. Restricted Entry - For security of the girls in the college campus and to restrict unwanted entry, proper boundary wall with fencing have been constructed

d. Female guard - College also has female guards to keep the interest of girl students. They perform their duties meticulously. It also generates a sense of belongingness in girl students. All the girl students have the right to report to any female guard anytime and the guards are available to help without fail. It instils a sense of security among the female students and their parents too feel assured.

e. Girls Common room - A well-equipped girls common room is available for girl students for their comfort and relaxation

f. College has maintained two Sanitary napkin dispensing machines at freshrooms for girl students.

2. Discipline in campus - There is a Discipline Committee in the institution to take care of safety and security of the students. It also keeps an eye on the working of all the employees as well as the activities of the students within the institution. The college aims

at zero tolerance against eve teasing/ragging with wide publicity which is maintained by the Discipline Committee.

3. Parent teacher meeting - Regular parent-teacher meetings are organized to bring the students -parents and teachers together. Updates are provided about the overall development and performance of the students. Parents' issues related to their wards are also entertained. <http://nmfdegree.edu.in/detail-news/pta---april-2021-1>

4. A Grievance Cell - A grievance cell also plays an active role to address the issues of all the female students in the college. for easy access there is an online grievance.<http://nmfdegree.edu.in/grievance-cell>

5. Female employees also get maternity leave, child care leave and are also entitled to avail leave on adoption of child.

6. Students appraised of the gender issues during the Orientation/Self Induction Program held for newly admitted students each year.

7. The health centre is provided on the campus with a qualified physician with a separate medical room.

8. Seminar on POSCO (Protection of Children from Sexual Offences) ACT to create awareness about Child Protection Policy that ensures a safe environment was organised on 8th March 2021 - <http://nmfdegree.edu.in/wdc>

9. The institute has a policy of appreciating faculty without gender bias. Women faculty are nominated, based on their ability, as heads of the departments and conveners of various committees and discharging their duties efficiently.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="http://nmfdegree.edu.in/grievance-cell">http://nmfdegree.edu.in/grievance-cell</a> , <a href="http://nmfdegree.edu.in/wdc">http://nmfdegree.edu.in/wdc</a>

**7.1.2 - The Institution has facilities for**

**D. Any 1 of the above**

**alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment**

File Description	Documents
Geo tagged Photographs	No File Uploaded
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 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Nirmala Memorial Foundation College of Commerce and Science believes in "Let's go green and keep our campus clean".

Environmental initiatives like use of renewable energy, Zero water discharge, No smoking zone, waste management system etc have been implemented. Environment consciousness is embodied in the heart of the college by tree plantations from NSS unit every year which is the predominant motive of the management to maintain the pristine purity and beauty of the college and also to provide a congenial atmosphere for the academic and non-academic pursuits. The institute's waste management practices are divided into three parts: 1. Solid Waste Management 2. Liquid Waste Management 3. E-Waste Management

### 1. Solid waste Management

'Use and throw' items like plastic cups, plates etc. used in the college canteen are replaced by reusable items steel glasses and plates. Glass, paper and metal waste is sold for recyclers.

### 2. Liquid Waste Management

The future vision of the college is to establish full-fledged sewage treatment plant for sewage treatment and recycling the same fully within the campus, thus achieving the goal of zero discharge campus. Drinking water tapes are fixed which helps to minimises high flow of water.

### 3. E-waste Management

**E-waste mainly includes obsolete electronic devices which are disposed off through vendors in the College.**

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	No File Uploaded

<b>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</b>	<b>D. Any 1 of the above</b>
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File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Any other relevant information	No File Uploaded

**7.1.5 - Green campus initiatives include**

<b>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</b>  <ol style="list-style-type: none"> <li><b>1. Restricted entry of automobiles</b></li> <li><b>2. Use of bicycles/ Battery-powered vehicles</b></li> <li><b>3. Pedestrian-friendly pathways</b></li> <li><b>4. Ban on use of plastic</b></li> <li><b>5. Landscaping</b></li> </ol>	<b>D. Any 1 of the above</b>
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File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

**7.1.6.1 - The institutional environment and energy initiatives 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**

**E. None of the above**

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

**7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

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

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the 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 socioeconomic and other diversities (within 200 words).

The College has always been at the forefront of sensitising students to the cultural, regional, linguistic communal and socioeconomic diversities of the state and the nation. The College takes its vision and mission from its founder who fought for an inclusive society, which was caste ridden and inhuman. The College always encourages the students to organise and participate in different programmes organised by college.

By undertaking various initiatives in the form of celebration of days of Eminent personalities National Festivals, NSS, cultural, marathi waghmai and other such activities to provide for an inclusive environment by bringing students and teachers with diverse background on single platform for creating inclusive environment .

There are different grievance redressal cells in the institute like Student grievance redressal cell, Women grievance redressal cell which deal with grievances without considering anyone's racial or cultural background. Institute has code of ethics for students and a separate code of ethics for teachers and other employees which has to be followed by each one of them irrespective of their cultural, regional, linguistic, communal socioeconomic and other diversities. <http://nmfdegree.edu.in/>

Grocery and Blanket Distribution to needy people has been conducted to raise socio economic upliftment. <http://nmfdegree.edu.in/nss>

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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

The institution takes all possible initiatives in organizing various events and programmes for moulding the students and staff to become responsible citizens of the country by sensitizing them to the



constitution of the country. As responsible citizens of the country the students are motivated to take part in various activities of the college.

The college encourages the students to take part in blood donation camps, study tours for them that make them understand the importance of protecting the cultural heritage of the country. The college has also conducted special lectures on Move towards constitution where subject experts enlightened the students about importance of the Indian constitution and how we must work in the direction of saving our constitution, .Mr Pawar , Physical Trainer of the college narrated the fundamental rights, Duties, Values and responsibilities of citizens as mentioned in Constitution of India. He appealed to all the staff and students to remember the struggle of freedom and respect the National Flag and National Anthem The special lectures also focus on enlightening the students about their rights and duties being the responsible citizens of the country.

Singing of national anthem in the campus every day so as to bring a feeling of patriotism among all is practiced. The students also being the responsible citizens take many community services and provide services to mankind and society. The students have taken up many cleanliness drives both inside the campus and nearby villages considering it as a responsibility of every citizen. The students have also taken up Plantation drives to provide a clean and green environment for all.

Our students across all UG courses study constitution of India as 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 each year to highlight the struggle of freedom and the importance of Indian constitution.

Supporting Documents : <http://nmfdegree.edu.in/nss>

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

**7.1.10 - The Institution has a prescribed code**

**A. All of the above**

of conduct for students, teachers, administrators and other staff and conducts periodic 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 4. Annual awareness programmes on Code of Conduct are organized

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded
Any other relevant information	No File Uploaded

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

The college celebrates National and International days enthusiastically every year. All staff members and students gather in the college to celebrate these days. Every culture has number of festivals and celebration has become a vital activity. Celebration of cultural and constitutional festivals is integral part of college's co-curricular activities.

Throughout session different days are celebrated by students with guidance of teachers which help them to know about different cultures and to cognitively imagine India as a nation. The academic calendar is brimming with important events which show enthusiasm of this institution in celebrating many national as well as international days and commemorative events and festivals. Republic day is celebrated every year on 26th January in the college with great enthusiasm and pride. Independence Day is also celebrated on 15th August in the college with great enthusiasm.

Besides these two national days a number of other national and international days are also celebrated in our institution so that students get knowledge about the great personalities in our

political, social, cultural and scientific history. International Women day is also celebrated in our college on 8th March every year. The day is used to recognize women who have made significant contribution to the advancement of their gender. The day is celebrated under auspices of women cell of the college.

International Yoga day is also celebrated on 21st June every year in the college. The day aims to raise awareness of many benefits of practicing yoga. It is celebrated to spread awareness about importance and effects of yoga on the health of the people. Teachers day is also celebrated on 5th September every year to celebrate the birth anniversary of Dr. Sarvepalli Radhakrishnan.

This day is celebrated to promote the values and principles of a true teacher. On teacher's day students perform different activities like singing competition, speech competition, poem recitation etc. to entertain teachers. Students thank teachers by expressing their gratitude. Marathi Diwas is also celebrated on 14th September by Marathi Waghmai Cell. On this day, different activities like singing competition, speech competition, poem recitation etc. are organized in the college. NSS Day on 24th September is celebrated by College NSS unit every year. The NSS unit of the college participates in university organised programs on this day.

Ganesh Chaturthi and Navratri are also celebrated every year in the college to decode the spirit of patriotism, ethics and moral values, duties and responsibilities, humanity, respect of teachers, cleanliness and health awareness, physical and mental fitness etc. among the students.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

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

### BEST PRACTICE I

**1. Title of the Practice: Provided Facility of Additional Instalment period for payment of Fees during Pandemic**

**2. Objectives of the Practice:**

To reduce financial stress and burden to students and their families in pandemic period.

**3. The Context**

In the pandemic period Students have undergone various problems of stress- personal, academic, physical, mental and financial. Understanding the problem of financial crunch that students are facing, the college decided to provide more instalment facilities for fee payments. This practice gave emotional, financial stability to students and their family members.

**4. The Practice.**

- The number of instalment facility was increased by

**5. Evidence of Success**

Evidence of success of the practice includes parents and students were satisfied with the extended help provided by the college. In the feedback taken from parents related to financial assistance provided by college , revealed that 23.79 percent said the approach was excellent and 52.93 percent expressed that the college gave a good approach towards fee payment in instalments.

**6. Problems Encountered and Resources Required**

This practice requires committed non teaching staff and upgraded software to maintain the fee record of the students coming in instalments.

**BEST PRACTICE II**

**1. Title of Best Practice - Teaching Learning Process**

**2. Objectives of the Practice:**

- To ensure the completion of syllabus according to the academic calendar of College
- To encourage teachers to adapt to advance pedagogical methods

including ICT adoption in class room teaching

- To improve pass percentage, average marks in each semester and enhance the number

of ranks bagged by the college at the university level examinations

- To increase the placement of college as quality of students would be improved

### 3. The context

Different teachers use different methods to teach in class. They teach at different paces. It was observed that syllabus coverage remains a challenge when there is need of uniformity. The teachers find it difficult to keep pace with the techno - savvy student learners. There was a need of uniformity and standard setting so that everyone is able to meet the objective of best teaching practices. It has become essential for teachers to adopt to the latest pedagogic styles and include ICT in class room teaching. The mismatch between the student learner and the teacher in the use and comfort of handling varieties of tools available for teaching - learning needs to be bridged.

### 4. The practice

- Academic calendar is planned by the respective department under the instructions of I/C Principal
- Academic calendar is uploaded on the website for information to students, teachers and others.
- On the basis of that, every faculty prepares the academic planner in the form of course file which is audited by the department head.
- The heads of different departments monitor the pace of coverage of the syllabus
- Timely Feedback is obtained from students regarding the content delivery by different teachers.
- Assignments, tests and evaluation are conducted at scheduled dates to improve performance in the semester - end examinations.
- Timeline of Assignments, syllabus coverage is monitored by the Head of Department at regular intervals

- All the class rooms are ICT ready and all the departments adapted their class room teaching with the help of ICT.

#### 5. Evidence of Success

- All teachers have adopted modern pedagogic styles and ICT in their classes.
- Appropriately paced and timely completion of syllabus. On the feedback taken from students regarding syllabus completion
- Increased attendance in the classes
- Improvement in results.

#### 6. Problems encountered and Resources required.

This practice requires a monitoring system which can show the progress and gaps at each point of time. The institute ERP is serving the purpose but it needs upgradations as the time changes.

Documentary evidence for the said Best Practices:

1. Parents and Students Feedback on Instalments facility provided by the College - <https://drive.google.com/drive/folders/1J9scUCCOw-kv0lt90kDXypvqWPqxtnoX>
2. Students Feedback on timely completion of syllabus and satisfaction on delivery of curriculum - <https://drive.google.com/drive/folders/1J9scUCCOw-kv0lt90kDXypvqWPqxtnoX>

File Description	Documents
Best practices in the Institutional website	<a href="http://nmfdegree.edu.in/best-practices">http://nmfdegree.edu.in/best-practices</a>
Any other relevant information	<a href="https://drive.google.com/drive/folders/1J9scUCCOw-kv0lt90kDXypvqWPqxtnoX">https://drive.google.com/drive/folders/1J9scUCCOw-kv0lt90kDXypvqWPqxtnoX</a>

### 7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

**Give Back To Society and Environment**

Nirmala Memorial Foundation College of Commerce and Science has committed itself to the task of inculcating social values and responsibilities in its students. The NSS unit plans activities like tree plantation and field visits to expose the students to the pressing issues in our society.

Several activities are undertaken for students to expose them to the pressing environmental issues that ail us. As a special thrust, societal development is also instilled on a large scale into the students through the active NSS unit which undertakes various services to inculcate social values. Throughout the year, the NSS unit undertakes a plethora of events ranging from street plays, cleanliness drives, tree plantation drives, donation drives, waste management drives, gender equity, field visits and many more.

The NSS unit has also been was also a part of the plastic recycling drive initiated by Bisleri which was successfully implemented in the campus. It emphasized on the topic: Plastic is not bad. How you dispose plastic is bad. The institute ensures that the social values and feeling of giving back to the society is not limited to the NSS unit.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	No File Uploaded

### 7.3.2 - Plan of action for the next academic year

#### FUTURE PLANS OF ACTION FOR NEXT ACADEMIC YEAR (500 WORDS):

The College IQAC has identified the broad objectives which the College should strive to achieve

during this period, which are enumerated as under -

#### QUALITY IMPROVEMENT AND ENHANCEMENT IN THE FOLLOWING AREA :

##### INFRASTRUCTURE

1. To monitor Quality Assurance and Quality Enhancement of the Institution infrastructure the institution aims to undertake Green Audit and Energy Audit
2. To create Additional Lecture Rooms for peer learning through optimal utilization of available space

## SOCIAL / ECONOMIC OBLIGATIONS

1. To continue to provide formal education to needy and deserving students, by providing - fee

concessions, fee waiver, book bank facility, etc.;

2. To organize programmes (informal education) on topics of general interest for the benefit of

students and society / community;

3. To continue to organize Extension Activities for the benefit of the Society

## TEACHING AND LEARNING METHODOLOGY

1. To Implement suggestions made in the Academic Audit Report by the Audit Team
2. To devise a strategy of creating at a glance Dash Board, which will give an eagle view on curriculum, co-curricular and extra-curricular activities of every department.
3. To encourage Research Culture in students and Faculty members
4. To encourage peer learning methodology
5. To provide resources required for Use of Technology to provide online course contents, video lectures, etc , to overcome space constraints

## ADMINISTRATION

1. To automate various Office Administration Processes

2. To make available all Information online on the College web-site relating to Admission, Examinations, Courses, Rules, Committees, Attendance, Activities, Programmes, Seminars,

Workshops, Extension Activities

3. To optimise Use of Short Messaging Service (SMS), Apps developed and designed for communication with Students, to be extended to students of all courses;

## LEARNING RESOURCES

1. To upgrade Library Resources to include digital content, which can be accessed by Students



and Faculty online;

2. Digital Content in the form of Video Lectures, Study Notes, etc. to be made available on the

web-site by Teachers;

3. Digitisation of Research Papers published by Staff Members and of Papers presented in the Conferences

4 Faculty members shall be encouraged to create blogs to enable students to communicate their doubts, give feedback, suggestions, etc.

5 To make available Resources for use by Researchers at the Research Centre

#### LINKAGES

1 To facilitate Faculty Exchange Programmes with Other Academic Institutions and

International Linkages

2 To facilitate Collaboration with Libraries of Professional Institutions and other Libraries of

eminence; To facilitate Student Exchange Programmes with Other Academic Institutions in

India and International Linkages

3 To enter into MOU's with Corporates and Industry Associations to promote Academia -

Industry Linkages, to enable placements, internship, training, etc. for the students;

4 To enter into collaboration with ISME to facilitate an Incubator Cell for new Ideas to be

translated into business ideas

5 To foster and strengthen relationship of Alumni with the Institution

## FACULTY MEMBERS

1 To encourage faculty to undertake Consultancy Assignments;

2 To encourage faculty to Organise Faculty Improvement / Training Programmes, National and

International Conferences;

3 To devise techniques to enable various improvements in the existing Teaching Learning & Evaluation process and measurement of Learning Outcomes, viz. Question Paper Audit by Students Benchmark results with five colleges in the neighbourhood Faculty Evaluation & Feedback from Students Institution Facility Evaluation & Feedback from Students

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

5. To encourage eligible faculty members to complete orientation and Refresher Training Programs

## OTHER INITIATIVES

1. To apply for 12f 2b from UGC
2. To apply for National Institutional Ranking Framework (NIRF)
3. To Introduce Job-oriented and Skill based courses
4. To give thrust to and create awareness about Cleanliness
5. To initiate more scholarships to reward the students for various achievements;
6. To give additional thrust to Campus Placements Initiatives
7. To Identify Talent among students for various sports & cultural activities