SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

NIRMALA MEMORIAL FOUNDATION COLLEGE OF COMMERCE AND SCIENCE

D.S. ROAD, ASHA NAGAR, THAKUR COMPLEX, KANDIVALI (EAST), MUMBAI - 400101
400101
https://nmfdegree.edu.in/

SSR SUBMITTED DATE: 12-12-2023

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

December 2023

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

About the Foundation

The **Nirmala Memorial Foundation** was founded in **1984, by Shri. Thakorbhai Desai**, an educationist of repute, and a recipient of the **Best Teacher Award** from the Maharashtra government. **This noble initiative arose from the insurance money he received following the tragic loss of his wife, Late Mrs. Nirmalaben Desai.**

The Foundation began by establishing a Gujarati Medium School in Malad ,thereafter, in 1999 a Junior College of Commerce and Nirmala College of Commerce and Science in 2003 was added which was run in a BMC School building, for children from the slum areas.**The remarkable success of the Foundation's students in academics, sports, and cultural activities earned recognition, leading to the allocation of land in Kandivali for the Nirmala Memorial Foundation College of Commerce and Science.**

The legacy of Nirmala Memorial Foundation is proudly carried forward by **Mrs. Aruna Desai, its Director**. A former **mathematics teacher herself**, she shares the same unwavering **commitment to society's betterment through the provision of excellent educational opportunities.**

The **Chairman, Dr. Denis Desai,** has a tech-savvy mind-set which fosters innovation and a strong brand presence. **Mrs Dhara Desai,** the Secretary of the Foundation promotes a deep commitment to environmental conservation and sustainability.

About the College

Nirmala Memorial Foundation College of Commerce and Science, one of nine institutes under the Foundation, is a **Gujarati Linguistic Minority college located in Kandivali (East)**, a bustling suburb in Mumbai. It is a self-financed, co-educational regular day college permanently affiliated with the University of Mumbai.

Starting with approximately 120 students in 2003 to now offering **6 undergraduate, 3 post-graduate and 1 doctoral program the college is evolving as one of the finest institutions in the Mumbai Suburbs**. The college has graduated approximately **60,000 students over the last two decades**.

The college has a **NAAC B++ grade in its first evaluation cycle** and is recognised **under sections 2(f) and 12(B)** of the UGC Act, is **ISO 9001-2015 certified by TUV Nord**, and is a recipient of **India's Education Excellence Award 2018** . The institution actively engages in the **National Institutional Ranking Framework (NIRF)**.

Vision

> **'To engage, inspire, and empower young minds through high-quality education that is responsive to the needs of society.'**

Means of achieving the vision:

Interactive Learning:

Engaging students through group discussions, case studies, and hands-on projects to create an active learning environment.

Real-World Relevance:

Integrating cross cutting issues into the curriculum, bridging the gap between theory and practical through industrial visits.

Mentorship Programs:

Offering mentorship opportunities with experienced teachers who inspire and guide students .

Promotion of research culture:

Encouraging and facilitating research projects that enable staff and students to contribute to research.

Extension activities:

Promoting community service and engagement through NSS, DLLE, encouraging students to participate in projects that tackle local and national issues.

Extracurricular Growth:

Cultural, sports activities to develop leadership, teamwork, and problem-solving skills, fostering creativity and personal development.

Workshops and Seminars:

Organizing guest lectures and workshops by industry experts and practitioners to provide students with practical insights and inspiration.

Industry Partnerships:

Collaborating with industries and organizations to create value added courses, internship and job opportunities, ensuring students acquire practical skills that align with job market demands.

Holistic Development:

12-12-2023 06:28:01

Prioritizing holistic well-being, including physical fitness, mental health, and personal growth, empowering students to thrive in all aspects of life.

Diversity and Inclusion:

Cultivating an inclusive and diverse campus environment where students from various backgrounds learn from one another, developing empathy and cultural understanding.

Continuous Quality Improvement:

Regularly evaluating and updating quality of systems and processes through NAAC, ISO certification, Environment, Energy audits, robust e-governance etc. to ensure and environment of growth.

Stakeholders Feedback:

Establishing feedback mechanisms that allow students, parents, alumni, employers to express their thoughts, concerns, and suggestions, actively involving them in shaping their educational experience.

Mission

1. To engage learners through holistic education which inspires critical thinking, innovation and research
2. To develop leadership skills of learners by fostering their confidence, motivation and facilitating emotional, interpersonal and social skills
3. To collaborate with industries for equipping learners with industry relevant knowledge, skills and attitude
4. To sensitize learners towards social inclusion, human rights, gender and environmental issues.

Means of achieving the Mission:

Holistic Education:

Implementing interdisciplinary programs (6 UG, 2 PG and 1 Doctoral) that nurture creativity, critical thinking, and research skills, encouraging students to explore diverse fields of knowledge.

Leadership Development:

Conducting workshops and seminars to enhance students' confidence, motivation, emotional intelligence, interpersonal, and social skills, fostering leadership qualities.

12-12-2023 06:28:01

Industry Collaboration:

Establishing partnerships with industries to create internship programs, workshops, and guest lectures, ensuring students gain practical, industry-relevant knowledge and attitudes.

Social Sensitization:

Integrating social inclusion, human rights, gender equality, and environmental awareness into the curriculum, organizing awareness campaigns, and encouraging community service initiatives to sensitize learners to societal issues.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. The HEI's achievement of a **B++ grade from NAAC in its First Cycle** of evaluation is a clear indicator of the high-quality education it offers.
2. The HEI is **Recognised under sections 2(f) and 12(B) of the UGC Act, 1956**.
3. The HEI's is **permanently affiliated with the University of Mumbai** signifying its consistent performance and adherence to university standards.
4. HEI holds **ISO 9001-2015 certification by TUV Nord**.
5. Awarded **India's Education Excellence Award 2018**,awarded by Berkshire Media LLC, USA, as the Best Science and Commerce college in the West India Region, adds to its accolades.
6. HEI actively **participates in the National Institutional Ranking Framework (NIRF)**.
7. As a **Local Chapter of the SWAYAM** program initiated by the Government of India, the college further enhances its educational offerings.
8. HEI enjoys **institutional memberships** with the Institute of Public Administration, American library, and N-List, fostering valuable connections.
9. With a **diverse portfolio of 06 undergraduate, 02 postgraduate, and 1 doctoral program**, the college delivers a multifaceted educational experience.
10. Through **40 MoUs with esteemed institutions, industries, and NGOs**, HEI actively bridges the gap between academia and industry.
11. The college has an **active and registered Nirmala Alumni Association**, strengthening its network of support.
12. The college's **state-of-art physical, digital and security infrastructure**, including air-conditioned, ICT-enabled classrooms, advanced laboratories, a resource-rich library, robust e-governance, and security systems.
13. The **high level of satisfaction among stakeholders** is evident through positive feedback, serving as a true measure of the institution's success.
14. HEI offers a **Wellness Centre with certified counsellor and Doctor–on-call**, promoting well-being on campus.
15. The college has witnessed a **gradual improvement in its placement statistics**.
16. HEI is recognized for its **significant extension activities** and has garnered media coverage.
17. The management actively promotes a **culture of research within the institution**.
18. The institution actively promotes sustainability by implementing **green initiatives**.
19. HEI has designed **disabled friendly facilities** with accessibility in mind.

A **Google popularity rating of 4 out of 5 stars** and a thriving social media presence contribute to its online presence and visibility.

Institutional Weakness

1. The college **cannot independently design its course content** and must adhere to the university's curriculum.
2. The institution **relies entirely on its own funds and resources** without financial support from government sources.
3. The college faces challenges in expanding its offerings due to **constraints related to space**.
4. Even though the institution promotes Government scholarships, **some students do not utilize this financial assistance** for their education.
5. Ensuring that there is **one teacher for every twenty students is challenging in commerce courses**, where practical, hands-on sessions are scarce, potentially affecting the quality of education.

Institutional Opportunity

1. **Enhance NAAC accreditation grade** from B++ to A+/A++ in the second cycle of assessment.
2. Strive to **become one of the top colleges** in Mumbai University.
3. Aim for a **national ranking through NIRF** after improving NAAC grade.
4. Use a high NAAC grade as a stepping stone to achieve **autonomous college status**.
5. Improve **productivity in entrepreneurship and skill development** through the E-cell.
6. **Extend the reach of the Alumni Association** and actively network with alumni.
7. **Increase applications for research grants** from government and non-government agencies.
8. **Boost research publications** in UGC Journals, Web of Science, and Scopus indexed Journals.
9. **Strengthen industry linkages** for campus placements.
10. Facilitate more students in **availing government scholarships**.
11. Offer **increased guidance for students preparing for competitive examinations**.
12. Develop and implement a **comprehensive institutional branding strategy** to enhance visibility and recognition.
13. **Strengthen counseling services** to provide comprehensive support for students' academic and personal development.
14. **Form an advisory board** comprising industry experts, alumni, and academic professionals to provide strategic guidance.
15. **Invest in faculty development programs** to enhance teaching methodologies and research capabilities.

Institutional Challenge

1. Efforts are being made to **enhance the student-teacher ratio,** allowing for more personalized attention and support for students.
2. The college is committed to improving the **academic performance of students who come from less privileged academic and socio-economic backgrounds**.
3. Allocating dedicated time for intensive academic endeavors, such as **publishing books**, is a priority for the institution.
4. **Dealing with the inflexibility in syllabus design**, stemming from its affiliation with the University of

Mumbai, is a challenge the college is addressing.

5. The institution is working on developing an efficient system to **monitor and track students' achievements** in state, national, and international exams.

6. **Resource mobilization from various funding agencies** and NGOs is essential to ensure self-sufficiency and financial stability.

7. **Retaining and attracting talented educators** is a key element in the college's efforts to provide high-quality education.

8. The college is actively **adapting to changing global scenarios** to remain competitive and relevant in the field of education.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Nirmala Memorial Foundation College of Commerce and Science places a strong emphasis on both curriculum planning and curriculum delivery. The institution effectively delivers its curriculum through a comprehensive approach that includes various measures.

These measures encompass aspects like maintaining an academic calendar, creating a well-structured timetable, designing teaching plans, conducting both online and offline lectures, **collecting monthly reports from teachers on curriculum delivery**, monitoring attendance, addressing issues with absentees, conducting regular class assessments, organizing seminars, **providing access to ICT-enabled classrooms**, offering a well-stocked library, and maintaining well-equipped laboratories. Furthermore, feedback mechanisms, regular examinations, evaluations, and initiatives such as vaccination drives, project work, internships, **experiential learning**, research reviews, and participation in national and international conferences contribute to a rich academic experience. The institution also ensures effective **academic sessions for newly appointed teachers**, peer learning, faculty training and development, as well as **offering value-added courses, bridge courses, and remedial lectures**.

In terms of curriculum enrichment, the college **offers a total of 72 add-on courses, with 17 of these being diploma programs**. A significant portion of the courses are available on platforms like Swayam, MOOCs, and NPTEL. Impressively, 7,178 students have successfully completed these courses.

The institution takes a holistic approach by integrating **62 cross-cutting issues relevant to gender awareness initiatives (12 issues), environmental sustainability initiatives (17 issues), human values initiatives (23 issues), and professional ethics initiatives (10 issues).** This integration helps students gain a well-rounded perspective on these critical issues and encourages responsible citizenship.

Approximately **62% of students actively participate in various projects, internships, and fieldwork**. These experiences contribute to the development of analytical skills, problem-solving abilities, teamwork, and creative thinking.

Furthermore, the college actively seeks constructive feedback to enhance its educational offerings. They collect and analyze feedback from a range of stakeholders, including students, teachers, alumni, and employers. The feedback is used to create an **Action Taken Report (ATR) that outlines the institution's response and plans for improvement** based on the feedback received.

Teaching-learning and Evaluation

The college offers a variety of programs, including **6 undergraduate (UG), 2 postgraduate (PG), and 1 Ph.D. program**. The diversity of choices for students is a key strength of this HEI, with an **enrollment rate exceeding 70%.**

The institution **reserves about 10% of its seats for candidates belonging to various reserved categories**. HEI is governed by a Gujarati minority trust, indicating its commitment to social equity, particularly for minority communities.

The college maintains a student-to-teacher ratio of 100:1, with around 66% of its programs falling under the Arts and Commerce categories. As per government norms, these programs, which lack practical components, should ideally have a ratio of 120 students per teacher. Therefore, the **current ratio of 100:1 in these programs is in accordance with government regulations**. The institution follows a **student-centric approach to teaching and learning**, encompassing various forms of experiential learning, including curriculum-based projects, internships for practical application, industrial visits, and more.

An impressive 35.61% of the institution's full-time teachers possess qualifications such as NET, SET, or Ph.D., indicating a high level of academic expertise among the faculty.

HEI maintains **transparency in its examination processes** by displaying rules, regulations, evaluation methods, and schedules for term-end and internal exams on the college website, prospectus, and during orientation programs. **Parent-Teacher Meetings** are also organized for effective communication with stakeholders. The **Grievances Redressal Committee** handles issues related to examinations and unfair means, ensuring a timely and transparent process. The institution operates within the framework of evaluation rules and regulations set by the UGC and the University of Mumbai.

Program Outcomes (POs) and Course Outcomes (COs) for various programs and courses are readily available on the college website and are actively implemented during curriculum delivery. The attainment of these **outcomes falls within the range of 80-90%** during the assessment period, indicating the institution's effectiveness in teaching, learning, and evaluation. **The average pass percentage for students is consistently in the range of 80-90%**, further affirming the success of the institution's approach to curriculum delivery and assessment.

Research, Innovations and Extension

The institute is self-financing and is recognised under Sec 2(f) and 12B of the UGC Act 1956. It supports the research ecosystem through its **Research and IPR committee**. The HEI is a **recognized Ph.D. research centre** in the faculty of Commerce for the subject Business Policy and Administration. Presently, **07 research scholars** have registered for Ph.D at the research center. 03 Faculty members are recognized as Research guides at University of Mumbai.

Presently 07 faculty members have registered for PhD. In the assessment period the faculty members have **received a grant of 10,01,000/- Rs from government agencies for** Research and Innovation activities.

Sufficient budgetary provision for research is made. In order to foster a culture of research, it has also established the necessary research resources, including a library, computer labs, and talks by renowned research

experts, work in progress for the launch of **inhouse journal**. During the last five years, the faculty members have published **36 research papers in UGC Care listed journals, and authored 53 books. Research and IPR Cell has organized 02 International Research Conferences, 01 National Research Conference and 01 National Level Research Paper Presentation Competition** for promoting research culture at national and international levels.

A faculty has received a patent for her innovative research work and also received **Sourabh Shiware Young Researcher Award by Maharashtra Commerce Association**. Two faculty members have received **Best Research Paper Presenter award** out of these one is on the panel of research guide for M.Phil program.

In an effort to encourage students to launch their own businesses, **the college has awarded Rs. 10,000 /- to four students for the implementation of their business ideas**.

The NSS unit has carried out over **50 extension activities on campus and 105 outreach activities including adoption of an underprivileged area (Poisar) and village Belwadi**. In 2019-20, DLLE won **2 nd prize at UDAAN festival University** organised competition.

The college has established **41 MoUs in collaborations with academic institutions, industry and NGOs**. The collaborations include activities like Intra and Inter State Student and Faculty Exchange,resource sharing and training to students.

Infrastructure and Learning Resources

The institution boasts **modern and advanced infrastructure**, serving as a valuable learning resource for its students. This includes a dedicated administrative office, an air-conditioned principal's office, ICT-enabled classrooms, a well-equipped air-conditioned library with automation and e-library facilities, as well as six computer labs. In addition to these facilities, the institution also features two hardware labs, an examination room, a news room, a photography room, a spacious auditorium, a seminar hall, a badminton court, a sports ground, staff room, girls' common room, washroom facilities, an incubation cell, placement services, a wellness centre, a boys' common room, and a yoga centre.

HEI **allocates 11.28% of its expenditure, excluding salaries, for maintaining its well-structured organization**.

The institutional library is equipped with integrated library management software, providing a student sitting area, stack area, an issue counter, E-library resources for students, an Online Public Access Catalog (OPAC), access to journals and magazines, a faculty study section, electronic resources, e-journals, N-List membership, open resource access, and experiences significant footfall from both teachers and students. It also offers a book bank service for students.

The college is dedicated to creating a technologically advanced environment for both students and faculty. It offers IT facilities that include **seven well-equipped computer labs, E-libraries, 37 ICT-enabled classrooms with white boards, a total of 276 computers, an ICT news room, and a Wi-Fi campus**. Additionally, there are **171 CCTV cameras** for surveillance, the use of Linux and Windows operating systems, a Sophos XG 125 full-guard firewall service, network peripherals such as Cisco SG 300 and D-Link switches, **18 printers, 2 scanners, 45 episode projectors, 10 Wi-Fi routers, and seven internet connections** from two service providers, with **an internet speed of approximately 200 Mbps**. These ICT facilities are well-maintained and

regularly updated.

The college has **established effective systems and procedures for the maintenance and utilization of its physical, academic, and support facilities**. It has annual maintenance contracts in place for building and physical infrastructure, ICT facilities, college websites and software, library and laboratory maintenance, sports and cultural facilities upkeep, electricity facilities maintenance, green campus initiatives, recycling programs, and environmental sustainability efforts.

Student Support and Progression

In keeping with the college's mission, the college emphasises on holistic development of its students and offers an environment that fosters their advancement. To help students with their financial needs, the college has a free ship policy. **Students receive financial aid from the Government, the Association of Non-government Colleges (ANGC), private donors (other trusts) and the college management.** During the pandemic, the college's management provided free ship and options for paying their **tuition fees in instalments** to students.

In the assessment period **freeship of Rs 83,25,990 /- was given by the management to 412 students**. The college library offers a **book bank scheme** to the students.

Overall, the institution's career coaching and preparation for competitive exams have helped 7064 students. **437 students were placed by the campus** during the assessment time. HEI conducted a total of **104 capacity building and skill enhancement projects**, in which **9311 students participated.**

In the assessment period the life skill based programs organized are 25, soft skills based activities oraganised are 26, communication and language are 26, Awareness of trends in technology organized are 27 for students. The institution has a transparent mechanism for resolving grievances by lodging the grievances through **Grievance Redressal Cell** via online / offline mode.

Duly constituted **Anti-ragging Cell** follow the guidelines laid down by the respective statutory bodies .

A total of 52 students qualified in various state and National level competitive examinations including NET, SET, GATE, GMAT, CAT, GRE and TOFEL. A total of 32 **students secured awards / medals for their outstanding performance at the University, inter-university, and national level competitions.** There are committees and associations guided by teachers and duly represented by students. College has a **registered Alumni Association**.

Alumni are represented in the IQAC constitution of the college. Alumni members extend help to their Alma mater in skill development of our current students, placements, career guidance, internship assistance, curricular and co-curricular activities. Sessions were conducted by alumni for skill development of present students.

Governance, Leadership and Management

In line with the National Education Policy (NEP), the HEI has has proactively undertaken measures to implement its key recommendations such as Academic bank of Credits (ABC). The institution has initiated Faculty Development Programs (FDPs) and workshops aimed at **fostering interdisciplinary and holistic**

learning, aligning with the NEP's emphasis on a broad-based and flexible curriculum.

Technology integration has been a focal point of innovation, with the implementation of **15 e-governance software applications across domains** like fees, accounts, library management, and security. Additionally, the introduction of the **MICM ERP system with four essential modules, including student admission, fees generation, bulk SMS communication, and library management**, has further streamlined administrative tasks and service delivery.

A key facet of this innovation is the regular performance appraisal of staff through its feedback mechanism, staff welfare policies and programs and the institution's financial support for staff development, as it has allocated **INR 42,800 to enable staff members to attend conferences and workshops**. The institution's commitment to faculty development is evident in the **28 Faculty Development Programs (FDPs), Management Development Programs (MDPs), and Professional Development Programs (PDPs)** it has organized.

The college has also received **INR 30,000 received from NAAC** for a NAAC-sponsored workshop on good documentation practices. Moreover, research plays a pivotal role in the institution's growth, as it has secured substantial grants from both the **Indian Council of Social Science Research (ICSSR) and the University of Mumbai, totaling INR 3,00,000 and INR 2,91,000, respectively**, for research projects and minor research endeavors.

Notably, the college has harnessed external resources effectively, **securing approximately 5 lakhs in sponsorships** for various college activities, enriching the academic and extracurricular experiences for students and faculty.

The **Institutional Quality Assurance Cell (IQAC) meticulously reviews the teaching-learning process, program outcomes, and learning outcomes** through continuous assessments, feedback, and examinations. The IQAC also conducts audits and reviews of departmental operations, incorporating **ISO audits** and various specialized assessments. The institution's achievements, including **awards and accolades, progressive infrastructure development, enhanced resource mobilization, and diverse partnerships**, highlight its commitment to incremental improvements. Importantly, IQAC institutionalizes quality assurance strategies, involving all stakeholders and fostering a lasting culture of quality and excellence.

Institutional Values and Best Practices

The college **has initiated Gender Audit** in order to comprehend and create a plan for gender sensitization. Steps are taken to promote gender equity through curricular and co-curricular activities.

Committees such as the **Women Development Committee, the Grievance Redressal Cell, and the Anti-Ragging Cell** are used to carry out gender sensitization. The facilities at HEI include **171 CCTV cameras**, female security guards, restricted admission, a visitors' registration, a rest room just for female students, and a counseling and wellness center with a female counselor on duty.

The institute adheres to environmentally sustainable standards in all areas of campus life. Facilities for energy conservation and alternative energy sources are available, such as the usage of LED lighting. The campus is

disabled friendly, featuring railings, ramps, lifts, and a dedicated fifth-floor lavatory for wheelchair users.

For e-waste management college has MoU with THRECO Ltd. Campus-wide quality audit measures are being undertaken, such as energy audits for energy conservation, environment audits for cleanliness, and green audits for green projects.

By **adopting a community and taking part in events like beach clean-ups and tree planting campaigns nearby**, the college expands its environmental education efforts even outside of its campus. Additionally, it tries to educate staff and students on their constitutional responsibilities. The **College website has a code of conduct** that is required for teachers, students, and other individuals. The Committee is constituted to oversee the Code of Conduct and run recurring education sessions in this area. The College celebrates and organizes national and international commemorative days, events and festivals.

The **Student Attendance Monitoring System** is the first of two best practices that HEI implemented. Developing students' social consciousness and industrial readiness is the second best practice. **The result of the first best practice have shown improved attendance of students**. The second best practice benefits students in two ways: it helps them develop a habit of good citizenship by encouraging them to develop an awareness of their social duties and the result is a steady rise in the number of internships and placements.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	NIRMALA MEMORIAL FOUNDATION COLLEGE OF COMMERCE AND SCIENCE
Address	D.S. ROAD, ASHA NAGAR, THAKUR COMPLEX, KANDIVALI (EAST), MUMBAI - 400101
City	Mumbai
State	Maharashtra
Pin	400101
Website	https://nmfdegree.edu.in/

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal(in-charge)	SWIDDLE PRINCELY DCUNHA	022-69436400	9004693948	-	principalnirmalacollege@gmail.com
IQAC / CIQA coordinator	POONAM KAKKAD	022-69436402	9833125784	-	iqac@nirmala.edu.in

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	Yes Minority certificate (1).pdf
If Yes, Specify minority status	
Religious	
Linguistic	GUJARATI
Any Other	

Establishment Details		
State	**University name**	**Document**
Maharashtra	University of Mumbai	View Document

Details of UGC recognition		
Under Section	**Date**	**View Document**
2f of UGC	30-08-2022	View Document
12B of UGC	30-08-2022	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	D.S. ROAD, ASHA NAGAR, THAKUR COMPLEX, KANDIVALI (EAST), MUMBAI - 400101	Urban	0.5031	8117.58

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom,Commerce And Management	36	XII PASS	English	960	321
UG	BMS,Commerce And Management	36	XII PASS	English	240	239
UG	BCom,Commerce And Management	36	XII PASS	English	120	68
UG	BSc,Information Technology	36	XII PASS	English	180	180
UG	Bachelor of Computer Science,Computer Science	36	XII PASS	English	120	120
UG	BA,Mass Media	36	XII PASS	English	120	43
PG	MCom,Commerce And Management	24	GRADUATION	English	120	32
PG	MCom,Commerce And Management	24	GRADUATION	English	60	4
PG	MSc,Information Technology	24	GRADUATION	English	20	9
Doctoral (Ph.D)	PhD or DPhil ,Commerce And Management	36	POST GRADUATION and NET or SET or PET or M.Phil	English	8	7

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				8			
Recruited	0	0	0	0	0	0	0	0	2	6	0	8
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				26			
Recruited	0	0	0	0	0	0	0	0	7	19	0	26
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				18
Recruited	8	10	0	18
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				1
Recruited	1	0	0	1
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualificatio n	**Professor**			**Associate Professor**			**Assistant Professor**			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	1	5	0	6
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	1	1	0	2
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	2	0	2
PG	0	0	0	0	0	0	7	17	0	24
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	19	31	0	50

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	1483	10	0	0	1493
	Female	978	7	0	0	985
	Others	0	0	0	0	0
PG	Male	60	0	0	0	60
	Female	76	0	0	0	76
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	25	13	20	7
	Female	7	7	3	6
	Others	0	0	0	0
ST	Male	2	3	2	2
	Female	1	2	1	3
	Others	0	0	0	0
OBC	Male	38	34	42	13
	Female	21	10	17	7
	Others	0	0	0	0
General	Male	280	286	305	345
	Female	226	246	220	325
	Others	0	0	0	0
Others	Male	401	373	425	448
	Female	203	230	187	222
	Others	0	0	0	0
Total		1204	1204	1222	1378

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The college is affiliated to University of Mumbai, hence it is required to closely follow the curriculum that the University periodically updates all its programmes and courses. The college offers a subject called Foundation Course that covers a multidisciplinary approach in the first and second year of all Arts and Commerce degrees. The course encompasses disciplines such as Economics, Political Science, Psychology, and Environmental Science and covers a wide range of issues in the humanities and sciences. Among the subjects addressed are the Indian Constitution, Important Aspects of Political Processes, Globalisation and Indian Society, Liberalisation , Globalisation and Privatisation,

	Human Rights: The Origins and Development of the Idea, Universal Declaration of Human Rights, Ecology, Stress and Conflict Understanding, Stress Management, and conflict in contemporary society . Science and technology-related subjects included in the syllabus include laser technology, global positioning system, information and communication system, remote sensing, and geographic information system. The college which has predominantly commerce programs also offers a program each in media, management studies as well as in Information Technology at the undergraduate level. The management studies programme integrates disciplines such as accounting, economics, statistics, psychology, and information technology, and provides specialisations in marketing, human resources, and finance. The goal is for students to enter the workforce as generalists with a thorough understanding of their chosen field. College provides programmes in the fields of environmental education, value-based education, and community involvement and service. Opportunities for internships are given to students so they can actively connect with the practical aspect of learning, expanding their employability. Additionally, educators use pedagogy that prioritises possibilities for interdisciplinary thinking, research, discussion, and debate in addition to communication.
2. Academic bank of credits (ABC):	The College is not an autonomous institute. It is associated with the University of Mumbai. The college is adhering to the credit system that the university has already implemented in its various programmes at Postgraduate Level. The college will register with the National Academic Depository (NAD) in accordance with instructions from the affiliated university when the NEP takes effect in 2023–2024. The academic credits obtained at each of the several exit alternatives will be given to the students. The Academic Bank of Credit (ABC) will be especially pertinent and helpful to our students who, for compelling personal reasons, frequently take academic breaks or even relocate across the nation. As a result, the college will register and deposit credits earned in the depository to streamline the process of multiple entry and exit. The College has made certain that all students are enrolled in ABC. In an effort to support students in enhancing their

	academic goals and wellbeing, the affiliating University is now implementing ABC online. The student's academic credits will be digitally stored by the institute. The academic credits obtained at each of the several exit alternatives will be given to the students. By holding seminars for staff, parents, and students, the college has taken the lead in educating the relevant parties about ABC.
3. Skill development:	Skill development is vital in the present higher education system. In fact, all the programmes in the institute scrupulously follow problem solving skills, experiential learning and participative learning methodology. As a result, students will be equipped with the ability to learn and use the aforementioned abilities in real-world situations where they encounter related issues and difficulties. The organisation has taught 65 certificate programmes that include a variety of skill components. Teach Earn and Learn, Digital Marketing, Filmmaking, Tally ERP 9 and GST, Graphic Design, and Advanced Python are a few examples. Furthermore, the Higher Education Institute is integrating competencies to improve Critical Thinking, Creativity, English language competence, Community engagement, and service. Students are provided opportunities to strengthen their design talents by participating in organizing events of various committees for co-curricular and extra-curricular activities
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Some of our students need to grasp the course material in widely spoken Indian languages, such as Hindi and/or Marathi. To help those kids understand the material more clearly, our faculty members make sure to engage with them specifically. Students are encouraged to write essays, articles, book reviews, and other types of writing in languages other than English at our college. We encourage students to compete in non-English language debate, elocution, and storytelling events at the intercollegiate level. Our college's Cultural Committee plans a number of events to introduce students to the various facets of our nation's cultures. Traditional day, folk dancing, a competition to sing in the regional language, etc. are some of the events. The college is set up to effectively include Indian knowledge into its curriculum. The college magazine, which includes sections in Gujarati, Hindi, and Marathi, also provides students with a platform to showcase their

	creative expression in Indian languages. Students engage in intercollegiate traditional dance and song competitions, emphasising the regional language and customs once more.
5. Focus on Outcome based education (OBE):	The Outcome Based Education (OBE) strategy has been adopted by the HIE effectively. Our college organises course delivery and evaluation under the direction of the IQAC in order to meet predetermined goals and objectives. The programme outcomes and the course outcomes are in line. To design and amend the outcomes, IQAC members participate in multiple department meetings. The purpose of the Examination Committee is to gauge CO and PO attainment. The College supports the development of graduate competencies through OBE, including knowledge across disciplines, problem-solving abilities, effective communication, ethics, lifelong learning, and environmental and sustainable practices.
6. Distance education/online education:	In our institution, ICT is essential to both teaching and learning. The college has turned to online and hybrid style education to deliver the curriculum during the COVID pandemic. Students have access to the e-learning library and have received instruction on Learning Management Systems like Google classrooms and Microsoft teams. The College is ready and prepared to provide students an online education using the Google platform. Virtual lectures, virtual tests, and other virtual academic activities are offered by the college during and after pandemic. Online learning therefore makes high-quality higher education more accessible. During the epidemic, the college shared materials with students using Google Classroom, Microsoft teams; at the moment, they share course materials with students via an application.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes the college does have Electoral Literacy Club consisting of both NSS volunteers and other student to create awareness to the citizens of India about our constitutional obligation of voting.

2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	Students' co-ordinator and faculty co-ordinating member has been appointed. While forming the club special care has been taken to ensure that there are representatives from all gender and the social strata both from open and reserved category.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	Voter education awareness programs have been carried out by the college. Students were given information on how to get a Smart Election Card as well as how to amend and correct the information on Voter ID cards. Short Film making competition for creating awareness of voting rights amongst youth on National Voter's Day was also organised by the institute.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	Election Commission Event 2019. 21st October , 2019, was the day of the Election Commission event. The location of the event was in the Borivali area . A hundred Nirmala Memorial Foundation College of Commerce & Science students enthusiastically participated in this event. The BSc. CS department sent students to participate in this event. We met first thing in the morning with the senior electoral commission officers. They provided us with some details regarding the election procedure as well as guidelines on how to complete the assignment in those specific field. The entire event was overseen by Mr. Sudham Pardesi, the Deputy Collector of the Indian Election Commission. The technical team of the election commission supplied search engine software, enabling volunteers to look up the names of voters who had turned out to cast their ballots. The volunteers assisted the voters in identifying their respective name in the voter list. The programme undoubtedly made things easier because it took some time for the website or app to download customer data. The software being used was offline and only contained a little amount of data, therefore there were no trouble with an internet connection or high traffic.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	The college has taken initiative to enroll 18 years above students by organising voters registration desk. The process begins with a notice about who are eligible to register and documents required etc. A registration counter is set up and members of the electoral club assist students in the process.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
3318	3501	3626	3271	3680

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 65

File Description	Document
Institutional data in prescribed format	[View Document](#)

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
34	23	22	29	41

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
551.75	464.23	448.47	525.38	545.27

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

"Education's compass: A solid framework ensuring curriculum planning and delivery are finely tuned for optimal learning outcomes."

25 Steps robust framework for effective curriculum planning and delivery:

1. **Academic Calendar:** The semester-based academic calendar, collaboratively prepared by the Principal and IQAC, serves as a roadmap for organizing academic activities.
2. **Comprehensive timetable:** Departments create a comprehensive timetable, aiding the faculty in effective syllabus delivery for timely curriculum completion.
3. **Teaching Plan:** It is a systematic plan prepared by every faculty for each subject and division for comprehensive syllabus coverage.
4. **Hybrid Learning:** The hybrid approach meets the diverse needs of different learners, offering online/offline lectures for resource access.
5. **Continuous monitoring and evaluation through ISO practices -** Teachers submit Monthly Monitoring Sheets (MMS) and Daily Lecture Records (DLR) aiding continuous monitoring and evaluation.
6. **Attendance tracking and defaulter list-** Teachers track daily attendance, and identify students needing support; the institution displays colour-coded defaulter list for responsibility and encouragement.
7. **Parent-Teacher Meetings -**During Parent-Teacher Meetings, the monthly defaulter list is discussed, and parents are informed about the academic performance of their wards.
8. **Regular class tests-** conducted to assess the effectiveness of curriculum delivery and provide valuable feedback to teachers.
9. **Seminars and workshops-** Student seminars on the academic syllabus promote peer-to-peer interaction, enhancing understanding and presentation skills.
10. **ICT facilities-** These include in-built projectors and computer systems in classrooms to create interactive learning environments, N-List resource provides ample study material online.
11. **Library Resources-** The resourceful library consisting of physical and digital resources serves as a valuable resource, providing additional learning materials to support curriculum delivery.
12. **Well-equipped laboratories-** They offer practical experiences to enhance students'

12-12-2023 06:28:02

understanding of theoretical concepts.

13. **Stakeholder's feedback-** Regular feedback including students, parents, and staff feedback, is collected to assess curriculum delivery and improve practices.

14. **Regular exams and evaluations-** Exams help gauge the effectiveness of curriculum delivery and guide improvements.

15. **Project work and internships -** Foundation Course projects are standard; BMS, B.Com (A&F), BAMMC, and BSc.IT has diverse research projects, enhancing the curriculum.

16. **Field visits-** Visits to industries enrich student's understanding of theoretical concepts through real-world applications.

17. **Encouraging research and review papers-** Staff and students are encouraged to engage in research activities that contribute to the enhancement of teaching practices and educational outcomes.

18. **Participating in conferences-** Allows the exploration of innovative teaching and learning approaches.

19. **Academic sessions -** These are conducted weekly for newly appointed teachers to update their academic expertise and enhance their teaching skills.

20. **Promoting peer learning** activity fosters teamwork, enhances understanding, and provides mutual support among students.

21. **Faculty training and development-** Orientation programs, and refresher courses attended by staff ensure that educators are equipped with the latest teaching methodologies.

22. **Value-added courses-** More than 40 courses are offered to supplement learner's subject knowledge, enhancing their learning experience.

23. **Bridge courses-** These courses facilitate smooth transitions between academic streams.

24. **Remedial lectures-** These support students who struggle with regular exams, providing additional coaching and assistance.

25. **Practical-Based Learning-** The college provides hands-on experience by encouraging internships, field visits, etc. enabling students to apply theoretical knowledge in real-world scenarios.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 72

File Description	Document
List of students and the attendance sheet for the above mentioned programs	[View Document](#)
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Evidence of course completion, like course completion certificate etc. Apart from the above:	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 64.27

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
9733	312	177	261	697

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

"In our classrooms, education isn't just about what you learn; it's about who you become - shaped by values, ethics, and a commitment to sustainability."

Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment, and Sustainability into the curriculum. The college offers courses that address cross-cutting topics such as professional ethics, gender, human values, the environment, and sustainability.

Total number of courses that integrate cross-cutting issues relevant: 62

• Gender Awareness Initiatives - 12

• Environment and Sustainability Initiatives -17

• Human Values Initiatives – 23

• Professional Ethics Initiatives – 10

Professional Ethics:

Professional ethics are taught to students by integrating real-life case studies and examples while delivering the curriculum. They are taught effective communication skills, workplace personal integrity, business ethics, ICT ethics, corporate governance, effective individual behavior, personality, and attitude, among other things. Students are taught the principles of group dynamics, organizational power politics, and organizational culture as part of professional ethics, and they are equipped to deal with conflict and stress in today's society. Professional ethics enables students to respect the countries' consumers, residents, and people.

Human Values:

According to the university-approved syllabus, the academic curriculum has covered the concepts of the human rights constitution with a focus on the fundamental freedoms specified in the constitution. Students are taught human values including tolerance, respect, justice, and fairness as part of their course curriculum.

Gender:

The syllabus of the University of Mumbai for programs of B.Com, BMS, B.Com (A & F), BAMMC comprehends the concept of gender imbalance in relation to violence against women, as well as the role and significance of women in politics. Students are taught to acknowledge disparities encountered by persons with disabilities and to comprehend the challenges that people with physical and mental disabilities confront. Respect for elders, senior citizens, women, and children is also important.

Sustainable Environment :

Students are educated on the optimum use of limited resources and minimize the wastage of resources. The syllabus of B.Sc IT and M.Sc IT highlights how to use technology responsibly and be ethical while using the technology. Environment and sustainable living practices are two vital interlinked themes that rightfully feature in all programs. The college has programs that offer courses like Environmental Studies, Environment Management, and Green Computing. Ecology and its interconnectedness, sustainable development, and environmental degradation form a part of the syllabi of these courses. Classroom teaching is supplemented by guest lectures on environment protection and sustainability coupled with projects where students collect plastic bottles and electronic and electrical waste. This integrated approach of classroom teaching and actual action ensures that these issues are addressed effectively.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 62.87

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 2086

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	[View Document](#)
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[View Document](#)
Action taken report on the feedback analysis	[View Document](#)
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 65.69

2.1.1.1 **Number of seats filled year wise during last five years (Only first year admissions to be considered)**

2022-23	2021-22	2020-21	2019-20	2018-19
1204	1204	1222	1418	1476

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
2027	1979	1978	1978	1970

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list as published by the HEI and endorsed by the competent authority	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 61.85

2.1.2.1 **Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)**

2022-23	2021-22	2020-21	2019-20	2018-19
698	672	697	748	778

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1073	1072	1089	1262	1313

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	[View Document](#)
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 97.59

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 and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

Experiential learning

1. Making Projects and Attending National and International E-Conferences:

Teachers urge their students to attend conferences and deliver their research papers. Students in the third year of BMS and B.Com (A & F) undertake internships and live projects like marketing funfair. Third-year students also present projects that are the result of research. The themes assigned to the students were based on their academic interests resulting in experimentation in the fields of study.

2. Industrial visits:

Students are sent to the companies to give them industrial exposure. Visits to institutions like Kokuyo Camlin Ltd, Amul Company, Mahanagar Telephone Nigam Limited, HP adhesive manufacturing company, Adani Thermal Power Plant at Dahanu, etc. are arranged for the students.

3. Student Exchange and Faculty Exchange Programs:

The institution has taken the initiative to organize numerous student exchange and faculty exchange programs in an effort to improve teaching and learning. The college has taken the initiative to sign a memorandum of understanding with the reputed "Andhra Loyola Institute of Engineering and Technology" and "Andhra Loyola College," which are NAAC Accredited A+ and among the top 10 institutions in NIRF Ranking respectively. In cooperation with these institutions, programs including teacher exchange and student exchange are carried out. The HEI has worked with a number of other institutions, including Chandrabhan Sharma College of Arts, Commerce, and Science, St. Xavier's College, and Garware Institute of Career Education and Development.

Participative learning

1. Training programs:

Initiatives have been taken by the college to encourage students to participate and get hands-on learning experience through training conducted by Microsoft Business Partner-ATS Learning Solutions, SSB academy, Speed Jet Aviation, Code Chef,Yuva Parivartan, Teach Earn and Learn course by ICAI, TechnoServe to promote Youth entrepreneur skills. Functional MoUs have been made with various institutions to provide students with the opportunity to enhance their employability skills.

Problem-solving methodology

1. Interactive learning:

Students' ability to solve problems is aided by an interactive approach that includes classroom participation, debates, group discussions, presentations, and peer-to-peer learning.

2. Exposure to business problems:

Students who participate in industrial training are exposed to business problems and workplace difficulties. Students participated in the training sessions to learn about these difficulties and receive training on how to deal with them.

3. Case studies:

The assignments given to students consist only of case studies and subjects centred on business issues helping to improve their problem-solving abilities.

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

1. **Projector and mike system in class:** The college has projector facilities installed in 39 classes.
2. **Free Wifi:** Students have free access to the internet and wireless technology.
3. **Well-equipped labs:** The electronic library and other key locations have computers, printers, and scanners installed.
4. **Soundproof mini auditorium:** The mini auditorium has a digital microphone system, projector, cameras, and computer system.
5. **E-Library:** An electronic library that enables downloads and gives users access to computers and online journals that are both subscribed and freely available through N-List.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 100

2.4.1.1 **Number of sanctioned posts year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
34	23	22	29	41

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 35.57

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	08	11	12	12

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	**View Document**
Institution data in the prescribed format	**View Document**
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

The HEI, being affiliated with the University of Mumbai strictly follows the University rules regarding Internal and External Assessments. It gives 25 percent weightage in internal assessment and 75 percent weightage in external assessment.

Internal / External Assessment is transparent

Internal Assessment

The college has implemented a transparent and reliable internal evaluation system. Students and their parents are informed of the internal examination norms, regulations, and evaluation methods through prospectuses and orientation programs. The rules can be seen on the college website as well. Internal evaluation is done through class tests, projects, practicals, and presentations, as well as attendance and performance, which are worth 25 points for UG courses and 40 points for PG courses, respectively. All exam-related timings and announcements are posted on the college bulletin board/website and communicated to students in class.

External Assessment:

 Semester-wise exams are being conducted as per the norms of the University as an external assessment component. The schedule of exams is being communicated with students and parents both well in advance. Semester-wise marks are uploaded on the college website. Differently abled students are given extra attention through distinct seating arrangements, extra time, and the use of a writer, as directed by the University.

The grievance redressal system is time-bound and efficient

Unfair Means Inquiry Committee (UMIC)

As per the UGC/ University of Mumbai Notification the UMIC is constituted with the objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances. The college has a set of mechanisms followed to address these grievances related to examination through the Unfair Means Inquiry Committee (UMIC).

Grievances Related To Continuous Internal Assessment

The College Examination Committee monitors the internal evaluation process. The students are given the opportunity to redress their grievances concerning internal marks if any. If the grievance is related to the revaluation of marks, students are required to fill out a revaluation form available in the college office. Students get a photocopy of the answer sheet of the concerned paper. After studying answer sheets, students can apply for verification and revaluation of the answer sheet. The result of revaluation is given by the college within 7 days of the application.

Grievances Related To End Semester Examination

The grievances related to problems in the submission of examination forms and queries related to mistakes in hall tickets and mark sheets regarding name, course name, and program name are resolved promptly by the Examination Committee by communicating with the Principal. If the grievance is related to the revaluation of marks, students are required to fill out a revaluation form available in the college office. Students get a photocopy of the answer sheet of the concerned paper. After studying answer sheets, students can apply for verification and revaluation of the answer sheet. The result of revaluation is given by the college within 7 days of the application.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

Learning Outcome-based Curriculum Framework (LOCF)

The integration of Program Outcomes (PO) and Course Outcomes (CO) within the institutional framework, guided by the "University of Mumbai" guidelines, reflects a commitment to providing a comprehensive and contemporary educational experience. The emphasis on the Learning Outcomes-based Curriculum Framework (LOCF) underscores the institution's dedication to meeting the evolving needs of students, equipping them for future academic pursuits and career choices.

Dissemination of POs and COs

The dissemination of POs and COs is a multi-faceted approach, involving diverse channels to reach various stakeholders. The college ensures transparency and accessibility by featuring these outcomes on the official website, articulating them in the Principal's addresses to students and parents, and incorporating them into alumni gatherings. Additionally, the outcomes are prominently displayed on college boards, within the college magazine, and in publications distributed during conferences and seminars. This strategic communication not only informs but also influences stakeholders, especially parents, in steering students toward skill-oriented and value-based courses.

Students engagement

Students are actively engaged in understanding course-specific outcomes through a structured orientation program, classroom discussions, expert lectures, and practical sessions. Teachers, being crucial facilitators, are well-informed about these outcomes, and the institution invests in their continuous professional development. Teachers participate in workshops, seminars, conferences, and Faculty Development Programs (FDPs) to enhance their expertise, ensuring effective delivery aligned with the specified outcomes. The college's proactive approach is evident in its delegation of teachers to syllabus sub-committees, fostering a seamless alignment of perceptions and outcomes, ultimately elevating the overall quality of the teaching-learning process.

Teacher involvement

The involvement of teachers in syllabus sub-committees not only ensures a comprehensive understanding of outcomes but also contributes to the refinement of the syllabus through active participation in workshops organized by the university. The dynamic synergy between teachers and the curriculum development process enhances the educational experience for students.

Alumni involvement

Furthermore, the institution leverages the success stories of its alumni as a powerful tool for motivation and guidance. Inviting successful alumni to interact with both students and teachers at specific events provides valuable insights into how individual courses have shaped their careers. This not only bridges the gap between academia and real-world application but also inspires current students to align their academic pursuits with tangible career outcomes.

In essence, the institution's commitment to the effective communication, understanding, and realization of Program Outcomes and Course Outcomes is a testament to its dedication to providing a holistic and impactful educational experience. Through a collaborative effort involving students, teachers, and alumni, the institution aims to nurture a learning environment that not only meets the present needs of students but also prepares them for future challenges and opportunities.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

Attainment of Cos and POs are evaluated through:

Departmental meetings

In the realm of education, the evaluation of both educators and students plays a pivotal role in maintaining and enhancing the quality of academic programs. Departmental meetings serve as a crucial arena where the efforts of teachers in achieving course and program outcomes are meticulously scrutinized. Furthermore, student achievement in examinations is a focal point of these meetings, offering a comprehensive view of the effectiveness of the educational processes.

Internal and External Assessments

Within these meetings, a collaborative effort is undertaken by members of the Examination Committee and the department coordinators to map course outcomes with program outcomes and program-specific outcomes. This intricate process ensures alignment and coherence in the educational objectives of the institution. The responsibility is shouldered collectively by the Examination Committee and department members, reflecting a commitment to holistic educational development.

The attainment of course outcomes is a multifaceted process, blending both external and internal assessments. External assessment tools, such as semester-end exams, are employed to gauge students' understanding of theoretical concepts. The Examination Committee, at the conclusion of each semester, compiles and submits a comprehensive report of result analysis to the IQAC and department coordinators for further strategic planning.

On the internal front, assessment takes various forms including class tests, assignments, presentations, case study analyses, practicals, and viva voce, encompassing a spectrum of pedagogical methods. This diverse range ensures a holistic understanding of the subject matter, fostering a well-rounded educational experience.

Integral to this evaluation process is the scrutiny of teaching plans to ensure compliance with the institution's educational objectives. This meticulous review is essential in determining whether teachers have covered the requisite topics, thereby guaranteeing the fulfillment of course outcomes.

Performance in co-curricular and extra-curricular activities

Evaluation is not a one-dimensional process; it extends beyond the classroom to encompass co-curricular and extra-curricular activities. The performance in these activities significantly contributes to the attainment of program outcomes (POs) and course outcomes (COs).

Student Progression and Alumni Profile

Likewise, the percentage of students enrolling for higher studies, both within and outside India, serves as a valuable indicator of success in achieving educational goals.

An equally significant metric for evaluating the efficacy of educational programs is the profile of alumni over the years. The accomplishments and endeavors of former students serve as a testament to the institution's success in imparting knowledge and skills. This longitudinal analysis provides insights into the sustained high levels of attainment of learning outcomes within the programs offered by the college.

In conclusion, the evaluation process within educational institutions is a dynamic and multifaceted endeavor. Departmental meetings, IQAC initiatives, and external and internal assessments, collectively contribute to a comprehensive understanding of the institution's success in achieving course and program outcomes. It is through this continuous and rigorous assessment that institutions can adapt, improve, and ensure the enduring quality of education provided to their students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 73.72

2.6.3.1 **Number of final year students who passed the university examination year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
431	1064	920	732	853

2.6.3.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
987	1198	967	970	1304

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	[View Document](#)
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)	

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response:

File Description	Document
Upload database of all students on roll as per data template	[View Document](#)

Criterion 3 - 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 last five years (INR in Lakhs)

Response: 10.01

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

2022-23	2021-22	2020-21	2019-20	2018-19
3	2.10	2.00	1.76	1.15

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness   about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

The Institutional Quality Assurance Cell (IQAC), Research Cell, and Entrepreneurship Development Cell stand as pillars, driving the institution's mission to create an environment conducive to intellectual growth.

The Research Cell :

It plays a pivotal role in the institution's pursuit of academic excellence. Faculty members actively guide research projects and industry internships, leading to remarkable achievements with 267 internships and 1819 research projects successfully completed in the academic year 2022–2023. These endeavors not only contribute to the academic growth of the institution but also provide students with practical exposure to real-world challenges.

Patent:

It is a notable achievement that the faculty of the institution got a patent for the "Sales Decision Management System using Possibility Theory" on July 2, 2021 which underscores the institution's commitment to cutting-edge research.

Entrepreneurship Development Cell (EDC):

Under the Mahatma Gandhi National Council of Rural Education, the Entrepreneurship Development Cell (EDC) has emerged as a vital force. As a member of the National Rural Entrepreneurship Mission, the EDC actively promotes innovative ideas among students. Initiatives such as business stalls at college events and participation in technology-focused festivals like Technosav for BSc IT students are instrumental in fostering an entrepreneurial culture. The institution's support for skills development for commercialization further reinforces its commitment to nurturing a culture of innovation.

Research Centre:

The Research and Development Cell, housing a well-established Ph.D. Centre for Business Policy and Administration, stands as a testament to the institution's commitment to advanced academic pursuits. Several faculty members are recognized as Ph.D. guides at the prestigious University of Mumbai, with four research scholars currently pursuing Ph.D. degrees under their mentorship. This not only enriches the academic landscape of the institution but also contributes to the broader academic community.

Concurrently, stringent measures to prevent plagiarism have been implemented, ensuring the integrity of the research output.

Research Awards:

Recognizing and rewarding excellence, the institution annually acknowledges the Best Researcher Award, providing both funding and duty leave for faculty to attend research-related conferences. Faculties and students have been awarded 6 Best Researcher awards at various conferences, the Imminent Young Researcher International Award.

IPR Cell:

The institution's commitment to knowledge dissemination extends beyond its walls. Organizing two international, one national, and one state-level conferences, along with student research conventions, demonstrates its dedication to creating platforms for the exchange of ideas. Regular workshops and webinars, including those on Intellectual Property Rights, contribute to the academic enrichment of both faculty and students.

N-List:

The library, equipped with N-LIST e-resources, internet facilities, and Wi-Fi connectivity, serves as a hub for research and academic exploration. The 'Web OPAC' and research paper repository enhance

accessibility to scholarly works, facilitating a seamless research experience for students and faculties

Certificate courses:

In collaboration with various entities, the institution has also introduced certificate courses aimed at enhancing knowledge and skill development. These courses, offered during the assessment period, further underline the institution's holistic approach to education, ensuring that students are not only academically proficient but also equipped with practical skills relevant to their chosen fields.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 46

3.2.2.1 **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
26	07	04	04	05

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 0.55

3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
31	01	01	02	01

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	[View Document](#)
Link to re-directing to journal source-cite website in case of digital journals	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 5.14

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
137	56	52	63	26

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

> **"Education is not just about grades; it's about shaping well-rounded individuals, and that begins with sensitizing students to the social fabric that surrounds them."**

The college had started the NSS Unit from the academic year 2010 – 11 and DLLE (Department of Lifelong Learning and Extension) from 2019 – 20. The WDC (Women Development Cell) and Natures Club committee is formed to carry out women empowerment activities and environmentally friendly initiatives.

5 Area Based Projects:

1. Sneha Aadhar (Sakshyam and Vidhya Arpan)

The NSS unit of the college has adopted a slum area (Poisar) for conducting social activities.

- In Vidhya Arpan, a group of 6-7 volunteers visit Poisar on a daily basis and teach children. Volunteers are engaged in teaching them Basic English, calculations, General Knowledge, Current affairs, etc.
- Sakshyam was started with the intention of empowering the women of Poisar. Thus, a technique of making paper bags was taught to ladies and the same was sold by NSS volunteers.

2. Nirmal Sagar:

Beach cleaning activity is carried out on a regular basis by NSS volunteers.

3. Aarogya Seva:

- Organizing Blood Donation camp
- The Stem cell Registry is maintained in collaboration with MDRI.
- Medical check-up camps are organized in underprivileged areas and villages.
- Dental Checkup and eye checkup camp is organized in villages.

4. Waste Management(E-waste, Plastic waste, Organic waste)

- The college has a tie-up with THRECO for recycling E-waste. The volunteers are engaged in collecting E–waste and the same is handed over to the recycling company.
- The volunteers give plastic waste to the Bisleri Company for recycling. The record is maintained in the "Bottles for Change" app.
- A Globble bin is placed and daily NSS volunteers collect organic waste from the canteen and put it in the bin. Later, dumped waste is dried and converted into compost.

5. Prakruti Mitra:

- To protect and safeguard the environment "Prakruti Mitra" was initiated and the following activities were carried out:
    1. Tree plantation
    2. Awareness skits on adopting an eco–friendly lifestyle.
    3. Wall Painting
    4. Organizing cleanliness drives.

Adopted Village (Belwadi-Palghar)

The NSS unit carries out the following activities:

- Soak pits and Bandara were built for villagers.
- Tailoring training for SHGs.
- Setting up of library and toy library
- Performing skits and conducting an awareness campaign

DLLE (Department of Lifelong Learning and Extension)

1. Encourages women entrepreneurs and small traders to upgrade their businesses

- A stall for selling handicrafts made by Adivasi women was set up.
- A women's survey was conducted to know the status of women.

2. Sneha Milan (Supporting the businesses of the differently abled)

A "SNEHA MILAN" exhibition cum sale was organized for displaying and selling the products made by

Specially Abled People. Around 20 NGOs and social organizations were part of the exhibition. It provided a platform for organizations to market and sell their products.

Our Mission is to ensure the holistic development of students through excelling in education delivery and activities that make students responsible citizens. The extension activities as listed below, have made students aware of the need for conserving the environment, maintaining hygiene and good health practices, caring through sharing and donating, and uplifting rural areas.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

- Nirmala Memorial Foundation College stands as a beacon of social responsibility, garnering accolades for its active engagement in diverse social activities. Anchored by dedicated units such as the NSS and DLLE, the college and its students have received numerous awards, recognizing their impactful contributions to societal well-being.
- In 2018, NSS volunteers showcased a compelling skit titled **"The Journey of Self-Discovery: Understanding Transgender Identities"** at a competition organized by **Men Against Violence and Abuse (MAVA).** The skit not only secured the third-place award but continued to resonate in subsequent tournaments, reinforcing the college's commitment to addressing critical social issues through artistic expression.
- Exemplifying the college's ethos of service, **Mr. Balaji Banate**, an NSS volunteer, earned the YES Foundation Fellowship in 2018. His 45-day stint with Helpage India involved organizing medical checkup camps and providing groceries to elderly couples. Balaji's outstanding performance was recognized with the prestigious Outstanding Performer Award, highlighting the impact of individual initiatives on societal welfare.
- **Mr. Prathmesh Sakpal**, another NSS volunteer, demonstrated both artistic prowess and a commitment to national integration at the National Integration Camp organized by the Government of Gujarat in January 2020. Winning the second prize in the poster-making competition, Prathmesh's contributions were further acknowledged with an award for active participation in the camp.
- The NSS Unit's involvement in various social activities earned appreciation awards from organizations such as the **Kushiyaan Foundation and Beach Warriors**. These accolades underscore the college's multifaceted approach to social impact, spanning community welfare and environmental conservation.
- Recognition from ISKON for the NSS volunteers' contribution during the **International Youth Festival** in January 2020 highlighted the versatility of their roles, from crowd control to guest

escorting. This acknowledgment showcased the students' commitment to diverse volunteering responsibilities.

- In June 2019, NSS volunteers presented a skit titled **"Embracing Vitiligo and Celebrating Uniqueness,"** advocating for inclusivity and acceptance. The **Aarus Foundation** honored the volunteers for their impactful contribution, and the skit continued to be performed at various competitions, spreading awareness about vitiligo and promoting societal acceptance.

- **Participation in UDAAN**, the University of Mumbai's Intercollegiate Festival in February 2020, showcased the college's diverse talents. **Ms. Sanjana Singh** hosted the festival, representing the Western Suburban Zone, while a team of two volunteers secured the third prize in a poster-making competition, further establishing the institution's prowess beyond academic achievements.

- The NSS volunteers, in collaboration with the **Child Help Foundation**, played a crucial role in the TATA Mumbai Marathon 2023. Engaged in crowd management, providing refreshments, and offering motivation to participants, the volunteers received commendation for their valuable contributions to the event.

- Since 2019, the college has actively participated in the **"Bottles for Change"** project in collaboration with Bisleri. Students have diligently collected plastic, amassing a total of 684 kg, and delivered it for recycling. This sustained effort underscores the college's commitment to environmental sustainability and responsibility.

- Nirmala Memorial Foundation College's awards showcase its commitment to nurturing socially responsible individuals, and preparing contributors for progress.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 137

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

2022-23	2021-22	2020-21	2019-20	2018-19
31	19	15	45	27

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 41

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	[View Document](#)
List of year wise activities and exchange should be provided	[View Document](#)
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

"A Campus that Inspires, A Space that Empowers: Our Institution's Facilities, Elevating the Learning Experience to New Heights."

State-of-art physical infrastructure:

The institution boasts of a state-of-the-art infrastructure, spanning a vast **eight-storied campus** that covers over one lakh square feet. Designed to meet the diverse needs of students and faculty, the campus features an array of facilities that contribute to a conducive learning environment. The first floor of the building houses essential administrative spaces, including the Administrative Office, Principal's Cabin, and Academic Director's Cabin.

Teaching -Learning Facilities:

ICT enabled Classrooms

The institution has **41 air-conditioned classrooms, each with an average floor area of 600 - 650 sqft**. These classrooms are well-equipped with **overhead projectors and whiteboard facilities**, facilitating multimedia presentations and interactive teaching methods. In the realm of technology, the institution leverages platforms such as **Google Classroom, Microsoft Teams, Padlet, Kahoot, Quizizz, Mentimeter, Blooket, and Learning Management Systems (LMS)** to streamline assignments, enable collaboration, gamify learning, and enhance interactivity.

Digital infrastructure:

Seven air-conditioned computer labs with 221 high-configuration systems and overhead projectors enhance the learning experience. The campus features two hardware labs and a dedicated server room that centrally controls all computer labs and networking operations. For examinations, the institution ensures a dedicated Internet service and **well-configured computer systems in an exam control room**, guaranteeing smooth and efficient examination processes. Ensuring robust connectivity, the campus

boasts four Internet connections with varying speeds **(200 Mbps, two 100 Mbps, and one 50 Mbps leased line)**, partial Wi-Fi with 13 routers, and comprehensive surveillance through **171** cameras.

The **Newsroom**, equipped with high-end computers and a printer, caters to the needs of media students, while the **Photography Room** offers a well-equipped setup for hands-on experience in photography.

Library

The institution's **fully air-conditioned library**, accommodating over **150 students,** serves as a hub of knowledge. With nine computers featuring **Wi-Fi access for e-resources and project assistanc**e, along with a **web-based management system and web OPAC** for bibliographic searches, the library fosters a supportive academic environment.

Facilities for cultural and sports activities

Games (Indoor and Outdoor)

Utilizing a small open space on campus for sports like Khokho and Kabaddi, the institution offers additional recreational facilities, including a gymkhana and yoga Centre**.** There is an indoor badminton court. Outdoor events take place at the BMC ground behind the college, with major events hosted at SAI, Kandivali East.

Cultural Activities

The campus **auditorium, with a seating capacity of 350**, serves as an ideal venue for various cultural activities and events, highlighting creativity and talent within the institution. **A soundproof seminar hall with a capacity of 75** is also available for seminars, and small cultural events.

Other Supplementary Facilities:

Common facilities, including the **gymkhana, Yoga Centre, Wellness room, NSS, Cantee**n, and safe drinking water services, are provided in abundance. Separate common rooms and washrooms for girls contribute to added convenience and comfort. The institution's commitment to innovation, research, and placement services is evident through dedicated chambers for the **IQAC Cell, Research Cell, Incubation Cell, Placement Cell, and Women Development Cell.**

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 11.52

4.1.2.1 **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
122.16	36.59	21.57	32.76	78.92

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

"In the digital age, our library is not just a space; it's a dynamic portal, equipped with e-resources and journals, cultivating an environment where knowledge knows no bounds."

The college library is a modern facility designed to accommodate over 160 students. It features a full **air-conditioned** space, a dedicated e-learning area equipped with computers and Wi-Fi, and offers a wide array of resources to enhance the educational experience. There is a separate seating arrangement for teachers.

E-Library Resources:

The library's vast collection comprises **31,000 books** available through both the **Online Public Access Catalog (OPAC) and Web OPAC.** In addition to this extensive physical collection, the library has embraced the digital age with a subscription to NLIST. This subscription opens the doors to a wealth of e-resources, including e-books, e-journals, and research papers, providing students and faculty with a panoramic view of contemporary scholarship. The college website complements these resources by featuring links to open educational materials, novels, and digital libraries, thereby expanding access to a wide range of educational materials and literature.

Integrated Library Management:

Driving the efficiency of the library's operations is a sophisticated web-based Integrated Library Management Software. The user experience is personalized, with individual login credentials allowing access to specific functions based on roles. While the librarian (admin) harnesses the full spectrum of features to organize library work, students, faculty, and staff can seamlessly access functions pertinent to them—whether it's search options, checking library holdings, managing their individual accounts, or exploring the vast resources through OPAC. Core areas of library operations, such as inventory management encompassing cataloging, acquisition, and indexing, along with the barcoding of books, journals, and documents, are efficiently executed. The library's commitment to seamless operations extends to membership creation, circulation (including check-in/check-out and reservations), and periodic report generation of library transactions.

Periodic Audits:

To ensure the efficiency and accuracy of its operations, the library undertakes periodic audits. These comprehensive audits cover various facets, including inventory management, circulation records, and adherence to cataloging standards.

Committees and Monitoring:

The effective functioning of the library is overseen by the **Library Advisory Committee (LAC),** a group dedicated to ensuring that the library remains at the forefront of academic support. Additionally, the **Students Library Advisory Committee (SLAC)** plays a crucial role in monitoring various library activities. This student-led committee organizes events, conducts annual book exhibitions, and actively engages with the evolving needs of the student body.

To gauge library usage, **footfall counts of both teachers and students** are recorded regularly. This valuable data provides insights into the library's popularity and engagement, enabling informed decisions to enhance its services further.

Inclusive Initiatives:

Recognizing the importance of inclusivity in education, the library extends its reach through various initiatives. The Book Bank facility is one such initiative, designed to support economically disadvantaged students by providing access to necessary study materials. This commitment to inclusivity aligns with the broader mission of ensuring that every student, regardless of economic background, can fully participate in the academic journey.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

> **"Where wires meet wisdom, our college's IT infrastructure forms its digital nervous system."**

The college is committed to providing a modern and technologically advanced learning environment for students and faculty. Below is a comprehensive report detailing the IT facilities, including Wi-Fi, recent updates, and the available internet bandwidth.

IT Facilities:

The college offers comprehensive IT facilities, providing 7 well-equipped computer labs, e-libraries, and classrooms with computers and overhead projectors, totaling 276 computers. Journalism students benefit from a dedicated newsroom, while a modern Seminar Hall, with Wi-Fi, an overhead projector, a computer system, and soundproofing, enhances academic events. The institution emphasizes campus safety through 171 CCTV cameras for surveillance.

All computers run licensed copies of the Windows Operating System, ensuring stability and compliance. The institution utilizes Sophos-XG 125 Full Guard firewall service with a one-year support AMC renewed from 2022 to 2023. **Networking peripherals include switches from CISCO SG 300 and**

DLINK, both operating at 1 GBPS speed.

The college also possesses 18 printers and 45 EPSON overhead projectors, facilitating effective communication and presentations.

The college optimizes efficiency through various software solutions that automate tasks in Accounts, Administration, Library, and other departments.

Wi-Fi Connectivity:

A robust Wi-Fi network has been installed across the campus, providing seamless internet access to both students and staff. The college has strategically deployed **10 Wi-Fi routers** across various locations, guaranteeing reliable and high-speed internet connectivity for everyone on campus. The extensive Wi-Fi coverage extends to classrooms, libraries, and common areas, ensuring a pervasive and connected learning environment.

Available Internet Bandwidth:

The college has 7 internet connections with varying bandwidths catered by two service providers

Service Provider: Airtel

- 200 Mbps (1 connection)
- 100 Mbps (2 connections)
- 40 Mbps (1 connection)

Service Provider: Hathway

- 200 Mbps (2 connections)
- 75 Mbps (1 connection)

Date and Nature of Recent Updates:

Recent updates in the college's IT infrastructure include timely maintenance of all labs to align with current academic curriculum software and application requirements. Internet connection bills are paid on a monthly basis, ensuring continuous and uninterrupted connectivity. Additionally, the library software has been upgraded to enhance user experience and efficiency. The college website is also regularly upgraded to keep it relevant and informative, reflecting the institution's dedication to staying up-to-date with the latest technological advancements.

Sr. No	Service Provider	Bandwidth	No of Connections
1	Airtel	200 Mpbs	1
		100 Mbps	2
		40 Mbps	1
2	Hathway	200 Mbps	2
		75 Mbps	1

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response: 12.02

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 276

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	[View Document](#)
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 64.15

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

2022-23	2021-22	2020-21	2019-20	2018-19
371.02	287.25	249.55	347.89	370.49

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 3.35

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
45	98	88	76	275

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	[View Document](#)
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	[View Document](#)
Upload policy document of the HEI for award of scholarship and freeships.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

1. *Soft skills*
2. *Language and communication skills*
3. *Life skills (Yoga, physical fitness, health and hygiene)*
4. *ICT/computing skills*

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	[View Document](#)
Report with photographs on ICT/computing skills enhancement programs	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 40.61

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
3300	1372	893	412	1087

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof related to Mechanisms for submission of online/offline students' grievances	[View Document](#)
Proof for Implementation of guidelines of statutory/regulatory bodies	[View Document](#)
Details of statutory/regulatory Committees (to be notified in institutional website also)	[View Document](#)
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 70.33

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
415	598	656	437	707

5.2.1.2 **Number of outgoing students year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
431	1064	920	732	853

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	[View Document](#)
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 4.38

5.2.2.1 **Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2022-23	2021-22	2020-21	2019-20	2018-19
32	10	05	01	04

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

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 last five years

Response: 32

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

2022-23	2021-22	2020-21	2019-20	2018-19
4	4	7	8	9

File Description	Document
Upload supporting document	[View Document](#)
list and links to e-copies of award letters and certificates	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 31.6

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
40	15	13	49	41

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

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

Response:

> **"Fueling dreams, funding futures – our Alumni Association, the driving force behind the institution's continued excellence."**

Nirmala Alumni Association

Nirmala Alumni Association is a charitable organization and is represented by passionate and dedicated alumni of the College.

The Alumni Association is registered as a non-profit organization under the Companies Act,2013 with **Reg. No. U80302MH2022NPL384629** dated 15th June 2022.

Alumni Representation in College Forums:

Alumni are represented on college administrative committees like IQAC and College Development Committee. The alumni student actively participates in the discussions and decision-making process of the Committees enriching the college's administrative landscape.

Financial Support:

Our alumni contribution stands at Rs. 2,000/- to support college activities.

Non-financial Support:

The Alumni Association actively supports the College by taking active participation in various activities such as **organizing the college intercollegiate festival Nirvaan**, encouraging students in their efforts. Esteemed alumni from various industries also actively participated as judges in the festival's events. Beyond festivities, alumni involvement extends to fostering entrepreneurial skills. This dedication is demonstrated by **alumnus Mr. Stephen Gorge's participation in the Entrepreneurship Fun Fair**.

Alumnus Mr. Amit Pednekar sponsored T-shirts for volunteers in the Intercollegiate Cultural Festival, Elaan. The former students give students real-world knowledge through practical programs. They share their corporate experiences in seminars and workshops, giving attendees priceless insight into the internal workings of the business world. It is noteworthy that Mr. Jay Raval gave a thought-provoking **session on "Career in Advertising Industry."** The lecture on "Know What the Industry Wants" presented by Mr. Tanmaiya Sawant strengthens the connection between academia and business by providing students with knowledge and abilities that are highly sought after by employers.

The **spirit of companionship and sportsmanship is nurtured by alumni like Mr. Ravishankar Singh,** who has collaborated with the Sports Committee of the college. Their involvement in outdoor and indoor games not only provides recreational opportunities but also fosters essential social networking skills among students.

Alumni Mr. Nikhil Velari leads the way in social service, participating yearly in the NSS Rural Residential Camp. His committed engagement in guiding and overseeing volunteers at the campsite act as a strong support to the NSS Program Officer during the rural camp.

Alumni also donated books to college. The college values the alma mater strategy of **alumni providing students with internship opportunities**. Furthermore, **alumni feedback on the curriculum** stands as a critical pillar in enhancing the educational experience. This helps the College to understand the attainment of Program Outcomes and Program Specific Outcomes, which in turn can help us enhance our curriculum delivery.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

"Fulfilling Futures, One Lesson at a Time: Our Commitment through our Vision and Mission."

Vision

- To engage, inspire, and empower young minds through excellent education opportunities which are responsive to the needs of the society

Mission

- To engage learners through holistic education which inspires critical thinking, innovation and research.
- To develop leadership skills of learners by fostering their confidence, motivation and facilitating emotional, interpersonal and social skills
- To collaborate with industries for equipping learners with industry-relevant knowledge, skills and attitude
- To sensitize learners towards social inclusion, human rights, gender and environmental issues

Institutional Practices Aligned with the Vision and Mission:

NEP Implementation:

- We conduct Faculty Development Programs (FDPs) and workshops to encourage interdisciplinary and holistic learning.
- The Academic Bank of Credits (ABC) was introduced to adapt to changing education scenarios.
- We organize workshops to equip students with essential soft and technical skills for the modern job market.
- Committees like the Marathi Vadmay Mandal and Gujarati Association promote linguistic diversity and social inclusion.
- We emphasize Outcome-Based Education (OBE) through seminars to define clear learning outcomes.
- Our vocational tie-ups and tech integration align with the mission of providing industry-relevant

knowledge.
- We offer student support, mentoring, and inclusivity for differently-abled students.
- Seminars and activities sensitize learners towards social inclusion, human rights, gender, and environmental issues as per our mission.

Sustained Institutional Growth:

- ISO audits ensure compliance and continuous growth while improving processes.
- Academic excellence is achieved through modern teaching methods, skill development through SWAYAM, various value-added courses, and faculty training.
- Infrastructure development includes advanced labs, ICT facilities, and state-of-the-art classrooms.
- We've added new divisions to meet growing demand, reflecting our popularity.
- Research activities have flourished, with seminars, conferences, and collaborations with prestigious institutions. A research centre has been set up to augment the research acumen through the Ph.D. program.
- Industry ties provide practical exposure and successful student placements.
- Financial stability is maintained, enabling ongoing growth.
- Alumni engagement has helped us collaborate with industries.

Decentralization:

- Faculty-led committees oversee various aspects, including admissions, examinations, and events.
- Students are empowered through the Students Representative Committee.
- Rotation in duty schedules ensures fair opportunities for staff.
- Ad-hoc committees handle college fests.
- Administrative tasks are decentralized to foster autonomy and collaboration.
- Participation in Institutional Governance:
- Faculty, students, parents, and alumni actively contribute through committees and meetings.
- The Student Representatives Committee allows students to participate in planning college events.
- We value feedback through suggestion boxes and also take vendor feedback for improvement.

Institutional Perspective Plan:

- We aim to provide more experiential learning and educational linkages.
- Enhancing alumni engagement and promoting research activities are priorities.
- Expanding student support activities, extension programs, and environmental protection initiatives.
- Faculty development and training are prioritized.
- We conduct ISO audits, including Library, Administrative, and Green Audits, to promote ethics.
- Collaborations with industries for internships, placements, and social welfare initiatives are planned.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

Deployment of the perspective plan is visible through:

Robust administrative set-up:

The IQAC proposes the perspective plan to the Principal. Though there is a perspective plan of five years, an annual action plan and budgets are prepared to implement this plan developed at 3 levels namely 1) CDC, 2) IQAC level, and 3) Individual Departmental Levels. ISO Committee parallelly sets the ISO Objectives for the departments, committees, and the institution as a whole. The college administration aims for quality improvement through participation in NIRF ranking, ISO certification, 2f and 12 B recognition, etc. At NMFC, leaders at various levels including the board of trustees exhibit strong commitment. The non-teaching staff is trained to enrich their administrative skills.

Organogram Click here

Alumni engagement:

The college leverages the industry expertise and the contribution of alumni by inviting them for guest lectures, conducting field trips, leading college events, etc.

Extension activities:

In line with the vision of the organisation and the perspective plan, the college engages with various stakeholders to boost extension activities including rural projects, conservation of the environment, etc.

Enhancing students' support through an inclusive and participatory approach:

NMFC involves stakeholders, such as faculty, staff, students, and external partners, in the planning and decision-making processes. For instance, an Ad-hoc committee formed for the inter-college fest

NIRVAAN makes decisions, right from budgeting, sponsorships, inviting resource persons, etc. Peer learning enhances student support so do privilege cards for advanced learners, and remedial lectures for slow learners.

Supportive Policies and Procedures:

As listed on the college website, various policies like e-governance, discipline rules, grievance policy, service rules, quality policy, etc. guide various aspects, including recruitment, resource management, evaluation, and conflict resolution.

Performance-oriented Culture:

The management rewards exceptional performance and encourages employees to strive for excellence and professional development through training, FDPs, and support for research activities.

Resource Allocation and Management:

For effective financial resource allocation, budgets are an integral part of major events happening at NMFC. Various physical facilities are used for multiple purposes throughout the campus for effective space management.

Monitoring and Evaluation Mechanism:

The institution implements ISO 9001:2015 standards for its functions. Teachers are trained and certified to conduct internal audits to ensure the accuracy and transparency of data. An external audit is conducted every year by TUV Nord. Energy audits, Gender Audits, and Green Audits also contribute to the effective deployment of the perspective plan.

Collaborative Partnerships:

The college has collaborated with premier institutes like St. Xaviers College, Andhra Loyola College, Andhra Loyola College of Engineering, Garware Institute of the University of Mumbai, etc. to enable knowledge sharing through faculty and student exchange programs. The college also has tie-ups with NGOs to enhance its extension activities.

State of art and Eco-friendly campus:

Staff and students are encouraged to work paperless, LED bulbs, waste disposal measures, in-house plantation, and maintenance of facilities are taken care of. Technological advancements like wifi enabled campus, the use of elevators for easy commuting, advanced laboratories, and an automated library portray the success of the plan.

File Description	Document
Upload Additional information	[View Document](#)
Institutional perspective Plan and deployment documents on the website	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2

Institution implements e-governance in its operations

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	[View Document](#)
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	[View Document](#)
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

"Elevating Excellence, Nurturing Growth: Where Appraisal Meets Welfare, and Careers Flourish in Every Step."

1. Performance Appraisal System:

Regular feedback from students:

Term-wise feedback is collected for every teacher for all the subjects taught in each class. The teachers are intimated about the feedback and scope for improvement if suggested. Feedback about administrative staff is collected at the end of every year.

Teachers Competency Matrix:

As per the ISO 9001:2015 standards, teachers' performance is assessed every term based on various competencies like class control, use of ICT, leadership skills etc. The same is communicated to the teachers and appropriate training is given.

Feedback by co-ordinators:

The principal seeks feedback from coordinators of each program regarding the teachers' involvement in extracurricular activities, mentoring abilities, ICT usage etc.

Suggestion Boxes:

Students can also give detailed feedback about the teaching and non-teaching staff via suggestion boxes placed on every floor.

Informal Feedback:

Performance is also appraised informally through discussions during academic sessions, discharging duties within committees, day-to-day observations of punctuality via the Bio-metric system, etc. Day-to-day interactions with the non-teaching staff and meticulousness of duties performed are observed around the year

2. Effective Welfare Measures for Teaching and Non-Teaching Staff:

Competitive Salary and Benefits:

The management ensures that the compensation packages for both teaching and non-teaching staff are competitive within the industry, and they receive appropriate benefits such as health insurance, provident fund, Diwali, and Ganesh Festival Bonuses for non-teaching staff.

Work-Life Balance and Recreation:

Remote work was allowed especially during the COVID-19 pandemic. Also, recreation opportunities like the celebration of Women's Day, Teachers Day, maternity and paternity leave, and Diwali parties

provide a much-needed work-life balance to the staff.

Health and Wellness Programs:

The HEI offers wellness workshops, access to a Wellness Centre in emergencies, health insurance to support employees' physical and mental well-being, and a counseling facility through an in-house certified counselor available in the Wellness Centre.

Professional Development Opportunities:

Providing opportunities for continuous learning, training, and skill development through FDPs, workshops, research conferences, etc. to enhance the knowledge and capabilities of both teaching and non-teaching staff.

Free Parking and conveyance facility:

This facility is provided to teaching as well as non-teaching staff in the college basement.

3. Avenues for Career Development/Progression:

Training and Workshops:

The HEI organises workshops, seminars, and training sessions to upgrade the skills and knowledge of teaching and non-teaching staff.

Promotions:

Approved faculties are encouraged to go for CAS as prescribed by the University of Mumbai out of which 4 faculties were promoted to Asst. Professor Level 2. Also, 2 Teachers were promoted to the post of coordinator internally.

Performance-Based Incentives:

The management offers attractive incentives to high-performing staff every year. Best Teacher award and Best Library Reader awards are given every year.

Mentorship and Coaching:

Academic sessions are conducted every week for newly appointed teachers under the mentorship of experienced staff to ensure the effective delivery of the curriculum.

Educational Assistance:

The institution supports employees' research and education by offering financial assistance, study leave, and sponsorships for professional development activities like workshops and conferences.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 85.23

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

2022-23	2021-22	2020-21	2019-20	2018-19
34	23	0	29	41

File Description	Document
Policy document on providing financial support to teachers	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	[View Document](#)
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 71.94

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
30	14	23	32	42

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
09	11	08	08	11

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the certificates of the program attended by teachers.	[View Document](#)
Annual reports highlighting the programmes undertaken by the teachers	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

"Strategic Mobilization, Responsible Utilization: Our Institution, Pioneering Financial Transparency and Resource Optimization for a Thriving Future."

1. Mobilization of Resources and Funds:

The primary sources of revenue include:

- Student fees
- Facility rentals
- Application and admission charges
- Various student service fees
- Alumni contributions
- University of Mumbai funds for Minor Research Projects
- NGO research project funding
- University of Mumbai funds for NSS activities
- Government and private scholarships
- Interest from savings and fixed deposits
- Earnings from certificate courses
- Miscellaneous income from scrap sales

The funds collected from the above are allocated exclusively for planned expenses outlined in the budget. During the budget preparation, inputs are gathered from various departments, IQAC, library, sports, laboratories, and committees. Day-to-day miscellaneous expenses are covered through petty cash provisions. The final annual budget, comprising both capital and revenue, is presented to the CDC. A specific amount is determined based on the income, and the college's expenditures are to be managed within this budgetary limit.

2. Optimal Utilization of Resources and Funds:

- The college has a well-structured timetable that allows optimum use of the classrooms and provides a clear work schedule for both teaching and non-teaching staff.
- To enhance the learning experience, the college offers ICT-enabled computer labs and Wi-Fi throughout the premises, enabling both online and offline lectures.
- Smart classrooms with projectors, LCD screens, and microphone systems are available to facilitate interactive teaching.
- The college's library has textbooks, reference materials, journals, magazines, and online resources. During exam periods, the library extends its hours to accommodate students' study needs.
- Additionally, the college premises are utilized for conducting various government exams on Sundays.
- The basement and Nirmala Hall are used for cultural events and dance practice, marketing fairs, blood donation camps, etc.
- The photography room has a seating area where lectures are conducted while demonstrating photography techniques.
- The mini auditorium is soundproof and serves as a recording room as well as a seminar hall.
- For events and sports practices, the first-floor quadrangle serves as the designated area, providing ample space and facilities to organize such activities.

3. Government and Non-Government Sources:

- The institution has received funding from the University of Mumbai for Minor Research Projects for teachers.
- ICSSR funding of Rs.3,00,000 was received by a faculty for a Minor Research Project.
- Govt. of Indias Post Metric and State scholarships received by students
- ANGC, a non-government organisation gives regular scholarships to students of NMFC.
- The institution received funding from NAAC for a NAAC-sponsored seminar on 'Good Documentation Practices'.
- Various Trusts and Nirmala Welfare fund the fees of needy and deserving students of NMFC

4. Regular Financial Audits - Internal and External:

- SNH & Associates, Chartered Accountants, have been selected by the management to conduct the audits of the college's financial statements for the fiscal year ending on 31st March.
- After completing the audit, the auditor provides an opinion, in the form of an Auditor's Report, on whether the financial statements are accurate and devoid of significant errors.
- No major objections and irregularities are found during the audits.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

> **"Quality is not an Act; it's a Habit....... Our IQAC - Cultivating the Habit of Excellence."**

IQACs contribution towards quality improvement:

At NMFC, the Internal Quality Assurance Cell (IQAC) plays a pivotal role in ensuring and enhancing the quality of education and overall operations. The IQAC's multifaceted approach significantly contributes

to the institution's commitment to quality assurance. Some of the vital functions are as below:

1. Reviewing the Teaching-Learning Process:

The IQAC shapes the educational landscape by meticulously crafting academic calendars and teaching plans, aligning them with institutional goals. Department-specific activities receive necessary approvals. Lecture records and monthly monitoring reports are maintained, and feedback from students and coordinators is valued. Continuous student assessments help gauge course and program effectiveness.

2. Reviewing Structures & Methodologies of Operations:

The IQAC conducts audits to ensure departments and administrative processes adhere to best practices and standards. Internal and external audits, including ISO 9001:2015, energy audits, green audits, gender audits, and financial audits, are conducted to maintain quality standards. IQAC develops policies in consultation with the Principal and the management to enhance governance efficiency. Feedback collected from stakeholders like parents, alumni, vendors, and employers helps to ensure the efficacy of the systems and procedures.

3. Reviewing Learning Outcomes through Periodic Reviews:

The IQAC ensures learning outcomes surpass expectations through regular tests, project work, and exams (internal and external assessment). Practical application, like industrial visits, internships, marketing funfairs, experiential learning, and participative learning practices helps to prepare students for their careers. The IQAC is involved in the periodical review of Course and Program Outcomes (COs and POs).

4. Incremental Improvements in Various Activities:

NMFC's unwavering commitment to quality is evident through its accolades, including the 2018 India's Education Excellence Award. Recognitions from organizations like the Election Commission of India and NGOs underscore the institution's positive societal impact. NMFC actively promotes research, with teachers receiving minor research projects and guiding Ph.D. students. The institution embraces innovation through the use of ICT tools, Google Classroom LMS, MS Teams, and Zoom platforms for effective online teaching. NMFC efficiently adapted to the challenges posed by the COVID-19 pandemic, ensuring smooth online lectures and examinations.

Since the first NAAC accreditation cycle, NMFC has shown remarkable growth, recognition from UGC u/s 2(f) and 12(B), increased placements, industry-academia tie-ups through Memorandum of Understanding (MoU) with reputed entities, Value-Added Skill Development programs (SWAYAM and other value-added courses), faculty development programs, and paper presentations. The lab infrastructure and classrooms have been upgraded, enhancing the learning environment. This dedication reflects NMFC's commitment to providing a top-tier education. The Alumni Association was registered providing leverage for incremental activities through alumni engagement.

5. Institutionalizing Quality Assurance Strategies:

The IQAC focuses on institutionalizing quality assurance as a fundamental priority, involving all stakeholders - faculty, staff, students, and management. Feedback from these stakeholders drives continuous improvement, ensuring a sustainable approach to maintaining educational standards. In summary, NMFC's IQAC is instrumental in upholding and elevating the quality of education and operations. Through its multifaceted approach, it exemplifies a holistic commitment to excellence in education

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	[View Document](#)
NIRF report, AAA report and details on follow up actions	[View Document](#)
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	[View Document](#)
Link to Minute of IQAC meetings, hosted on HEI website	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

> **"Gender Equality is our commitment. Our college strives for a future where gender sensitivity is ingrained in every aspect of learning."**

Gender Audit:

In the academic year 2022-23, the HEI conducted a **comprehensive gender audit** to assess the diversity of student and staff populations, aiming to gain a nuanced understanding of existing gender dynamics and formulate effective plans for gender sensitization.

Measures for Gender Equity & Sensitization:

A. Sensitization in Curricular Activities:

The HEIs academic curriculum reflects a commitment to gender equity, integrating gender-related concepts into courses across all programs, and providing students with a foundational understanding of these crucial issues. Case Studies, Correlations, debates discussions, etc. are conducted in the classroom.

B. Women Development Cell Co-curricular Activities:

The Women Development Cell plays a pivotal role in promoting gender equity through a range of co-curricular activities. Sessions on gender sensitivity, career guidance, health, hygiene, cybercrime awareness, and self-defense workshops are organized specifically for female students.

C. Facilities for Women on Campus for a Safe Environment:

Safety and Security:

Ensuring the safety of our students is a top priority. Female security personnel are permanently stationed at college gates, contributing to a secure environment. The installation of 171 CCTV cameras

strategically placed throughout the campus enhances surveillance and security. Restricted entry protocols are implemented to further support the safety measures in place.

Restrooms:

Recognizing the importance of gender-specific facilities, the college provides separate restroom facilities for each gender on every floor. Additionally, dedicated common rooms for boys and girls contribute to a more comfortable and inclusive environment. To address menstrual hygiene needs, the girls' washroom is equipped with a sanitary napkin vending machine.

Visitors' Record and Visitors' Card:

To monitor access to the campus, security personnel maintain a meticulous visitors' book record and issue visitors' cards. This system enables the institution to keep track of individuals entering and exiting the premises, contributing to a heightened level of security.

Female Peons:

The appointment of female peon staff on every floor adds an extra layer of security and convenience for female students and staff. This measure is designed to ensure a supportive and safe environment within the college premises.

Wellness Centre:

The wellness center, equipped with basic medical amenities, serves as a valuable resource for the entire college community. It offers first aid services and health advice, addressing minor health concerns promptly.

Counseling Centre:

A dedicated counseling center is established to provide support and guidance to students facing various challenges. This resource aims to address academic, personal, and career-related concerns, nurturing a supportive environment for students.

Female Counselor:

Ms. Riddhi Doshi Patel, our female counselor, plays a crucial role in offering guidance and support. Handling academic, personal, and career counseling, Ms. Patel is also a point of contact for students dealing with issues such as depression, discrimination, or any other gender-related concerns.

In conclusion, our institution's commitment to promoting gender equity, sensitivity, and overall well-being is evident through a comprehensive approach, involving curricular and co-curricular initiatives, robust security measures, and dedicated support services.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.1.2

The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	[View Document](#)
Geo-tagged photographs/videos of the facilities.	[View Document](#)
Circulars and report of activities for the implementation of the initiatives document	[View Document](#)
Bills for the purchase of equipment's for the facilities created under this metric	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	[View Document](#)
Policy document on environment and energy usage Certificate from the auditing agency	[View Document](#)
Green audit/environmental audit report from recognized bodies	[View Document](#)
Certificates of the awards received from recognized agency (if any).	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

Inclusive Environment:

> **"Inclusivity is not just a policy; it's the heartbeat of our college community, where every voice matters."**

The institution is a true representation of all diversities in India. Its staff and students come from diverse cultural, ethnic, religious, socio-economic, and linguistic backgrounds. In keeping with the institution's mission to provide an inclusive environment for quality education, the institution has taken a number of initiatives.

Socio-Economic Inclusion:

- The students have access to scholarships awarded by the government to SC/ST/OBC and other categories. The benefits of concessions in fees and payment in installments are made available to worthy students. To lessen the financial load during the COVID-19 epidemic, all students had the option of paying tuition in installments. The college library offers a book-bank facility to students from lower socioeconomic groups.

Linguistic Inclusion:

- The college is a minority-language institution for Gujarati speakers. Events like Annual Day, the Navratri Festival Celebration, and others are held to honor the Gujarati language. Through a variety of activities, other languages are given the respect they deserve.
- To mark the anniversary of Vishnu Vaman Shirwadkar's birth, Marathi Bhasha Divas are observed. Students compete in singing, theatrical, and poetry competitions and receive awards for their efforts.

Cultural and religious inclusion:

- Every year, Traditional Day, organised by the cultural committee and students' council, gives students a chance to proudly display their unique cultures. Teachers and students dress according to regional or state customs.

- The college observes holidays like Ganesh Chaturthi, Diwali, Bhai Doojh, Vasant Panchami, and Christmas out of respect for all religions and their celebrations. Without exception, faculty and students participate in these celebrations.

- During the Ganapati festival, students take on the role of good citizens by helping to create environmentally friendly Ganeshas, managing crowds during immersion, and cleaning up around immersion locations.

Students' Sensitization to Constitutional Obligations:

- Courses in degree programs like B.Com, BBI, BAF, BMS, and BAMMC include information on the Indian Constitution (Foundation Course), Women's Rights (Media Gender and Culture), Ethical Conduct (Ethics and Governance), and Media Laws (CCPR, Media Laws), as well as Human Ethics and Values, Gender Sensitivity, Environmental Sustainability, and other topics.

- The institution offers platforms for students to voice their opinions, such as the "Open Mike Competition". Additionally, students use committees like the Women Development Cell, the Students Representative Committee, and the Grievance Redressal Committee to voice their concerns and issues as well as feedback gathered from other students, alumni, and stakeholders.

- Both Republic Day and Independence Day are observed at college. On Constitution Day, students swear allegiance to the Constitution.

- Through the NSS unit, the college runs voter-id drives and efforts to raise voter consciousness. For students and staff members, the WDC has been holding workshops on women's development, protection, and rights.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.2 Best Practices

7.2.1

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

Response:

BEST PRACTICE I

STUDENT ATTENDANCE MONITORING SYSTEM

Objectives:

- To instill discipline in the college campus.
- To lower the rate of absenteeism by means of proactive mechanisms.
- To function independently in matters pertaining to attendance-related issues.

Context:

Observations indicated that students, given a choice, tended to stay away from lectures due to distractions like internet surfing and mobile apps. Despite the students' awareness of attendance requirements, enforcing it posed some challenges. To counter this, a decision was made to establish a committee and develop a custom attendance monitoring system.

The Practice:

The Student Attendance Monitoring System operates through a well-defined process:

Data Collection:

- Faculty members teaching various subjects upload monthly attendance data by the 5th day of each month.
- Each faculty member is assigned a separate Excel sheet for the subjects they teach.

Calculation and Notification:

- Percentage is calculated for each student based on the data submitted.
  - Monthly attendance is categorized into three zones: Red Zone, Yellow Zone, and Green

Zone. The Red zone is further divided into five categories signifying Red-A Not Satisfactory (below 50%), Red-B Poor (below 40%), Red-C Critical (below 30%), Red-D Warning (below 20%), Red-E Defaulter (below 10%). The Green Zone signifies that the student has an attendance of more than 75 percent.

- Class-wise statements are disseminated through email to program coordinators and prominently displayed on the college notice board.

Communication and Intervention:

- Class mentors actively provide counseling to address the issue.
- SMS messages are sent to parents regarding their ward's monthly absences.
- Letters informing shortage of attendance, directing students to meet the concerned faculty, class mentor, or Head of the Department for further follow-up.

Evidence of Success:

- **Reduced Attendance Shortages:** The list of attendance shortages has significantly decreased compared to the past, showcasing the effectiveness of the monitoring system.
- **Improved Discipline:** The system has contributed to a greater extent of discipline within the college campus, creating an environment conducive to focused learning.
- **Lowered Absenteeism:** The rate of absenteeism has seen a notable reduction, aligning with the objective of proactive attendance management.
- **Motivated Students:** The color-coded zones in the monthly attendance notices have motivated students to avoid the Red Zone and aim for the Green Zone, fostering a positive approach toward regular attendance.

Challenges and Resources:

The challenge encountered is errors in marking online attendance by faculty members. A streamlined system for the rectification of these errors and potentially additional training for faculty members could serve as essential resources to address this challenge.

BEST PRACTICE II

EMPOWERING FUTURE LEADERS: CULTIVATING SOCIAL RESPONSIBILITY AND PROFESSIONAL SKILLS AMONG STUDENTS

Objectives:

- To develop a deep sense of responsibility towards society.
- To cultivate moral and professional skills among students.

Context:

Aligned with the institution's mission, focusing on holistic education, leadership development, industry collaboration, and social awareness, the practice aims to groom students in various dimensions.

The Practice:

Empowering future leaders requires a comprehensive and holistic approach, combining academic excellence, practical skills, ethical awareness, and social engagement which are discussed below:

Integrated Curriculum:

Blend theoretical knowledge with practical skills by incorporating real-world case studies, projects, and internships to bridge the gap between academia and industry.

Ethics and Values:

Infuse ethical considerations and values across the curriculum, encouraging critical thinking about societal impacts and environmental sustainability.

Experiential Learning:

Encouraging hands-on learning experiences such as labs, workshops, field visits, and an industry partnership have enhanced practicality.

Soft Skills Development:

Provide training in communication, teamwork, leadership, and adaptability, as these skills are essential for succeeding in any industry.

Community Engagement:

Participate in community service projects, volunteer opportunities, and engagement with local organizations. This fosters a sense of social responsibility.

Industry Partnerships:

Guest lectures, workshops, and internships provide students with insights into industry practices.

Research Opportunities:

Encourage students to participate in research projects that address real-world challenges. Research experience hones critical thinking and problem-solving skills.

Entrepreneurial Mindset:

Foster an entrepreneurial mindset by supporting student innovation, start-up incubators, and business plan competitions.

Global Perspective:

Incorporate global issues and perspectives into the curriculum. Encourage study abroad programs and international collaboration to broaden students' horizons.

Technology Integration:

Integrate emerging technologies relevant to the industry, such as data analysis tools, AI, and virtual reality, into the learning process.

???????Assessment Methods:

Implement diverse assessment methods, including presentations, projects, portfolios, and simulations, to evaluate students' practical skills and understanding.

???????Career Services:

Provide robust career services that include resume building, interview coaching, and networking opportunities to make them industry-ready.

???????Faculty Development:

Support faculty in staying updated with industry trends, teaching methodologies, and research to ensure high-quality education.

Evidence of Success:

The success of this best practice is evidenced by various achievements:

- **Student Achievements:** Prizes won by students at various events organized at state, national, and international levels.
- **Social Engagement:** Students dedicate themselves to social work, showcasing a sense of responsibility towards society.
- **Diverse Talents:** Emergence of students as talents in various fields such as theatre arts, singing, writing, directing, journalism, and managerial roles in branches or companies.

Challenges and Resources:

- **Student Attitudes:** Some students might prioritize grades and exams over holistic learning, requiring motivation to actively engage with social and ethical issues.
- **Short-Term Focus:** The pressure to achieve short-term outcomes, such as high grades or immediate job placements, can detract from a more holistic focus on long-term skill development and social consciousness.
- **Mismatched Industry Needs:** The misalignment between industry demands and college offerings might lead to a gap between the skills students acquire and what employers seek.
- **Lack of Practical Experience:** Limited interest or partial participation of students in internships, projects, and hands-on experiences can be a barrier.

Conclusion:

The best practices represent a holistic approach to education that aims to shape students into responsible, skilled, and socially conscious individuals. By instilling discipline through effective attendance monitoring and empowering students with a sense of social responsibility and professional skills, the institution plays a crucial role in preparing students for contributing positively towards professions and society as a whole.

File Description	Document
Best practices as hosted on the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Leveraging Memorandums of Understanding (MoUs) for Holistic Development of Students: A Distinctive Practice of the College

> **Colleges are not just places of academic learning; they are hubs for holistic development, shaping students into well-rounded individuals ready to face the challenges of the world.**

To achieve this holistic development, many educational institutions are increasingly adopting the practice of entering into MoUs with various stakeholders, including other academic institutions, industry partners, non-governmental organizations (NGOs), and research organizations. These MoUs serve as formal agreements that outline collaborative efforts aimed at enhancing students' overall growth, beyond what traditional classroom education can provide. This essay delves into the significance of entering into MoUs for the holistic development of students and how it stands as a distinctive practice for the college.

The Role of Holistic Development:

Holistic development refers to the cultivation of a well-rounded individual who excels not only academically but also personally, socially, and professionally. This encompasses skills like critical thinking, leadership, communication, adaptability, and social responsibility. Holistic development recognizes that education goes beyond textbooks and exams; it is about preparing students for life and their roles as responsible citizens.

Memorandums of Understanding (MoUs):

MoUs are formal agreements signed between two or more parties to collaborate on a specific project, initiative, or goal. In the context of higher education, MoUs facilitate collaboration between educational institutions and various external stakeholders. The institution has **total 40 Memorandums of Understanding.** These collaborations aim to enrich the educational experience and foster holistic development in several ways:

1. Academic Collaboration:

The HEI has entered into MoUs with other academic institutions which are intra-state and inter-state like **Andhra Loyola Institute of Engineering and Technology(ALIET), Andhra Loyola College, Sykes Ray Edupro, Microsoft Centre of Excellence, Arina – Academy of Digital Arts, The Institute of Chartered Accountants of India (ICAI) .** These collaborations encompass student and faculty exchange programs, joint research initiatives, shared resources, and skill development-certified courses that are industry-recognized. The college has partnered with the **Garware Institute of Career Education and Development** to offer specialized courses that enhance students' academic experiences and provide access to a broader range of resources.

2. Industry Partnerships:

Collaborations with industries offer students the opportunity to gain practical experience, internships, Job opportunities, and exposure to real-world challenges. MoUs with industry partners like **Monster.com, and Risesharp** have led training programs that bridge the gap between theory and practice. Additionally, these partnerships often result in placements and job opportunities for students.

3. Research and Innovation:

MoUs with research organizations like **Cape Comorin Trust - Tamilnadu** open up avenues for students to engage in cutting-edge research and innovation. Such collaborations provide access to state-of-the-art facilities, mentorship from experts, and opportunities to work on impactful projects. This not only enhances students' academic profiles but also encourages a culture of research and innovation within the college.

4. Social and Community Engagement:

NGOs and social organizations like **Padhao India, Udayan Care, Aayushman Social Wellness Foundation, and Innerwheel Club of Bombay** have collaborated with colleges to initiate community development projects. These projects enable students to apply their knowledge and skills to address real societal challenges, fostering a sense of social responsibility. Students have been engaged in activities like healthcare camps, environmental conservation, and education outreach programs, all of which

contribute to their holistic development.

5. Cultural and Artistic Partnerships:

The institute has **partnered with St Xavier's Autonomous College**, Mumbai an institution of repute, rich with cultural, art galleries, and performing arts, skill building related amenities to promote capacity building, creativity, and cultural awareness among students. Through these MoUs, students have opportunities to participate in art exhibitions, musical performances, theater productions, and literary events, thereby nurturing their artistic and cultural sensibilities.

6. Sustainable Development :

For sustainable development and minimising the use of paper the college has entered into a MOU with **Think Monk EduTech Pvt Ltd.(TeachUs Intelligence App).** The use of this app has involved all the stakeholders and great extent reduced the use of paper.

7. Wellness of Mind and Body :

The institute offers its assistance to stakeholders not only in academic areas but also in ensuring their well-being. The institution was able to accomplish its stated goal thanks to an agreement with **Shree Sai Hospital** and the hiring of a qualified counselor.

8. Global Perspective :

By entering into an MoU with **Careersanta.com, Kenznow Caelum Consulting Pvt. Ltd.** the students benefit from career counseling on study abroad. Further assistance and guidance are also provided to students on the required formalities for studying abroad.

9. Competency Examinations :

The college and **SSB Institute** have signed a memorandum of understanding to teach students for several competency exams in an effort to help students clear such exams.

Distinctive Practice for Colleges:

Entering into MoUs for the holistic development of students is a distinctive practice that sets colleges apart in several ways:

1. Comprehensive Growth:

Such collaborations indicate a college's commitment to the comprehensive growth of its students. They provide a diverse range of experiences that enrich students' lives academically, culturally, socially, and professionally.

2. Enhanced Learning:

MoUs bring practical relevance to academic learning. Students benefit from exposure to real-world scenarios, hands-on experiences, and interactions with experts, which significantly enhance their understanding and skills.

3. Employability Advantage:

Colleges that establish industry partnerships often have an employability advantage. Graduates with practical experience and industry-relevant skills are more attractive to potential employers.

4. Research and Innovation Culture:

Through collaborations with research organizations, colleges promote a culture of research and innovation. Students are encouraged to explore beyond textbooks, fostering creativity and critical thinking.

5. Social Responsibility:

NGO partnerships underscore a college's commitment to social responsibility. This collaboration enables students to actively engage with society's challenges and work towards positive change.

6. Competitive Edge:

In a competitive educational landscape, colleges that offer diverse opportunities for holistic development stand out. They attract students seeking a well-rounded educational experience.

Conclusion:

MoUs cultivate holistic student development, bridging academia, industries, research, NGOs, and cultural institutions. Vital for adapting education to evolving needs, shaping future leaders, and promoting social responsibility.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

5. CONCLUSION

Additional Information :

The Internal Quality Assurance Cell (IQAC) has been proactive and dedicated in response to the recommendations for quality enhancement in the first cycle of NAAC assessment. The achievements highlighted showcase a comprehensive approach to improving various aspects of the college.

- **Research Promotion:**

The IQAC has made efforts to allocate a sufficient budget to promote research activities. This indicates a commitment to advancing knowledge and contributing to academic excellence.

- **Alumni Network Strengthening:**

By officially registering for the alumni association, the college aims to strengthen its ties with former students. This can lead to enhanced collaboration, mentorship opportunities, and support for current students in their academic and professional endeavors.

- **ICT Integration in Teaching-Learning Process:**

The conducted seminars and workshops for teachers on the rigorous use of Information and Communication Technology (ICT) highlight the commitment to modern teaching methodologies. This can lead to more effective learning experiences for students and better professional development for educators.

- **Diversification of Courses:**

Offering need-based and value-added courses in emerging areas reflects an adaptive approach to the changing demands of the job market. This ensures that students are equipped with relevant skills and knowledge.

- **Industry-Academia Collaboration:**

The establishment of Memorandums of Understanding (MoUs) between the college and industries signifies a proactive effort to bridge the gap between academia and industry. This collaboration can contribute to the holistic development of students and improve placement opportunities.

- **Sports and Cultural Engagement:**

Encouraging students to participate in national and international sports and cultural activities not only fosters a well-rounded educational experience but also contributes to the development of soft skills, teamwork, and leadership. Winning prizes at such events is a testament to the success of these initiatives.

Overall, these achievements reflect a commitment to holistic education, industry relevance, and the overall development of students. It's evident that the college is taking a multifaceted approach to quality enhancement and is actively addressing the recommendations made during the first cycle of NAAC assessment.

12-12-2023 06:28:03

Concluding Remarks :

Nirmala Memorial Foundation College of Commerce and Science stands as a beacon of educational excellence, exceeding benchmarks across various criteria. The institution's commitment to holistic education is evident through meticulous curriculum planning and delivery mechanisms, including a well-structured timetable, online and offline lectures, and regular assessments. The college's dedication to inclusivity is notable, with reserved seats for various categories, aligning with its status as a Gujarati minority trust. The student-to-teacher ratio, program outcomes, and course outcomes adhere to government norms, showcasing a student-centric approach.

Research and innovation thrive at the college, with a recognized Ph.D. research center, faculty publications, and grants. The emphasis on cross-cutting issues integrates social responsibility into the academic fabric, fostering responsible citizenship. The institution's infrastructure is modern and extensive, supporting a conducive learning environment with advanced facilities, IT integration, and effective maintenance systems.

Financial inclusivity is a priority, demonstrated through the free ship policy, financial aid, and placement support. The college's emphasis on skill development, life skills programs, and competitive exam preparation further enhances students' employability.

In alignment with the National Education Policy, the institution embraces innovation, technology, and interdisciplinary learning. The implementation of e-governance, faculty development programs, and performance appraisals reflects a commitment to continuous improvement. External collaborations, sponsorships, and effective use of grants highlight the college's resourcefulness.

The institution's commitment to gender equity is evident through gender audits, committees, and campus facilities. Environmental sustainability is a core principle, with energy-saving measures, e-waste management, and community engagement in environmental initiatives.

In conclusion, Nirmala Memorial Foundation College of Commerce and Science excels across diverse criteria, embodying a holistic educational approach. Its commitment to academic excellence, inclusivity, research, infrastructure, financial support, innovation, gender equity, and environmental sustainability positions it as a distinguished institution fostering well-rounded individuals ready for the challenges of the future. The institution's continuous efforts towards improvement underscore its commitment to quality education and holistic development.