



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

<b>1.Name of the Institution</b>	
	DECCAN EDUCATION SOCIETY'S CHINTAMANRAO INSTITUTE OF MANAGEMENT DEVELOPMENT AND RESEARCH SANGLI
• Name of the Head of the institution	Dr. Sweta Sanjog Metha
• Designation	Director (in-charge)
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	0233-2601040
• Mobile no	8149976689
• Registered e-mail	descimdr@gmail.com
• Alternate e-mail	director.cimdr@despune.org
• Address	P.O. Willingdon College, Vishrambag, Sangli
• City/Town	SANGLI
• State/UT	Maharashtra
• Pin Code	416416
<b>2.Institutional status</b>	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Semi-Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	Shivaji University, Kolhapur				
• Name of the IQAC Coordinator	Dr. Jyoti Deepak Joshi				
• Phone No.	0233-2601040				
• Alternate phone No.	09225340928				
• Mobile	9923206396				
• IQAC e-mail address	descimdr@gmail.com				
• Alternate Email address	director.cimdr@despune.org				
<b>3.Website address (Web link of the AQAR (Previous Academic Year)</b>	<a href="https://cimdr.ac.in/">https://cimdr.ac.in/</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://cimdr.ac.in/">https://cimdr.ac.in/</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.2	2019	08/02/2019	07/02/2024
<b>6.Date of Establishment of IQAC</b>			28/12/2016		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	Nil	Nil	Nil	Nil	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			Yes		
• Upload latest notification of formation of IQAC			<a href="#">View File</a>		

<b>9.No. of IQAC meetings held during the year</b>	<b>4</b>	
<ul style="list-style-type: none"> <li>• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	<b>Yes</b>	
<ul style="list-style-type: none"> <li>• If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded	
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	<b>No</b>	
<ul style="list-style-type: none"> <li>• If yes, mention the amount</li> </ul>		
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>		
Faculty Development Programme - One week Faculty Development Programme on Ethical Dimensions of Writing Research Paper		
Workshop on change in Syllabus for Agriculture Business Management		
Skill Enhancement programme for students - Online Communication & Employability Skills Training Program for 9 Days		
Training Programme: Workshop on Advanced Excel for teaching & non-teaching staff		
Outreach programme for undergraduate students: Workshop on Employment Mobility Skills ( Communications Skills, Computing skills, Financial Skills, Financial skills & Interview skills)		
<b>12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year</b>		

Plan of Action	Achievements/Outcomes
<p align="center"><b>Online Teaching, learning and CIE</b></p>	<p align="center">Successful implementation of Online Teaching and learning process with the help of Microsoft Teams. Continuous Internal Evaluation is conducted using ERP software and MS teams.</p>
<p align="center"><b>Online International Faculty Development Programme on</b></p>	<p align="center">30 teachers participated in this faculty development program. Participants could enrich themselves with hands on tools and techniques essential to write an effective research paper.</p>
<p align="center"><b>Online Skill Development Programs for students</b></p>	<p align="center">Skill development program for MBA students; aimed at improving employability skills of the youth.</p>
<p align="center"><b>Intercollegiate business plan/ Start -up "Pahel" event is designed to enhance entrepreneur eco-system at Institute level.</b></p>	<p align="center">The event helps in promoting innovative ecosystem and start up culture. 39 teams (340) students registered from various places. Three business ideas won the prizes.</p>
<p align="center"><b>Outreach programme for undergraduate students : Workshop on Employment Mobility Skills (Communication skills, Computing skills, Financial skills &amp; interveiw skills)</b></p>	<p align="center">Workshops on Employment Mobility Skills were organized by IQAC of CIMDR, Sangli in collaboration with IQAC's of five nearby grantable colleges. Around 300 students of different streams attended the online session.</p>
<p><b>13.Whether the AQAR was placed before statutory body?</b></p>	<p align="center"><b>Yes</b></p>
<ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>	
<p align="center">Name</p>	<p align="center">Date of meeting(s)</p>
<p align="center">College Development Committee</p>	<p align="center">07/07/2022</p>

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

Year	Date of Submission
2021	02/02/2022

**15. Multidisciplinary / interdisciplinary**

**16. Academic bank of credits (ABC):**

**17. Skill development:**

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

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

**20. Distance education/online education:**

**Extended Profile**

**1. Programme**

1.1	3
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

**2. Student**

2.1	181
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2	141
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	
<b>File Description</b>	<b>Documents</b>
Data Template	<a href="#">View File</a>
2.3	201
Number of outgoing/ final year students during the year	
<b>File Description</b>	<b>Documents</b>
Data Template	<a href="#">View File</a>
<b>3.Academic</b>	
3.1	9
Number of full time teachers during the year	
<b>File Description</b>	<b>Documents</b>
Data Template	No File Uploaded
3.2	12
Number of sanctioned posts during the year	
<b>File Description</b>	<b>Documents</b>
Data Template	<a href="#">View File</a>
<b>4.Institution</b>	
4.1	9
Total number of Classrooms and Seminar halls	
4.2	36.37
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	70
Total number of computers on campus for academic purposes	

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

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

DES CIMDR is affiliated to Shivaji University, Kolhapur; curriculum of all the courses; MBA, BBA, BCA are designed by the University.

Academic year 2020-2021 was unusual; hybrid mode of Online & Offline has been used for effective curriculum delivery.

Before commencement of the year, online meetings were held to for the planning purpose. The calendar was prepared after discussions with teachers of concerned department. A copy of academic calendar was issued to all teachers & students.

To ensure effective implementation of curriculum institute undertakes following measures:

Online Academic platform: Microsoft Team's platform used for completing the academic schedule and even to conduct the assignments, quiz and group activities.

Team's platform eased the sharing of notes and students could use recorded lectures for their reference.

Online Assessment & Evaluation: ERP software was used to assess and evaluate the students for Development UDC & internal exams.

Online Library: Online library services were also provided through Teams and ERP system. Links of Journals & magazines were shared among the students.

Book Bank facility: Students availed book bank facility as well which is provided in addition to library card. It's an added advantage for the students as they return these books after their exams.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	Nil

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

Academic calendar is designed considering the syllabus and university exam schedule. Continuous Internal Evaluation is carried out as per prescribed evaluation pattern of University, which is 60:20:20. Under this system internal credit comprises of 20 marks and university evaluation of 80 marks. The major parameters prescribed by the University internal evaluation are Practical assignments and Mid - test for every course in each semester.

In CIE process students obtain marks that comprises of 20% weightage. In case of Major project the internal marks weightage is 50%.

Mid Test: 10 marks

Practical Assignment 10 marks: Practical assignment given in syllabus (2.5 marks of each practical assignment). It is the discretion to respective faculty regarding nature of submission of practical assignment.

2. Additional evaluation criteria: Apart of university recommendation, institute conducts additional evaluation exercises depending on the nature and requirement of the subject. These exercises comprise of:

Quiz: MCQs based quiz is conducted in the class to test conceptual clarity about the subject.

Library exercise: This exercise comprises of reading subject related journal, newspaper and magazine articles and present it in the class.

Contribution in Mega Event: Internal evaluation and credits are also linked with their participation and contribution during these events. Students develop various management skills through these events.



**Group and class exercises:** Student's performance is evaluated based on different class activities such as case- studies, group discussion, mini- projects, seminars, and role play.

**Evaluation of Internal and Optional courses - Internal compulsory paper is evaluated with 4 credits of 100 marks. Optional paper with 2 credits of 50 marks.**

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

**1.1.3 - Teachers of the Institution participate in A. All of the above following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.**  
**Academic council/BoS of Affiliating University**  
**Setting of question papers for UG/PG programs**  
**Design and Development of Curriculum for Add on/ certificate/ Diploma Courses**  
**Assessment /evaluation process of the affiliating University**

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

## 1.2 - Academic Flexibility

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

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

3

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

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

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

3

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

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

104

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

## 1.3 - Curriculum Enrichment

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

DES- Chintamanrao Institute of Management Development and Research, Sangli CIMDR) is affiliated to Shivaji University, Kolhapur; curriculum of all the courses; MBA, BBA, BCA are designed by the University.

Some of the Programmes / Subjects focus on professional ethics,

human values, environment and sustainability.

Course

Subjects

Activities Integration of Crosscutting issues

MBA Indian Ethos & Management Concepts, Legal & Business Environment, Organizational Behaviour, Strategic & Change Management, Human Resource management, Constitution of India

- Case studies
- Reading Articles
- Self-assessment exercises
- Watching Video
- Group discussions
- Quiz

BBA Principles of Management, Fundamentals of Business law, Democracy, Elections & Good Governance, Environmental Science, Human Skills, Business Ethics,

- Reading Articles
- Self-assessment exercises
- Projects
- Group discussions
- Quiz

BCA

Principles of Management, Environmental science, Strategic Management etc.

- 
- Assignments
- Group discussions
- Quiz

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum not only through the Co-curricular activities but through some of the extra - curricular activities as well.

Teachers conduct the above mentioned various co-curricular activities whereas librarian shares the articles and conduct quiz on

special occasions such as Gandhi Jayanti, Constitutional Day etc.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	No File Uploaded

### 1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

6

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

### 1.3.3 - Number of students undertaking project work/field work/ internships

204

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

## 1.4 - Feedback System

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

**C. Any 2 of the above**

File Description	Documents
URL for stakeholder feedback report	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	No File Uploaded
Any additional information	<a href="#">View File</a>

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

**C. Feedback collected and analyzed**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	Nil

**TEACHING-LEARNING AND EVALUATION**

**2.1 - Student Enrollment and Profile**

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

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

**544**

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

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

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

181

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

## 2.2 - Catering to Student Diversity

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

Learning level of student varies subject - wise, every teacher assesses the students based on their class room participation and performance in the internal submissions.

Guidelines for identifying Advanced Learners (bright students):

- Advanced learners are identified based on the performance in University Examination of previous semester and internal examinations.
- Following Special activities are conducted for Advanced Learners:
  - i) Guiding for career planning.
  - ii) Communication & Employability Skills Training Program
  - iii) Discussion or seminar on the advanced topic
  - iii) Guiding the students for Competitive Examinations.

Guidelines for slow learner (Weak Students):

? The connotation of academically slow learner (Weak Students) means those who could not keep pace with the classroom teaching needs extra attention so as to bring such students at par with the rest of the students of the class.

? Slow learners are identified based on their performance in University Examination of previous semester and internal examinations.

**Measures taken for improving academic performance of these students**

(i) Individual academic counseling is done by concerned subject teacher.

(ii) Student helpdesk.

(iii) Initiatives taken for the improvement of weak students

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

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

Number of Students	Number of Teachers
544	9

File Description	Documents
Any additional information	No File Uploaded

**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

College provides an effective platform for students to develop latest skills, knowledge, attitude, values to shape their behavior in the correct manner. 1. **Experiential Learning:** The college imparts the following experiential learning practices to enhance creativity of the students -

- Add-on Courses
- Industrial Visits to engage them in experiential learning while visiting the organization.
- Certification Courses (Value Added Courses) by the market experts such as Share market course.

**2. Participatory Learning:**

- **Pahel-** This is organized every year by students in which Students from different colleges participate and learn from each other.
- **Seminar Presentation:** -Seminars which help students to overcome stage fear and develop oratory skill & technical skills.
- **Written Assignments:** - Written Assignments are required to be submitted by students and these need to be done individually by researching on the given topic to enhance confidence and develop writing skills.
- **Group Discussions** on latest issues are encouraged so that students can reflect and examine by inducing responses to the subject under discussion
  
- **3. Problem-solving methods:** For this, the college organizes expert lectures on various topics, motivates students to join MOOC courses, participates in various inter-college and intra-college and other competitions such as:
  - Regular Assignments based on problems
  - Mini Project development
  - Case studies Discussion
  - Class presentations
  - Debates
  - Participation in Inter college events

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

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

During the academic year 2020-21, there was shift in teaching learning process from offline to online. For this shift use of ICT tools was must, all teachers completed their syllabus using Microsoft Teams platform. Laptop, desktop, Cell phone were the tools used by teachers & students to connect with each other.

For effective teaching - learning Power point presentation was the major tool used by teachers. Teachers could upload these presentations in files/ notes which can be retrieved and referred by



students.

MS Teams has recording facility; students could refer the recorded lectures as per their convenient time.

MS Teams was explored fully for conducting Presentations, Group exercises and group discussions ; Assignments, Quiz and MCQs test was also conducted.

Submission and evaluation of assignments could also be done through MS Teams.

For offline teaching; as per requirement of subject, teachers use LCD projector to share their t Power Point presentation. Internet is also used by some of the teachers to share the latest updates in the respective areas or fields.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

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

#### 2.3.3.1 - Number of mentors

9

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

## 2.4 - Teacher Profile and Quality

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

9

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

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

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

2

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

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

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

90

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

**2.5 - Evaluation Process and Reforms**

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

Internal assessment is carried out considering the prescribed evaluation pattern of University, which is 80:20. Under this system

internal credit comprises of 20 marks and university evaluation of 80 marks. The major parameters prescribed by the University internal assessment are

- Practical assignments (Theory assignment, group exercise, group discussion, Seminar, mini project, case study etc.)and
- Mid - test for every course in each semester.

During the academic year 2020 - 21 Internal assignments were conducted and assessed online with the help of MS Teams platform.

Online assessment and reverting back to the student is comparatively easy. Students could see at their end the marks and remarks for improvement immediately.

Students could get their MCQs / Quiz score immediately after submission.

Teachers corrected the theory assignments and shared remarks for improvement.

Maintaining the record of internal assessment is very easy and which is shared with them timely.

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

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

Being university affiliated institute, CIMDR follows strictly the guidelines and rules issued by the Shivaji University while conducting internal exams.

As per University's exam schedule Mid- test and internals submissions are conducted. Respective subject teacher distributes the evaluated answer scripts to students, and any clarifications or grievances are addressed by them. In case of poor performance or those who fail in the exam are asked to rewrite the question paper.

The internal marks are displayed on the notice board. If any discrepancy like mistakes in question paper, mark allocation, correction is noticed by the students, the concerned teacher

resolves the discrepancy, and the necessary corrections are made. If a student is not satisfied with the marks awarded even after resolved by the teacher, then he may represent the same to the HOD concerned. All such representations are taken positively. Within a time bound the Internal Assessment marks are entered in the University web portal by the concerned non- teaching staff.

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

## 2.6 - Student Performance and Learning Outcomes

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

Chintamanrao Institute of Management Development & Research, Sangli (CIMDR) is affiliated to Shivaji University, Kolhapur. Being an affiliated institute, syllabus is framed by the university. Syllabus designing committee and board of studies members of the university define the course outcome which is mentioned in the syllabus.

Workshop on Change is syllabus is conducted for the concerned teachers in which course outcomes are communicated and discussed.

Further these course outcomes are displayed on website, teachers and students refer website for the syllabus.

During commencement of each semester, Orientation programme is conducted in which respective course coordinator of the course discusses the Course Outcomes with students.

Digital print of Course outcomes are also displayed in the respective course class rooms to make the students aware about it.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

CIMDR takes utmost care while measuring the level of attainment of COs POs, PSOs. Being an affiliated institute to Shivaji University, we follow the University format and direct method is used for Cos & POs mapping.

#### Course Attainment Levels:

- CO attainment is defined/set at three levels;
- The CO attainment is based on end term examination assessment and internal assessment;
- The Co attainment is defined at three levels in ascending order-

The following are the defined CO attainment level

- Level-1: 30% students scored more than class average
- Level-2: 40% students score more than class average;
- Level-3: 50% students score more than class average.
- The target level is set (e.g. Level-2)
- CO Attainment= 60% (Attainment level in theory end term examination) +20% (Attainment level MCQs of term end examination) + 20% (Attainment level in internal assessment).

#### Program attainment Level:

- The PO attainment is based on the average attainment level of corresponding courses of Direct Method
- The PO attainment levels are;
  - Level-1: Greater than 0.5 and less than 1.0 (0.5>1)-Poor
  - Level-2: 1.0>1.5-Average
  - Level-3: 1.5>2.0-Good
  - Level-4: 2.0>2.5-Very Good
  - Level-5: 2.5>3.0-Excellent

- The PO attainment target level is set/defined ( Level-4).
- PO Attainment = Average attainment level by direct method

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

### 2.6.3 - Pass percentage of Students during the year

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

201

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

### 2.7 - Student Satisfaction Survey

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

<http://cimdr.ac.in/assets/IQAC/STUDENT%20SATISFACTION%20SURVEY.pdf>

### RESEARCH, INNOVATIONS AND EXTENSION

#### 3.1 - Resource Mobilization for Research

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

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

0

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

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

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

2

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

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

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

0

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

## 3.2 - Innovation Ecosystem

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

**Trading Club:** Institute introduced a stock market training programme in February 2021. In this programme 35 MBA students were trained for

1 month in Fundamental and Technical analysis for investment in stock market. All the students were divided in 5 group comprising 7 students in each group. Each group opened a demat and initial fund of Rs.60,000 was divided in each group. Using these fund students traded in stock market for a period of 9 months and earned a return of 40% on investment. This activity not only trained the students how to earn money in a group but individually also students started earning good profit. This activity helped in placing 2 students in Northern Trust and 1 student in Morning Star.

"Pahel" for idea Generation -

Every year our institute organizes an intercollegiate event named 'PAHAL' which encourages students from different management institutes to present their business ideas. Through this event top 3 business ideas are selected and seed funding is offered by an incubator invited in the event. This event has helped percolate the importance of entrepreneurship among the students.

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

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

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

3

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

### 3.3 - Research Publications and Awards

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

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



1

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

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

4

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

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

4

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**

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

As a management institute we firmly believe that every student

should broaden their perspective towards every situation, circumstances, problems and obstacles that come across. For this, study of Hindu mythology and applying it to corporate situations is the best way to train MBA students for ideal solutions. Institute focuses on reading articles written by Dr. Devdutt Pattanaik who is a known historian, mythologist and an author. Through his articles like Palaki, Jugaad, Psychological Fortress, Felling the Great Tree etc. students get insight on dealing with people in any organization. Thus it has helped our MBA students in building a holistic approach towards any subject under discussion.

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

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

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

0

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

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

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

4

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

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

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

0

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	No File Uploaded

### 3.5 - Collaboration

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

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

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

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

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

5

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

**INFRASTRUCTURE AND LEARNING RESOURCES**

**4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

Infrastructure and physical facilities for teaching - learning as per the minimum specified requirement by statutory bodies are available.

**Infrastructure Facilities**

**Number**

**Class rooms**

9

**Laboratories**

2

**Seminar Halls**

3

**Classrooms with LCD facilities**

3

Classrooms with Wi-Fi/ LAN

9

Seminar halls with ICT facilities

3

Computers for academic purpose

70

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

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

Deccan Education Society's Sangli Campus has two Auditoriums and sports Grounds.

Gymkhana facilities are shared with Willingdon College and Chintamanrao College of Commerce on same campus.

This includes;

- Two play grounds
- Two pavilions
- Badminton court
- Tennis court
- Basket-ball ground
- Cricket ground etc.

Institute purchases sports material required for Zonal Tournaments as well as inter- collegiate sports event. For this budget is provided by institute. Sports equipment such as Cricket Kit, Badminton kit, carom board, foot- ball kit, volley ball etc. is

**purchased and maintained by the institute. Institute also provides sports uniform to players.**

File Description	Documents
Upload any additional information	<b>No File Uploaded</b>
Paste link for additional information	<b>Nil</b>

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

**3**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<b>Nil</b>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

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

**36,37,276**

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

## **4.2 - Library as a Learning Resource**

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

• Name of ILMS software: - Library Management (Cloud Library) Management System • Nature of automation (fully or partially) :- Fully • Version: - Release 2.03 • Year of Automation File Description:-Mar-2020 • Upload any additional information:- LIBMAN|CentralLibrary(mastersofterp.in) (U.Name:- library@cimdrbba.comPwd:- 6637) For BBA BCA Library (U.Name:- cimdrlibraraian Pwd :- Mh10c@9403) MBA Library • Paste link for Additional Information:- Library Webopac [https://libcloud.mastersofterp.in//OPACNEW?Library=Chintamanrao%20Institute%20of%20Management%20Development%20and%20Research\(MBA\)\(webopac\)](https://libcloud.mastersofterp.in//OPACNEW?Library=Chintamanrao%20Institute%20of%20Management%20Development%20and%20Research(MBA)(webopac))

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

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources** D. Any 1 of the above

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

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

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

106519

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

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

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

**1354**

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

**4.3 - IT Infrastructure**

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

CIMDR has 2 computer labs and there are in all 76 computers; as per requirement equipments are purchased, this year few additions are of Head phones and cameras.

Internet facility is provided through TATA lease line with 100MBPS speed. Wi - Fi facility is provided to students and staff, the device which is used for WiFi is TP - Link, double antenna. Students and staff access the Wi - Fi system through Firewall Log in & Password.

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

**4.3.2 - Number of Computers**

**76**



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

**4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS**

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

**4.4 - Maintenance of Campus Infrastructure**

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

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

**3093814**

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

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

**Computers:** The maintenance of these computers is done by the Hardware Engineer appointed by the Institute. Annual budget for repair is Rs. 40,000/- and for maintenance is Rs. 10,000/-

**Copier Machines:** The budgetary provision for annual maintenance is Rs. 5000/- Tonner is usually changed after 1000-1200 copies.

Printer - Toners of these printers are replaced as per the consumption.

CCTV :There are 32 CCTVs in the campus. The budgetary provision for annual maintenance is Rs. 5000/-

Repairs to buildings: Every year there is a provision of Rs. 25000 in the budget for minor repairs such as plumbing, bore-well, repairs to furniture and fittings etc.

Furniture and electric equipment:.. The work of maintenance and minor repairs is assigned to class 4 employees. Annual budget for minor repairs to furniture and electric equipment and dead stock is Rs.85000

Library: Proper care of the library is taken ensuring physical collection so as to maintain ease in accessibility and maintenanceAnnual budget of Rs. 150000 is allocated towards binding of books.

Gymkhana facilities are shared, the maintenance and cleaning work is assigned with class 4 employees of respective units. For this budget of Rs. 40000 is provided by institute.

Institute has licensed copies of application software, Institute spends Rs.100000 on software up-gradation.

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

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

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

109

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<b>No File Uploaded</b>
Upload any additional information	<b>No File Uploaded</b>
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

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

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

00

File Description	Documents
Upload any additional information	<b>No File Uploaded</b>
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<a href="#">View File</a>

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

**A. All of the above**

File Description	Documents
Link to Institutional website	<b>Nil</b>
Any additional information	<b>No File Uploaded</b>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

772

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

772

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

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

**A. All of the above**

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

**5.2 - Student Progression**

**5.2.1 - Number of placement of outgoing students during the year**

**5.2.1.1 - Number of outgoing students placed during the year**

41

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	<a href="#">View File</a>

### 5.2.2 - Number of students progressing to higher education during the year

#### 5.2.2.1 - Number of outgoing student progression to higher education

49

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	<a href="#">View File</a>

### 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

#### 5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

3

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

### 5.3 - Student Participation and Activities

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

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

0

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

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

The college has constituted various committees and student representatives are appointed in the same committees to carry out various academic and administrative activities. Institute formed Deccan club for this year. The Deccan club members act as a communication network among the classes. Dissemination of information and activities can be effectively done through the club. The club acts as operational level support system. There are various designations of committee such as president, vice-president, secretary, finance, coordinator & members. There are various committees such as Training placement, Industrial visit, event, sports, cultural, alumni committee etc. They organize various activities under Deccan club.

List of members of Deccan Club 2020 - 21

1.

Balaji Bhosale

President

2.

Parth Kansagara

Vice-President

3.

Shreevardhan Isarana

Secretary

4.

Vishwanath Patil

Finance

5.

Prathmesh Gharane

BBA Co-ordinator

6.

Avantika Sanagale

BCA Co-ordinator

7.

Pooja Sharma

Class representative

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

### 5.3.3 - Number of sports and cultural events/competitions in which students of the Institution

participated during the year (organized by the institution/other institutions)

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

0

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

## 5.4 - Alumni Engagement

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

**Alumni Association:** CIMDR, Sangli is one of the oldest management institutes under Shivaji University, Kolhapur. The MBA course commenced in 1984 and by 2018, 32 batches have passed out. We have alumni network within and outside India. Students of this institute are working with reputed companies at respectable position.

CIMDR has registered alumni association under Maharashtra Public Trust Registration Act, 1860 with registration number Maharashtra/211/2018.

Alumni-Meet is organized each year since 2001. It was customary that alumni visited institute during 15th August and 26th January till 2012. During their visit on republic day and Independence Day alumni would interact with existing students and extend their help to students. Alumni extend their help in following areas:

Condolence Meet: 20 June 2021, Sunday

CIMDR alumni association conducted a virtual condolence meet on 20th June 2021 for sad demise of Shri. Talwar. Shri Talwar was associated with the institute for more than 20 years and hence his sad demise due to COVID19 made all alumni to join for a condolence meet



virtually. Alumni discussed about their experience with Shri. Talwar and through discussion it was concluded to raise a funds as a token of love and share it with the kin of his family. Around 30 alumni contributed between Rs. 100 to Rs.500 for this purpose. Through this activity Rs.5600 was raised.

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

**5.4.2 - Alumni contribution during the year E. <1Lakhs (INR in Lakhs)**

File Description	Documents
Upload any additional information	No File Uploaded

**GOVERNANCE, LEADERSHIP AND MANAGEMENT**

**6.1 - Institutional Vision and Leadership**

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

**Elements of Mission:**

**M1: Development Process:** Covid 19 Pandemic created inimitable situation for executing planned actions. Institute was quick to adapt to these changes. Online FDP, workshop, courses, and faculty exchange activity were conducted in parlance with this element of mission.

**M2: Modern Management Education:**

University has a policy of revising syllabus after every three years. Three faculties were members of syllabus framing committee. Two faculty members developed syllabus for add-on courses.

**M3: Ethics:**

Pandemic situation resulted into financial challenges and cash flow crunch. Society called meeting of all the heads and discussed about cost prudence strategy. It was decided to curtail administrative

cost but categorically mentioned that salaries of teaching and non-teaching staff will not be disturbed.

**M4: Individual Development**

One of the faculty members registered for PhD; one faculty member progressed to second year of MA psychology from IGNOU.

**M6: Social Development**

This year faculty members conducted online sessions for enhancing employability skills among UG students of some of the regional colleges. Faculty members worked as resource persons under CMEGP

**M7: Other Beneficiaries.**

CIMDR conducted online share trading course for general public at subsidized rate.

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

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

According to the guidelines prescribe by the society; monthly CDC meetings are conducted to discuss various academic and administrative matters. There is a proper representation of teaching and non-teaching staff in the committee. CDC is conducted on democratic principles and members are given opportunity to express their opinion and actively participate in the proceedings of the meeting.

During these meetings it was decided to share resources and expertise with other DES units in Sangli Campus. Accordingly, three lab assistants extended their expertise in website development to Agriculture college, school and Arts, Commerce and Science college situated in this campus. Similarly IT development and maintenance related activities were monitored and coordinated by IT staff. Staff members participated in green- campus development initiatives during this period. Letter of appreciation were given to these members as a token of recognition for their participation in collaborative

activities. Teaching staff conducted online and offline training sessions for teachers in order to acquaint them with online teaching learning pedagogy.

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

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

**Industry- Institute Interaction:** strengthening relationship with local industries for mutual growth is one of the core institutional strategic plans. In line with this Institute could successfully conduct the following activities:

- 1. I2I Summit:** Industry - Institute summit was organized to strengthen relations with some of the industrialist. Resource persons from DIC and SIDBI were invited to share information about government support system at the same time Institute gave presentation about need for industry-institute tie-ups.
- 2. Signing MOU:** During this period MOUs were signed with different industries with an objective of collaborative research, summer internship, consultancy projects etc.
- 3. Professional Membership:** Two of the faculties are members of advisory cell of Maharashtra Centre for entrepreneurship Development (MCED) through District Industries Center (DIC), Sangli
- 4. Final Placement:** Industrial tie-ups resulted into absorption of some of the students in these industries for final placement.

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

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

Human resources policies of the institute can be bifurcated into two categories, viz. teaching staff and non-teaching staff:

Teaching staff: Policies related to selection procedure, appointment and service rules, are followed as per guidelines provided by university and or AICTE norms. Selection of permanent staff is done through university selection committee and selection of CHB and ad hoc faculty is done through Local Selection committee formed by the society. Other service related rules are decided by society on the basis of guidelines provided by University.

Non-teaching staff: state government staffing pattern guidelines are followed for filling various posts. Selection and appointment process is done by the committee appointed by the Secretary, Deccan Education Society.

Organogram of the Institute: Director is head of the institute. Academic and administrative decisions are taken in consultation with IQAC and CDC commission. Director is reporting head for academic, administrative and library department. Student related activities are channelized through student council, 'Deccan Club'. Administrative department comprises of admission cell and accounts department.

Head of the Department (Course Coordinator), is responsible for entire administrating academic advancement of the department. Each class is taken care by class-teacher (Class in- charge) who is assisted by Student Class Representative.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	No File Uploaded

**6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination**

**A. All of the above**

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

### 6.3 - Faculty Empowerment Strategies

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

Institute provides two major welfare measures to its staff. Following are the outcome of these welfare measures.

1. Group Medi claim Policy: Under this measure, society paid group premium of Rs. 1,01,166 (FY 2020-21) to cover staff medical expenses. In the year under consideration, three staff members benefited from this scheme. One of the class 4 staff members received claim of Rs.21,000 against covid hospitalization charges, as well as one teaching staff received Rs. 49,000 claim for Covid treatment.

2. University Welfare Fund: Institute pays premium of Rs. 25 per student, Rs. 100 per non-teaching staff and Rs.200 per teaching staff in 'University's Student, Parent, and teaching and non-teaching welfare fund'. Under this scheme university covers claim of deceased parent, student and staff due to covid. Under this scheme family member of one of the deceased staff who expired due to Covid received claim of Rs.1,50,000 through this welfare fund.

3. Membership of Credit Society: All Staff members of Deccan Education society are members of 'DES Willingdon Mahavidaylay Sevak Sahakari Pathsanstha' Co-operative Credit society. Staff members avail loan facility at subsidized interest rate. Three staff members have availed this facility and taken loan worth Rs. 2,04,000 at the rate of 8.5%. The loan amount of Rs.2,17,800 was waived for the deceased staff member of the institute.

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

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

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

9

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

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

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

5

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

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

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

4

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

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

Deccan Education Society is known for its governance on democratic principles. Management at all levels comprises representation of teaching and non-teaching staff. Performance Appraisal system was followed by CIMDR even before applying for NAAC accreditation process. The contents of this proforma were designed by Director in consultation with senior faculty members. Eventually, changes were introduced in this format and the present day performance appraisal system is based on the guidelines provided by AICTE and NAAC. Performance of teaching staff is evaluated on following parameters:

1. Section 1- Teaching learning and evaluation: it consists of Performance in engaging lectures, performance in engaging practicals, Students' attendance, Performance in university examination, comparison between planner and implementation, student guidance and counseling etc.

2. Section 2- Co-curricular, extension activities and professional development: this section comprises of parameters such as Industrial visits, Training for self- development, Research and Consultancy, Publication, Role in administrative and examination work. Member in professional organization, I2I and consultancy.

Appraisal system for non- teaching staff is done at three levels:

1. Self-Appraisal: it comprises of questions like objective set for the year, any extra-ordinary contribution, and basic profile
2. Appraisal by administrative head: it included 20 questions related to behavioural parameters, state of health, integrity and character etc

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

#### 6.4 - Financial Management and Resource Mobilization

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

Institute's finance department is integrated with the local and central finance department of Deccan Education Society. Institute adapts following procedure for internal audit:

1. Annual Budget is prepared and presented before local body and central budget committee. Budget is finalized after incorporating changes suggested by the committee members.
2. All the bank and cash related transactions are jointly signed by the head of the unit and one of the council members of local board.
3. Monthly financial information is presented to council members during CDC meetings
4. Cash-book, Vouchers and other accounting documents are checked and audited by finance department of Sangli Office of Deccan Education Society. For external audit annual financial statement is checked and certified by Society Appointed Audit Company, Ghokale, Tanksale, Ghatpande Chartered Accountants.



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

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

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

26,106,664

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

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

This was the challenging year for all the stakeholders of this system. Mobilization of resources both human and financial required a fresh approach. Following efforts were taken to mobilize resources:

**Human Resource:** Work from Home was a new norm for all the staff members of the institute. Teaching staff switched to on-line academic activities which included online curricular and co-curricular activities. On-line library service was provided by the library department which included on-line study material, on-line journals and magazine circulation, on-line project assistance etc. Library also helped in preparing digital archives of placement brochure and college magazine. Non-teaching staff was assigned with digitalization of various administrative task such as preparing soft copy of general register, file management, and archive of events organized so far. Institute website was revamped and redesigned by administrative department. Some of the staff was utilized for coordinating common DES campus related activates such as website development, ERP support and IT support to other units of Deccan

Education Society, Sangli Campus.

Mobilization of funds: cash inflow was the major challenge faced during pandemic situation. Available funds were allotted largely towards salaried expenses. Funds for Non-Salaried expenses included changes in Infrastructural arrangements, providing for health and hygiene as per covid guidelines, sanitization of premises etc. facilities for on-line teaching were made available during this period. Due to cost- prudence policy adapted by central office of DES, it was decided to curtail most of the administrative and non-salary expenditure.

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

## 6.5 - Internal Quality Assurance System

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

**Student's Managed Investment Club:** : The seed fund for this club was provided by alumni in order to promote investment habit among management students using technical and fundamental analysis. Accordingly, 35 students were provided funds along with training of technical and fundamental analysis. The funds were invested in the market with an average return of 40% at the end of the 9 months. The funds earned by these students will be passed to next batch of students. This club will function on year on year basis.

**'Online International FDP on Research Methodology-Scientific Approach Towards Paper Writing':** IQAC organized an international FDP with resource persons invited from Australia and Muscat. 31 academicians participated in this program in which topics such as, 'Techniques of Writing Effective Research Paper Based on Literature Review & Collaboration for Research & Industry'; 'Use of SPSS for Data Analysis'; 'Getting Started with Online Endnotes Referencing Software & Review of Literature' etc. were covered. In-house faculty members as well as participants from other institutes got a perspective of research activities undertaken in some of the leading international institutions.

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

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

Online line teaching learning process called for digital transformation of entire system. Institute was quick in adapting these systems. Appropriate use of social media and Learning Management System was used to minimize the loss of conventional teaching learning methodology.

1. Use of MS Teams as LMS: Society purchased license of MS teams in order to facilitate teaching- learning process during lock-down phase. Various tools of MS teams were explored by the faculty members to make learning process effective. Session scheduling, Student's attendance, presentations, use of white board, sharing study material, assignments, case studies etc. was done using this platform. Various co-curricular activities such as seminars, group activities, guest sessions, alumni interactions were executed through this platform. Faculty exchange scheme was implemented in which faculty members of CIMDR covered course of DES - NMITD, Mumbai and DES- IMDR Pune. Similarly, faculty members from DES NMITD made available for the course named Business Intelligence and Analytics.

2. Use of ERP system for Internal and university evaluation: Master Soft ERP system was used to streamline internal evaluation system. Descriptive and objective questions were designed to evaluate internal performance. Due to changed evaluation policy, university examinations were conducted at institute level using ERP examination module. Teaching and non-teaching staff was provided training for executing online evaluation process.

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

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

**C. Any 2 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 - Institutional Values and Social Responsibilities

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

Gender equity is one of the important aspects in the personal and professional life. CIMDR understand the importance of gender equity sensitisation among the students. CIMDR has always promoted gender balance in the various activity conducted at the institute.

From last five-year CIMDR has formed Deccan club for the student development in management and execution of various activities. It is a body of students form after the election process. Out if last five year the two-time president of the club was girl.

To promote gender sensitization different activities are carries out on regular basis such as case study dedicated to the gender equity, celebration of women empowerment etc.

Student present power point on the renewed women in the field of management and the technology. It helps student to understand the change in the outlook of society towards the women and her presence.

1) Skit: Skit performance at the Independence and Republic Day to promote the woman

2) achievement.

3) Case study: case study such as Gulabi gang help to understand the different laws for women protection and the way illiterate women fight for the rights.

4) Celebration of woman achievement with the help of posters and presentations: This helps to understand the increasing presence of woman in corporate world.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

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

**D. Any 1 of the above**

File Description	Documents
Geo tagged Photographs	No File Uploaded
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

- Solid waste management
- Liquid waste management

- Biomedical waste management
- E-waste management
- Waste recycling system
- Hazardous chemicals and radioactive waste management

As it is management institute the functioning add negligible burden on environment. students and Staff at our institute arranged different programme to sensitize students and to reduce the generation of wastes. Waste management is considered as challenge pose because of the life style and for country like us with the population.

1. Solid Waste: Solid waste is formed through paper, glass, food residue and packaging material, metals, leather, cardboard etc. the waste is collected through the proper gradation from within the classrooms and the campus. After collecting waste, it is thrown in the municipality vehicle. We discourage the use of plastic in the campus.

2. Liquid Waste: Liquid Waste is generated in our college by Sewage Waste: The system of underground soak pit is used to manage the sewerage waste. As we have eco-friendly campus, we make sure that waste of water is utilised properly.

3. E-waste management: Electronic Scrap is from the component's such as Computer parts mainly and electrical device are sometimes reparable for use or appropriately disposed as per the central policy of the organisation.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	<a href="#">View File</a>

**7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks** C. Any 2 of the above

**and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**7.1.5 - Green campus initiatives include**

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

**B. Any 3 of the above**

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

File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	<a href="#">View File</a>

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

**7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities**

**D. Any 1 of the above**

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

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

**C. Any 2 of the above**

**5.**

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

**CIMDR is part of Deccan Education society. It was established by the freedom fighter and thinkers like Agarkar and Tilak. The culture of DES is accommodative and have always promoted the values of constitution.**



- **Cultural:** Institute promote multicultural approach among the students with the help of various activities in the institute. The different festivals are celebrated without cultural bias. The celebration of festivals helps to bring the best part of every culture
- **Regional:** Ideology of the region located the institute is promoted. Shivaji Maharaj Jayanti, Lokmanya tilak Jayanti are celebrated and the regional values are promoted.
- **Linguistic:** Marathi is local language of this region, to promote the language The Marathi Bhasha Din is celebrated. The quiz and elocution competition are conducted. Book review activity is another one.
- **Communal and Socio-Economic Diversity:** The institute is located at the district place but the area is surrounded by the agricultural dominance as a social responsibility institute conduct activities to reach the economical backward section of the society. Students are promoted to be active part of the social activities.

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

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

Constitutional Values and obligation are promoted by the institute with the help of different activities. Today's students are supposed to be the responsible citizen of India. Constitutional understanding is important to know the right provided by constitution and the duties of responsible citizen.

Values promotion: Anniversaries such as Gandhiji, Ambedkar, Phule, Shahu Maraj are celebrated by conducting completion among the students, lecture of experts are arranged to understand the importance of values

Guest Lecture: Guest lecture of prominent personalities are arranged to decimate the importance of rights, duties and responsibilities. Guest lecture from lawyers, retired judge are arranged to get the insights of the constitutional rights and duties.

Voters Day Celebration: Vote is fundamental right and basic duty of every citizen in India Voters day is celebrated to generate awareness among the youth.

Constitutional Day: The preamble constitution is read by student and teacher. The preamble helps to sensitize students about the equality, right and responsibilities of each citizen. It is remarked as the sensitization of people towards the freedom as fundamental right.

None of us can underestimate the importance of constitution in building of multicultural state like India. It helps us to hold together the bouquet called India with different religion caste, creed etc.

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

**7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff** C. Any 2 of the above

**4. Annual awareness programmes on Code of Conduct are organized**

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

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

Education is beyond the books the motive of education is nothing but to have responsible citizen with moral and ethical values. commemorative days, events and festivals are one of the ways through which the different values are promoted

Following are different days and festivals are celebrated through the deccan Club, through the deccan club the various days are celebrated.

1) Independence Day: Independence Day is celebrated every year and

the various activities are celebrated to promote the constitutional values among the students.

2) Republic Day: On Republic Day the students present the skits and multicultural activities are promoted.

3) Gandhi Jayanti: Gandhi Jayanti is celebrated every year on 3rd October, the activities conducted are quiz competition, elocution and poster presentation.

4) Swami Vivekanand Jayanti: On the Vivekananda Jayanti the speaker is invites to promotes the thought of Vivekanand

5) Yoga Day: Yoga Day was celebrated by the institute by inviting the yoga practitioner. Yoga is promoted among the student to remain healthy.

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

## 7.2 - Best Practices

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

1. Title: PAHAL-An Intercollegiate Idea generation competition.

### Objectives;

1. To promote ecosystem of innovation & entrepreneurship development.
2. To build start up culture.
3. To provide access of Incubators & venture funding to students.
4. To help students from other colleges and institute to get a platform for Idea presentation.
5. To Improve employability of students from traditional course

The Context: Location has been major challenge for the implementation.

**Finance:** PAHAL is self-funding event. Funds are raised by students from market

**The Practice:** For the event work is done on the three major areas: Incubator , Venture Capital , Expert judges

**Evidence of Success:** In the first year 2017 we had 15 ideas and 45 participants where in the 2018 no if ideas increased up to 50 and participants were 115.

**Problems Encountered and Resources Required :** Incubator, Venture capitalist & Student Idea Gap, Pandemic has posed the unique challenge in front of all the stakeholders

**2. Title:** Kausalya - Initiation of Skill development

The importance of skill is proven over the period of time. It is important to enhance skillset of students to improve the eligibility and employability of students.

**Objectives;**

- To Enhance Skills of Students
- To improve employability skills
- To improve self-belief among students
- To prepare for market.

File Description	Documents
Best practices in the Institutional website	<a href="http://cimdr.ac.in/assets/IQAC/Best%20Practices-2021.pdf">http://cimdr.ac.in/assets/IQAC/Best%20Practices-2021.pdf</a>
Any other relevant information	Nil

### 7.3 - Institutional Distinctiveness

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

**Consultancy:**

Consultancy to Industries is one of the distinguishing areas of our institute. CIMDR is a pioneer institute in the management under the

Shivaji university. CIMDR Known for the university rankers and the academic records we as institute believes that management education cannot be imparted in isolation hence industrial interaction plays role of catalyst in delivering the management education in the classrooms. CIMDR have nurture the culture of consultancy in the last two decades. From last three year it has establish strong foot hold among the industrialist in Sangli and surrounding area.

**Features of Consultancy:**

1. Exposure to the faculties helps in enriching classroom teaching and research.
2. Participation of students in delivering the consultancy projects.
3. Monetary benefits to the students
4. Budget is prepared and implemented by Faculty. 70:30 formula is implemented by the management where in 70 % is given to faculty & 30 % is to the institutes for the resources used during the consultancy.
5. Involvement of industrialist in the effective delivery of curriculum.

As a part of the consultancy promotion two faculty members are the part of Special advisory cell set up by the District Industries Center.

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

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

DES CIMDR is affiliated to Shivaji University, Kolhapur; curriculum of all the courses; MBA, BBA, BCA are designed by the University.

Academic year 2020-2021 was unusual; hybrid mode of Online & Offline has been used for effective curriculum delivery.

Before commencement of the year, online meetings were held to for the planning purpose. The calendar was prepared after discussions with teachers of concerned department. A copy of academic calendar was issued to all teachers & students.

To ensure effective implementation of curriculum institute undertakes following measures:

Online Academic platform: Microsoft Team's platform used for completing the academic schedule and even to conduct the assignments, quiz and group activities.

Team's platform eased the sharing of notes and students could use recorded lectures for their reference.

Online Assessment & Evaluation: ERP software was used to assess and evaluate the students for Development UDC & internal exams.

Online Library: Online library services were also provided through Teams and ERP system. Links of Journals & magazines were shared among the students.

Book Bank facility: Students availed book bank facility as well which is provided in addition to library card. It's an added advantage for the students as they return these books after their exams.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	Nil

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

Academic calendar is designed considering the syllabus and university exam schedule. Continuous Internal Evaluation is carried out as per prescribed evaluation pattern of University, which is 60:20:20. Under this system internal credit comprises of 20 marks and university evaluation of 80 marks. The major parameters prescribed by the University internal evaluation are Practical assignments and Mid - test for every course in each semester.

In CIE process students obtain marks that comprises of 20% weightage. In case of Major project the internal marks weightage is 50%.

Mid Test: 10 marks

Practical Assignment 10 marks: Practical assignment given in syllabus (2.5 marks of each practical assignment). It is the discretion to respective faculty regarding nature of submission of practical assignment.

2. Additional evaluation criteria: Apart of university recommendation, institute conducts additional evaluation exercises depending on the nature and requirement of the subject. These exercises comprise of:

Quiz: MCQs based quiz is conducted in the class to test conceptual clarity about the subject.

Library exercise: This exercise comprises of reading subject related journal, newspaper and magazine articles and present it in the class.

Contribution in Mega Event: Internal evaluation and credits are also linked with their participation and contribution during these events. Students develop various management skills through these events.



**Group and class exercises:** Student's performance is evaluated based on different class activities such as case- studies, group discussion, mini- projects, seminars, and role play.

**Evaluation of Internal and Optional courses - Internal compulsory paper is evaluated with 4 credits of 100 marks. Optional paper with 2 credits of 50 marks.**

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University**

**A. All of the above**

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

## **1.2 - Academic Flexibility**

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

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

**3**

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

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

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

3

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

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

104

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

**1.3 - Curriculum Enrichment**

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

DES- Chintamanrao Institute of Management Development and Research, Sangli CIMDR) is affiliated to Shivaji University, Kolhapur; curriculum of all the courses; MBA, BBA, BCA are designed by the University.

Some of the Programmes / Subjects focus on professional ethics,

human values, environment and sustainability.

Course

Subjects

Activities Integration of Crosscutting issues

MBA Indian Ethos & Management Concepts, Legal & Business Environment, Organizational Behaviour, Strategic & Change Management, Human Resource management, Constitution of India

- Case studies
- Reading Articles
- Self-assessment exercises
- Watching Video
- Group discussions
- Quiz

BBA Principles of Management, Fundamentals of Business law, Democracy, Elections & Good Governance, Environmental Science, Human Skills, Business Ethics,

- Reading Articles
- Self-assessment exercises
- Projects
- Group discussions
- Quiz

BCA

Principles of Management, Environmental science, Strategic Management etc.

- 
- Assignments
- Group discussions
- Quiz

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum not only through the Co-curricular activities but through some of the extra - curricular activities as well.

Teachers conduct the above mentioned various co-curricular

activities whereas librarian shares the articles and conduct quiz on special occasions such as Gandhi Jayanti, Constitutional Day etc.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	No File Uploaded

**1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year**

6

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

**1.3.3 - Number of students undertaking project work/field work/ internships**

204

File Description	Documents
Any additional information	<b>No File Uploaded</b>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

#### 1.4 - Feedback System

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

**C. Any 2 of the above**

File Description	Documents
URL for stakeholder feedback report	<b>Nil</b>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<b>No File Uploaded</b>
Any additional information	<a href="#">View File</a>

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

**C. Feedback collected and analyzed**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<b>Nil</b>

#### TEACHING-LEARNING AND EVALUATION

##### 2.1 - Student Enrollment and Profile

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

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

**544**

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

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

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

181

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

**2.2 - Catering to Student Diversity**

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

Learning level of student varies subject - wise, every teacher assesses the students based on their class room participation and performance in the internal submissions.

**Guidelines for identifying Advanced Learners (bright students):**

- Advanced learners are identified based on the performance in University Examination of previous semester and internal examinations.
- Following Special activities are conducted for Advanced Learners:
  - i) Guiding for career planning.
  - ii) Communication & Employability Skills Training Program
  - iii) Discussion or seminar on the advanced topic
  - iii) Guiding the students for Competitive Examinations.

**Guidelines for slow learner (Weak Students):**

? The connotation of academically slow learner (Weak Students) means those who could not keep pace with the classroom teaching needs extra attention so as to bring such students at par with the rest of the students of the class.

? Slow learners are identified based on their performance in University Examination of previous semester and internal examinations.

Measures taken for improving academic performance of these students

(i) Individual academic counseling is done by concerned subject teacher.

(ii) Student helpdesk.

(iii) Initiatives taken for the improvement of weak students

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

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

Number of Students	Number of Teachers
544	9

File Description	Documents
Any additional information	No File Uploaded

**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

College provides an effective platform for students to develop latest skills, knowledge, attitude, values to shape their behavior in the correct manner. 1. Experiential Learning: The college imparts the following experiential learning practices to enhance creativity of the students -

- Add-on Courses
- Industrial Visits to engage them in experiential learning while visiting the organization.
- Certification Courses (Value Added Courses) by the market experts such as Share market course.

## 2. Participatory Learning:

- Pahal- This is organized every year by students in which Students from different colleges participate and learn from each other.
  - Seminar Presentation: -Seminars which help students to overcome stage fear and develop oratory skill & technical skills.
  - Written Assignments: - Written Assignments are required to be submitted by students and these need to be done individually by researching on the given topic to enhance confidence and develop writing skills.
  - Group Discussions on latest issues are encouraged so that students can reflect and examine by inducing responses to the subject under discussion
3. Problem-solving methods: For this, the college organizes expert lectures on various topics, motivates students to join MOOC courses, participates in various inter-college and intra-college and other competitions such as:
- Regular Assignments based on problems
  - Mini Project development
  - Case studies Discussion
  - Class presentations
  - Debates
  - Participation in Inter college events



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

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

During the academic year 2020-21, there was shift in teaching learning process from offline to online. For this shift use of ICT tools was must, all teachers completed their syllabus using Microsoft Teams platform. Laptop, desktop, Cell phone were the tools used by teachers & students to connect with each other.

For effective teaching - learning Power point presentation was the major tool used by teachers. Teachers could upload these presentations in files/ notes which can be retrieved and referred by students.

MS Teams has recording facility; students could refer the recorded lectures as per their convenient time.

MS Teams was explored fully for conducting Presentations, Group exercises and group discussions ; Assignments, Quiz and MCQs test was also conducted.

Submission and evaluation of assignments could also be done through MS Teams.

For offline teaching; as per requirement of subject, teachers use LCD projector to share their t Power Point presentation. Internet is also used by some of the teachers to share the latest updates in the respective areas or fields.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

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

completed academic year )

**2.3.3.1 - Number of mentors**

9

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

**2.4 - Teacher Profile and Quality**

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

9

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

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

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

2

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

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

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

90

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

**2.5 - Evaluation Process and Reforms**

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

Internal assessment is carried out considering the prescribed evaluation pattern of University, which is 80:20. Under this system internal credit comprises of 20 marks and university evaluation of 80 marks. The major parameters prescribed by the University internal assessment are

- Practical assignments (Theory assignment, group exercise, group discussion, Seminar, mini project, case study etc.)and
- Mid - test for every course in each semester.

During the academic year 2020 - 21 Internal assignments were conducted and assessed online with the help of MS Teams platform.

Online assessment and reverting back to the student is comparatively easy. Students could see at their end the marks and remarks for improvement immediately.

Students could get their MCQs / Quiz score immediately after submission.

Teachers corrected the theory assignments and shared remarks for improvement.

Maintaining the record of internal assessment is very easy and which is shared with them timely.

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

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

Being university affiliated institute, CIMDR follows strictly the guidelines and rules issued by the Shivaji University while conducting internal exams.

As per University's exam schedule Mid- test and internals submissions are conducted. Respective subject teacher distributes the evaluated answer scripts to students, and any clarifications or grievances are addressed by them. In case of poor performance or those who fail in the exam are asked to rewrite the question paper.

The internal marks are displayed on the notice board. If any discrepancy like mistakes in question paper, mark allocation, correction is noticed by the students, the concerned teacher resolves the discrepancy, and the necessary corrections are made. If a student is not satisfied with the marks awarded even after resolved by the teacher, then he may represent the same to the HOD concerned. All such representations are taken positively. Within a time bound the Internal Assessment marks are entered in the University web portal by the concerned non- teaching staff.

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

## 2.6 - Student Performance and Learning Outcomes

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

Chintamanrao Institute of Management Development & Research, Sangli (CIMDR) is affiliated to Shivaji University, Kolhapur. Being an affiliated institute, syllabus is framed by the university. Syllabus designing committee and board of studies

members of the university define the course outcome which is mentioned in the syllabus.

Workshop on Change is syllabus is conducted for the concerned teachers in which course outcomes are communicated and discussed.

Further these course outcomes are displayed on website, teachers and students refer website for the syllabus.

During commencement of each semester, Orientation programme is conducted in which respective course coordinator of the course discusses the Course Outcomes with students.

Digital print of Course outcomes are also displayed in the respective course class rooms to make the students aware about it.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

CIMDR takes utmost care while measuring the level of attainment of COs POs, PSOs. Being an affiliated institute to Shivaji University, we follow the University format and direct method is used for Cos & POs mapping.

Course Attainment Levels:

- CO attainment is defined/set at three levels;
- The CO attainment is based on end term examination assessment and internal assessment;
- The Co attainment is defined at three levels in ascending order-

The following are the defined CO attainment level

- Level-1: 30% students scored more than class average
- Level-2: 40% students score more than class average;
- Level-3: 50% students score more than class average.

- The target level is set (e.g. Level-2)
- CO Attainment= 60% (Attainment level in theory end term examination) +20% (Attainment level MCQs of term end examination) + 20% (Attainment level in internal assessment).

**Program attainment Level:**

- The PO attainment is based on the average attainment level of corresponding courses of Direct Method
- The PO attainment levels are;
  - Level-1: Greater than 0.5 and less than 1.0 (0.5>1)-Poor
  - Level-2:1.0>1.5-Average
  - Level-3:1.5>2.0-Good
  - Level-4: 2.0>2.5-VeryGood
  - Level-5: 2.5>3.0-Excellent
- The PO attainment target level is set/defined ( Level-4).
- PO Attainment = Average attainment level by direct method

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

**2.6.3 - Pass percentage of Students during the year**

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

201

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

**2.7 - Student Satisfaction Survey**

<b>2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)</b>	
<a href="http://cimdr.ac.in/assets/IQAC/STUDENT%20SATISFACTION%20SURVEY.pdf">http://cimdr.ac.in/assets/IQAC/STUDENT%20SATISFACTION%20SURVEY.pdf</a>	
<b>RESEARCH, INNOVATIONS AND EXTENSION</b>	
<b>3.1 - Resource Mobilization for Research</b>	
<b>3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)</b>	
<b>3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)</b>	
0	
File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded
<b>3.1.2 - Number of teachers recognized as research guides (latest completed academic year)</b>	
<b>3.1.2.1 - Number of teachers recognized as research guides</b>	
2	
File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>
<b>3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year</b>	
<b>3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year</b>	
0	

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

### 3.2 - Innovation Ecosystem

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

**Trading Club:** Institute introduced a stock market training programme in February 2021. In this programme 35 MBA students were trained for 1 month in Fundamental and Technical analysis for investment in stock market. All the students were divided in 5 group comprising 7 students in each group. Each group opened a demat and initial fund of Rs.60,000 was divided in each group. Using these fund students traded in stock market for a period of 9 months and earned a return of 40% on investment. This activity not only trained the students how to earn money in a group but individually also students started earning good profit. This activity helped in placing 2 students in Northern Trust and 1 student in Morning Star.

"Pahel" for idea Generation -

Every year our institute organizes an intercollegiate event named 'PAHAL' which encourages students from different management institutes to present their business ideas. Through this event top 3 business ideas are selected and seed funding is offered by an incubator invited in the event. This event has helped percolate the importance of entrepreneurship among the students.

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

### 3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual



**Property Rights (IPR) and entrepreneurship during the year**

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

3

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

**3.3 - Research Publications and Awards**

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

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

1

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

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

4

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

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

4

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**

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

As a management institute we firmly believe that every student should broaden their perspective towards every situation, circumstances, problems and obstacles that come across. For this, study of Hindu mythology and applying it to corporate situations is the best way to train MBA students for ideal solutions. Institute focuses on reading articles written by Dr. Devdutt Pattanaik who is a known historian, mythologist and an author. Through his articles like Palaki, Jugaad, Psychological Fortress, Felling the Great Tree etc. students get insight on dealing with people in any organization. Thus it has helped our MBA students in building a holistic approach towards any subject under discussion.

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

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

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

0

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

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

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

4

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

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

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

0

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	No File Uploaded

### 3.5 - Collaboration

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

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

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

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

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

5

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

### INFRASTRUCTURE AND LEARNING RESOURCES

#### 4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

**Infrastructure and physical facilities for teaching - learning as per the minimum specified requirement by statutory bodies are available.**

**Infrastructure Facilities**

**Number**

**Class rooms**

9

**Laboratories**

2

**Seminar Halls**

3

**Classrooms with LCD facilities**

3

**Classrooms with Wi-Fi/ LAN**

9

**Seminar halls with ICT facilities**

3

**Computers for academic purpose**

70

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

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

Deccan Education Society's Sangli Campus has two Auditoriums and sports Grounds.

Gymkhana facilities are shared with Willingdon College and

Chintamanrao College of Commerce on same campus.

This includes;

- Two play grounds
- Two pavilions
- Badminton court
- Tennis court
- Basket-ball ground
- Cricket ground etc.

Institute purchases sports material required for Zonal Tournaments as well as inter- collegiate sports event. For this budget is provided by institute. Sports equipment such as Cricket Kit, Badminton kit, carom board, foot- ball kit, volley ball etc. is purchased and maintained by the institute. Institute also provides sports uniform to players.

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

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

3

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

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

36,37,276

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

**4.2 - Library as a Learning Resource**

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

• Name of ILMS software: - Library Management (Cloud Library) Management System • Nature of automation (fully or partially) :- Fully • Version: - Release 2.03 • Year of Automation File Description:-Mar-2020 • Upload any additional information:- LIBMAN|CentralLibrary(mastersofterp.in) (U.Name:- library@cimdrbba.comPwd:- 6637) For BBA BCA Library (U.Name:- cimdrlibraryan Pwd :- Mh10c@9403) MBA Library • Paste link for Additional Information:- Library Webopac [https://libcloud.mastersofterp.in//OPACNEW?Library=Chintamanrao%20Institute%20of%20Management%20Development%20and%20Research\(MBA\)\(webopac](https://libcloud.mastersofterp.in//OPACNEW?Library=Chintamanrao%20Institute%20of%20Management%20Development%20and%20Research(MBA)(webopac)

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

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

D. Any 1 of the above

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

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

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

**106519**

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

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

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

**1354**

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

**4.3 - IT Infrastructure**

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

CIMDR has 2 computer labs and there are in all 76 computers; as per requirement equipments are purchased, this year few additions areof Head phones and cameras.

Internet facility is provided through TATA lease line with



100MBPS speed. Wi - Fi facility is provided to students and staff, the device which is used for WiFi is TP - Link, double antena. Students and staff access the Wi - Fi system through Firewall Log in & Password.

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

#### 4.3.2 - Number of Computers

76

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

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

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

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

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

3093814

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

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

**Computers:** The maintenance of these computers is done by the Hardware Engineer appointed by the Institute. Annual budget for repair is Rs. 40,000/- and for maintenance is Rs. 10,000/-

**Copier Machines:** The budgetary provision for annual maintenance is Rs. 5000/- Tonner is usually changed after 1000-1200 copies.

**Printer - Toners** of these printers are replaced as per the consumption.

**CCTV :**There are 32 CCTVs in the campus. The budgetary provision for annual maintenance is Rs. 5000/-

**Repairs to buildings:** Every year there is a provision of Rs. 25000 in the budget for minor repairs such as plumbing, bore-well, repairs to furniture and fittings etc.

**Furniture and electric equipment:.** The work of maintenance and minor repairs is assigned to class 4 employees. Annual budget for minor repairs to furniture and electric equipment and dead stock is Rs.85000

**Library:** Proper care of the library is taken ensuring physical collection so as to maintain ease in accessibility and maintenance Annual budget of Rs. 150000 is allocated towards binding of books.

**Gymkhana facilities** are shared, the maintenance and cleaning work is assigned with class 4 employees of respective units. For this budget of Rs. 40000 is provided by institute.

Institute has licensed copies of application software, Institute spends Rs.100000 on software up-gradation.

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

**STUDENT SUPPORT AND PROGRESSION**

**5.1 - Student Support**

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

**5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year**

109

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

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

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

00

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<a href="#">View File</a>

<p><b>5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills</b></p>	<p><b>A. All of the above</b></p>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------

File Description	Documents
Link to Institutional website	<b>Nil</b>
Any additional information	<b>No File Uploaded</b>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

<p><b>5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b></p>
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**772**

<p><b>5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b></p>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------

**772**

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

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

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

## 5.2 - Student Progression

### 5.2.1 - Number of placement of outgoing students during the year

#### 5.2.1.1 - Number of outgoing students placed during the year

41

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	<a href="#">View File</a>

### 5.2.2 - Number of students progressing to higher education during the year

#### 5.2.2.1 - Number of outgoing student progression to higher education

49

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	<a href="#">View File</a>

### 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

**5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year**

3

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

**5.3 - Student Participation and Activities**

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

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

0

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

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

The college has constituted various committees and student representatives are appointed in the same committees to carry out various academic and administrative activities. Institute formed

Deccan club for this year. The Deccan club members act as a communication network among the classes. Dissemination of information and activities can be effectively done through the club. The club acts as operational level support system. There are various designations of committee such as president, vice-president, secretary, finance, coordinator & members. There are various committees such as Training placement, Industrial visit, event, sports, cultural, alumni committee etc. They organize various activities under Deccan club.

List of members of Deccan Club 2020 - 21

1.

Balaji Bhosale

President

2.

Parth Kansagara

Vice-President

3.

Shreevardhan Isarana

Secretary

4.

Vishwanath Patil

Finance

5.

Prathmesh Gharane

BBA Co-ordinator

6.

Avantika Sanagale

BCA Co-ordinator

7.

Pooja Sharma

Class representative

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

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

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

0

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

**5.4 - Alumni Engagement**

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

Alumni Association: CIMDR, Sangli is one of the oldest management institutes under Shivaji University, Kolhapur. The MBA course commenced in 1984 and by 2018, 32 batches have passed out. We have alumni network within and outside India. Students of this institute are working with reputed companies at respectable



position.

CIMDR has registered alumni association under Maharashtra Public Trust Registration Act, 1860 with registration number Maharashtra/211/2018.

Alumni-Meet is organized each year since 2001. It was customary that alumni visited institute during 15th August and 26th January till 2012. During their visit on republic day and Independence Day alumni would interact with existing students and extend their help to students. Alumni extend their help in following areas:

Condolence Meet: 20 June 2021, Sunday

CIMDR alumni association conducted a virtual condolence meet on 20th June 2021 for sad demise of Shri. Talwar. Shri Talwar was associated with the institute for more than 20 years and hence his sad demise due to COVID19 made all alumni to join for a condolence meet virtually. Alumni discussed about their experience with Shri. Talwar and through discussion it was concluded to raise a funds as a token of love and share it with the kin of his family. Around 30 alumni contributed between Rs. 100 to Rs.500 for this purpose. Through this activity Rs.5600 was raised.

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

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

E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

**Elements of Mission:**

**M1: Development Process:** Covid 19 Pandemic created inimitable situation for executing planned actions. Institute was quick to adapt to these changes. Online FDP, workshop, courses, and faculty exchange activity were conducted in parlance with this element of mission.

**M2: Modern Management Education:**

University has a policy of revising syllabus after every three years. Three faculties were members of syllabus framing committee. Two faculty members developed syllabus for add-on courses.

**M3: Ethics:**

Pandemic situation resulted into financial challenges and cash flow crunch. Society called meeting of all the heads and discussed about cost prudence strategy. It was decided to curtail administrative cost but categorically mentioned that salaries of teaching and non-teaching staff will not be disturbed.

**M4: Individual Development**

One of the faculty members registered for PhD; one faculty member progressed to second year of MA psychology from IGNOU.

**M6: Social Development**

This year faculty members conducted online sessions for enhancing employability skills among UG students of some of the regional colleges. Faculty members worked as resource persons under CMEGP

**M7: Other Beneficiaries.**

CIMDR conducted online share trading course for general public at subsidized rate.

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

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization

and participative management.

According to the guidelines prescribe by the society; monthly CDC meetings are conducted to discuss various academic and administrative matters. There is a proper representation of teaching and non-teaching staff in the committee. CDC is conducted on democratic principles and members are given opportunity to express their opinion and actively participate in the proceedings of the meeting.

During these meetings it was decided to share resources and expertise with other DES units in Sangli Campus. Accordingly, three lab assistants extended their expertise in website development to Agriculture college, school and Arts, Commerce and Science college situated in this campus. Similarly IT development and maintenance related activities were monitored and coordinated by IT staff. Staff members participated in green- campus development initiatives during this period. Letter of appreciation were given to these members as a token of recognition for their participation in collaborative activities. Teaching staff conducted online and offline training sessions for teachers in order to acquaint them with online teaching learning pedagogy.

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

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

**Industry- Institute Interaction:** strengthening relationship with local industries for mutual growth is one of the core institutional strategic plans. In line with this Institute could successfully conduct the following activities:

1. **I2I Summit:** Industry - Institute summit was organized to strengthen relations with some of the industrialist. Resource persons from DIC and SIDBI were invited to share information about government support system at the same time Institute gave presentation about need for industry-institute tie-ups.

2. **Signing MOU:** During this period MOUs were signed with

different industries with an objective of collaborative research, summer internship, consultancy projects etc.

3. Professional Membership: Two of the faculties are members of advisory cell of Maharashtra Centre for entrepreneurship Development (MCED) through District Industries Center (DIC), Sangli

4. Final Placement: Industrial tie-ups resulted into absorption of some of the students in these industries for final placement.

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

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

Human resources policies of the institute can be bifurcated into two categories, viz. teaching staff and non-teaching staff:

Teaching staff: Policies related to selection procedure, appointment and service rules, are followed as per guidelines provided by university and or AICTE norms. Selection of permanent staff is done through university selection committee and selection of CHB and ad hoc faculty is done through Local Selection committee formed by the society. Other service related rules are decided by society on the basis of guidelines provided by University.

Non-teaching staff: state government staffing pattern guidelines are followed for filling various posts. Selection and appointment process is done by the committee appointed by the Secretary, Deccan Education Society.

Organogram of the Institute: Director is head of the institute. Academic and administrative decisions are taken in consultation with IQAC and CDC commission. Director is reporting head for academic, administrative and library department. Student related activities are channelized through student council, 'Deccan Club'. Administrative department comprises of admission cell and

accounts department.

Head of the Department (Course Coordinator), is responsible for entire administrating academic advancement of the department. Each class is taken care by class-teacher (Class in- charge) who is assisted by Student Class Representative.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	No File Uploaded

**6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination**

A. All of the above

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

**6.3 - Faculty Empowerment Strategies**

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

Institute provides two major welfare measures to its staff. Following are the outcome of these welfare measures.

1. Group Medi claim Policy: Under this measure, society paid group premium of Rs. 1,01,166 (FY 2020-21) to cover staff medical expenses. In the year under consideration, three staff members benefited from this scheme. One of the class 4 staff members received claim of Rs.21,000 against covid hospitalization charges, as well as one teaching staff received Rs. 49,000 claim

for Covid treatment.

2. University Welfare Fund: Institute pays premium of Rs. 25 per student, Rs. 100 per non-teaching staff and Rs.200 per teaching staff in 'University's Student, Parent, and teaching and non-teaching welfare fund'. Under this scheme university covers claim of deceased parent, student and staff due to covid. Under this scheme family member of one of the deceased staff who expired due to Covid received claim of Rs.1,50,000 through this welfare fund.

3. Membership of Credit Society: All Staff members of Deccan Education society are members of 'DES Willingdon Mahavidyalay Sevak Sahakari Pathsanstha' Co-operative Credit society. Staff members avail loan facility at subsidized interest rate. Three staff members have availed this facility and taken loan worth Rs. 2,04,000 at the rate of 8.5%. The loan amount of Rs.2,17,800 was waived for the deceased staff member of the institute.

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

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

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

9

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

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

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

5

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

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

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

4

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

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

**Deccan Education Society is known for its governance on democratic principles. Management at all levels comprises**

representation of teaching and non-teaching staff. Performance Appraisal system was followed by CIMDR even before applying for NAAC accreditation process. The contents of this proforma were designed by Director in consultation with senior faculty members. Eventually, changes were introduced in this format and the present day performance appraisal system is based on the guidelines provided by AICTE and NAAC. Performance of teaching staff is evaluated on following parameters:

1. Section 1- Teaching learning and evaluation: it consists of Performance in engaging lectures, performance in engaging practicals, Students' attendance, Performance in university examination, comparison between planner and implementation, student guidance and counseling etc.

2. Section 2- Co-curricular, extension activities and professional development: this section comprises of parameters such as Industrial visits, Training for self- development, Research and Consultancy, Publication, Role in administrative and examination work. Member in professional organization, I2I and consultancy.

Appraisal system for non- teaching staff is done at three levels:

1. Self-Appraisal: it comprises of questions like objective set for the year, any extra-ordinary contribution, and basic profile

2. Appraisal by administrative head: it included 20 questions related to behavioural parameters, state of health, integrity and character etc

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

#### 6.4 - Financial Management and Resource Mobilization

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

Institute's finance department is integrated with the local and central finance department of Deccan Education Society. Institute adapts following procedure for internal audit:



1. Annual Budget is prepared and presented before local body and central budget committee. Budget is finalized after incorporating changes suggested by the committee members.

2. All the bank and cash related transactions are jointly signed by the head of the unit and one of the council members of local board. 3. Monthly financial information is presented to council members during CDC meetings

4. Cash-book, Vouchers and other accounting documents are checked and audited by finance department of Sangli Office of Deccan Education Society. For external audit annual financial statement is checked and certified by Society Appointed Audit Company, Ghokale, Tanksale, Ghatpande Chartered Accountants.

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

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

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

26,106,664

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

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

This was the challenging year for all the stakeholders of this system. Mobilization of resources both human and financial required a fresh approach. Following efforts were taken to

**mobilize resources:**

**Human Resource:** Work from Home was a new norm for all the staff members of the institute. Teaching staff switched to on-line academic activities which included online curricular and co-curricular activities. On-line library service was provided by the library department which included on-line study material, on-line journals and magazine circulation, on-line project assistance etc. Library also helped in preparing digital archives of placement brochure and college magazine. Non-teaching staff was assigned with digitalization of various administrative task such as preparing soft copy of general register, file management, and archive of events organized so far. Institute website was revamped and redesigned by administrative department. Some of the staff was utilized for coordinating common DES campus related activates such as website development, ERP support and IT support to other units of Deccan Education Society, Sangli Campus.

**Mobilization of funds:** cash inflow was the major challenge faced during pandemic situation. Available funds were allotted largely towards salaried expenses. Funds for Non-Salaried expenses included changes in Infrastructural arrangements, providing for health and hygiene as per covid guidelines, sanitization of premises etc. facilities for on-line teaching were made available during this period. Due to cost- prudence policy adapted by central office of DES, it was decided to curtail most of the administrative and non-salary expenditure.

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

**6.5 - Internal Quality Assurance System**

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

**Student's Managed Investment Club:** : The seed fund for this club was provided by alumni in order to promote investment habit among management students using technical and fundamental analysis. Accordingly, 35 students were provided funds along with training of technical and fundamental analysis. The funds were invested in the market with an average return of 40% at the end of the 9 months. The funds earned by these students will be passed to next

batch of students. This club will function on year on year basis.

'Online International FDP on Research Methodology-Scientific Approach Towards Paper Writing': IQAC organized an international FDP with resource persons invited from Australia and Muscat. 31 academicians participated in this program in which topics such as, 'Techniques of Writing Effective Research Paper Based on Literature Review & Collaboration for Research & Industry'; 'Use of SPSS for Data Analysis'; 'Getting Started with Online Endnotes Referencing Software & Review of Literature' etc. were covered. In-house faculty members as well as participants from other institutes got a perspective of research activities undertaken in some of the leading international institutions.

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

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

Online line teaching learning process called for digital transformation of entire system. Institute was quick in adapting these systems. Appropriate use of social media and Learning Management System was used to minimize the loss of conventional teaching learning methodology.

1. Use of MS Teams as LMS: Society purchased license of MS teams in order to facilitate teaching- learning process during lock-down phase. Various tools of MS teams were explored by the faculty members to make learning process effective. Session scheduling, Student's attendance, presentations, use of white board, sharing study material, assignments, case studies etc. was done using this platform. Various co-curricular activities such as seminars, group activities, guest sessions, alumni interactions were executed through this platform. Faculty exchange scheme was implemented in which faculty members of CIMDR covered course of DES - NMITD, Mumbai and DES- IMDR Pune. Similarly, faculty members from DES NMITD made available for the course named Business Intelligence and Analytics.

2. Use of ERP system for Internal and university evaluation:

Master Soft ERP system was used to streamline internal evaluation system. Descriptive and objective questions were designed to evaluate internal performance. Due to changed evaluation policy, university examinations were conducted at institute level using ERP examination module. Teaching and non-teaching staff was provided training for executing online evaluation process.

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

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

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 - Institutional Values and Social Responsibilities

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

Gender equity is one of the important aspects in the personal and

professional life. CIMDR understand the importance of gender equity sensitisation among the students. CIMDR has always promoted gender balance in the various activity conducted at the institute.

From last five-year CIMDR has formed Deccan club for the student development in management and execution of various activities. It is a body of students form after the election process. Out if last five year the two-time president of the club was girl.

To promote gender sensitization different activities are carries out on regular basis such as case study dedicated to the gender equity, celebration of women empowerment etc.

Student present power point on the renewed women in the field of management and the technology. It helps student to understand the change in the outlook of society towards the women and her presence.

1) Skit: Skit performance at the Independence and Republic Day to promote the woman

2) achievement.

3) Case study: case study such as Gulabi gang help to understand the different laws for women protection and the way illiterate women fight for the rights.

4) Celebration of woman achievement with the help of posters and presentations: This helps to understand the increasing presence of woman in corporate world.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

**7.1.2 - The Institution has facilities for**

**D. Any 1 of the above**

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

File Description	Documents
Geo tagged Photographs	No File Uploaded
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

- Solid waste management
- Liquid waste management
- Biomedical waste management
- E-waste management
- Waste recycling system
- Hazardous chemicals and radioactive waste management

As it is management institute the functioning add negligible burden on environment. students and Staff at our institute arranged different programme to sensitize students and to reduce the generation of wastes. Waste management is considered as challenge pose because of the life style and for country like us with the population.

1. Solid Waste: Solid waste is formed through paper, glass, food residue and packaging material, metals, leather, cardboard etc. the waste is collected through the proper gradation from within the classrooms and the campus. After collecting waste, it is thrown in the municipality vehicle. We discourage the use of plastic in the campus.

2. Liquid Waste: Liquid Waste is generated in our college by Sewage Waste: The system of underground soak pit is used to manage the sewerage waste. As we have eco-friendly campus, we make sure that waste of water is utilised properly.

**3. E-waste management:** Electronic Scrap is from the component's such as Computer parts mainly and electrical device are sometimes reparable for use or appropriately disposed as per the central policy of the organisation.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	<a href="#">View File</a>

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

C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**7.1.5 - Green campus initiatives include**

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

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

B. Any 3 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	<b>No File Uploaded</b>
Various policy documents / decisions circulated for implementation	<b>No File Uploaded</b>
Any other relevant documents	<a href="#">View File</a>

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

**7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following**  
**1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities**

**D. Any 1 of the above**

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

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

**C. Any 2 of the above**



File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

CIMDR is part of Deccan Education society. It was established by the freedom fighter and thinkers like Agarkar and Tilak. The culture of DES is accommodative and have always promoted the values of constitution.

- **Cultural:** Institute promote multicultural approach among the students with the help of various activities in the institute. The different festivals are celebrated without cultural bias. The celebration of festivals helps to bring the best part of every culture
- **Regional:** Ideology of the region located the institute is promoted. Shivaji Maharaj Jayanti, Lokmanya tilak Jayanti are celebrated and the regional values are promoted.
- **Linguistic:** Marathi is local language of this region, to promote the language The Marathi Bhasha Din is celebrated. The quiz and elocution competition are conducted. Book review activity is another one.
- **Communal and Socio-Economic Diversity:** The institute is located at the district place but the area is surrounded by the agricultural dominance as a social responsibility institute conduct activities to reach the economical backward section of the society. Students are promoted to be active part of the social activities.

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

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

Constitutional Values and obligation are promoted by the institute with the help of different activities. Today's students are supposed to be the responsible citizen of India. Constitutional understanding is important to know the right provided by constitution and the duties of responsible citizen.

Values promotion: Anniversaries such as Gandhiji, Ambedkar, Phule, Shahu Maraj are celebrated by conducting completion among the students, lecture of experts are arranged to understand the importance of values

Guest Lecture: Guest lecture of prominent personalities are

arranged to decimate the importance of rights, duties and responsibilities. Guest lecture from lawyers, retired judge are arrange to get the insights of the constitutional rights and duties.

Voters Day Celebration: Vote is fundamental right and basic duty of every citizen in India Voters day is celebrated to generate awareness among the youth.

Constitutional Day: The preamble constitution is read by student and teacher. The preamble helps to sensitize students about the equality, right and responsibilities of each citizen. It is remarked as the sensitization of people towards the freedom as fundamental right.

None of us can underestimate the importance of constitution in building of multicultural state like India. It helps us to hold together the bouquet called India with different religion caste, creed etc.

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

**7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized**

C. Any 2 of the above

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

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

Education is beyond the books the motive of education is nothing but to have responsible citizen with moral and ethical values. commemorative days, events and festivals are one of the ways through which the different values are promoted

Following are different days and festivals are celebrated through the deccan Club, through the deccan club the various days are celebrated.

1) Independence Day: Independence Day is celebrated every year and the various activities are celebrated to promote the constitutional values among the students.

2) Republic Day: On Republic Day the students present the skits and multicultural activities are promoted.

3) Gandhi Jayanti: Gandhi Jayanti is celebrated every year on 3rd October, the activities conducted are quiz competition, elocution and poster presentation.

4) Swami Vivekanand Jayanti: On the Vivekananda Jayanti the speaker is invites to promotes the thought of Vivekanand

5) Yoga Day: Yoga Day was celebrated by the institute by inviting the yoga practitioner. Yoga is promoted among the student to remain healthy.

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

## 7.2 - Best Practices

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

1. Title: PAHAL-An Intercollegiate Idea generation competition.

### Objectives;

1. To promote ecosystem of innovation & entrepreneurship development.
2. To build start up culture.
3. To provide access of Incubators & venture funding to students.
4. To help students from other colleges and institute to get a platform for Idea presentation.
5. To Improve employability of students from traditional course

The Context: Location has been major challenge for the implementation.

Finance: PAHAL is self-funding event. Funds are raised by students from market

The Practice: For the event work is done on the three major areas: Incubator , Venture Capital , Expert judges

Evidence of Success: In the first year 2017 we had 15 ideas and 45 participants where in the 2018 no if ideas increased up to 50 and participants were 115.

Problems Encountered and Resources Required : Incubator, Venture capitalist & Student Idea Gap, Pandemic has posed the unique challenge in front of all the stakeholders

**2. Title: Kausalya - Initiation of Skill development**

The importance of skill is proven over the period of time. It is important to enhance skillset of students to improve the eligibility and employability of students.

**Objectives;**

- To Enhance Skills of Students
- To improve employability skills
- To improve self-belief among students
- To prepare for market.

File Description	Documents
Best practices in the Institutional website	<a href="http://cimdr.ac.in/assets/IQAC/Best%20Practices-2021.pdf">http://cimdr.ac.in/assets/IQAC/Best%20Practices-2021.pdf</a>
Any other relevant information	Nil

**7.3 - Institutional Distinctiveness**

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

**Consultancy:**

Consultancy to Industries is one of the distinguishing areas of our institute. CIMDR is a pioneer institute in the management under the Shivaji university. CIMDR Known for the university rankers and the academic records we as institute believes that management education cannot be imparted in isolation hence industrial interaction plays role of catalyst in delivering the management education in the classrooms. CIMDR have nurture the culture of consultancy in the last two decades. From last three year it has establish strong foot hold among the industrialist in Sangli and surrounding area.

**Features of Consultancy:**

1. Exposure to the faculties helps in enriching classroom teaching and research.
2. Participation of students in delivering the consultancy

projects.

3. Monetary benefits to the students
4. Budget is prepared and implemented by Faculty. 70:30 formula is implemented by the management where in 70 % is given to faculty & 30 % is to the institutes for the resources used during the consultancy.
5. Involvement of industrialist in the effective delivery of curriculum.

As a part of the consultancy promotion two faculty members are the part of Special advisory cell set up by the District Industries Center.

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

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

Every year institute prepares academic and administrative plans. While preparing the plans the requirements of statutory bodies such as AICTE, DTE, and University are taken into consideration by IQAC. NAAC guidelines help us in streamlining the planning process.

The action plans for next academic year are

1. Strengthening linkages with industries for research and innovation
2. Add On Courses
3. Conferences and Publications
4. Student development activities
5. Extension Activities
6. Academic Audit through appropriate authority