YEARLY STATUS REPORT - 2021-2022

Part A
Data of the Institution

1.Name of the Institution	DECCAN EDUCATION SOCIETY'S CHINTAMANRAO INSTITUTE OF MANAGEMENT DEVELOPMENT AND RESEARCH SANGLI
• Name of the Head of the institution	Dr. Rajankumar Shrikhande
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	0233-2601040
• Mobile no	9822545016
• 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
2.Institutional status	
• 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**

3.Website address (Web link of the AQAR (Previous Academic Year)	www.cimdr.ac.in
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	www.cimdr.ac.in

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.2**	**2019**	**08/02/2019**	**08/02/2024**

6.Date of Establishment of IQAC	**28/12/2016**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NA	**NA**	**NA**	**NA**	**NA**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**
• Upload latest notification of formation of IQAC	[View File]()

9.No. of IQAC meetings held during the year	4	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
• If yes, mention the amount		

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

Student Development Activities
10 days Workshop on Securities Market for MBA, BBA, BCA students.
Inviting alumni online for sharing through C2C (Campus to Corporate connect) activity
Industry – Institute Interaction in association with NMITD
National Workshop on INTELLECTUAL PROPERTY RIGHTS, Under National IP Awareness Mission Through IQAC of CIMDR in association with Shivaji University Kolhapur, Intellectual Property Rights Cell & Intellectual Property Office, Mumbai.

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

02-12-2023 12:19:01

Plan of Action	Achievements/Outcomes
Alumni sharing through C2C (Campus to Corporate connect) activity.	Online sessions with alumni organized by CIMDR. In all 8 sessions were conducted which helped the students to understand journey from Campus to Industry. More than 320 students took benefit of the programme.
Skill Development Programs for students	Institute had organized 4 Days workshop for students to enhance their personality development and sharpen employability skills. Programme conducted for MBA students.
Advance Excel Course	Conducted Advance Excel course for MBA students to sharpen students excel skills. Course duration around 20 hrs.
Session on Intellectual Property Rights	Office of Controller General of Patents, Design and Trade Mark, had successfully conducted the IPR awareness program under the special mission called ' National Intellectual Property Awareness Mission (NIPAM)' at CIMDR.
Intercollegiate business plan/ Start -up "Pahel" event is designed to enhance entrepreneur eco-system at Institute level.	The event helps in promoting innovative ecosystem and start up culture. 41 teams (350) students registered from various places. Three business ideas won the prizes

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

- Name of the statutory body

Name	Date of meeting(s)
College Development Committee	25/04/2023

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2022 - 2023	29/03/2023

15. Multidisciplinary / interdisciplinary

CIMDR is affiliated to Shivaji University, Kolhapur. MBA programme is multidisciplinary in nature; from the beginning of the course electives are offered; students choose dual specialization. From the year 2016-17 Shivaji University implemented Choice Based Credit System (CBCS), which is executed by the institute. This CBCS has been updated from the academic year 2019; in each semester 6 optional courses are offered to the students and out of which any one course students have to opt. The course has 2 credits weightage which needs self - study and industry experts' guidance. These courses are; Chh. Shivaji Maharaj -The Management Guru, Total Quality Management, Computerized Accounting, Negotiation Skills, Personality Development, Taxation, Business Models, E-Business, Constitution of India, Computer Applications for Business, Creativity and Innovation, Behavioural Finance, Corporate Social Responsibility, Corporate Finance ERP/SAP, B2B Marketing, Business Analytics, Econometrics, Labour Laws, Organizational Development, Marketing Research , Sports Management, Customer Relationship Management, Logistic and Supply Chain Management.

For undergraduate courses such as BBA & BCA University offered CBCS from the academic year 2019 and 2022 respectively. These courses are self – learning and value based noncredit and interdisciplinary in nature. These courses are; Democracy, Elections and Good Governance , Constitution of India and Local Skill Development, Constitution of India and Local Skill Development, Business Communication & Presentation, Event Management, Personality Development, Yoga & Physical Management Resume, Report & Proposal Writing, Interview & Personal Presentation Skill, Entrepreneurship Development, Travel & Tourism, E-Banking & Financial Services, RTI & Human Right Education (HRE), IPR & Patents .

As per Shivaji University and NEP 2020 guidelines the Institute will adapt and execute the changes regarding interdisciplinary/ Multidisciplinary courses.

16.Academic bank of credits (ABC):

As per the National Education Policy 2020 and Shivaji University guidelines, the Academic Bank of
Credit (ABC) will be implemented from the upcoming academic year that facilitate academic mobility of students. Our institute also adopting the policy guidelines for the appropriate credit transfer. The Institute has been following the pattern of CBCS adopted by the university. The university has informed the institute about the necessary action for implementation of ABC. The faculties of our institute instructed the stakeholders regarding the same. The University is likely to conduct the workshop/ seminar
for implementation of ABC. The institute has appointed a faculty member as Nodal officer for the execution of guidelines given by the university.

17.Skill development:

CIMDR runs MBA, BBA & BCA programmes; these all are professional programmes i.e. students acquire the required skill set to work in a specific industry. Students acquire employability skills such as; Communication, presentation, analytical skills through the curriculum. Apart from the curriculum, institute offers additional programmes such as Advanced Excel and Share trading courses to enhance the skill set of students.

In the Second semester of MBA students participate in trading club; free 15 to 20 days classes are conducted; where students learn different buying and selling techniques. Institute provide seed fund to start the club. Students apply the techniques to buy and sell the shares; most of the students earn the profits. This financial skill set helps the students to meet the requirements of Investment Banking Industry.

The institute has signed MOU with Rubicon Ltd. to enhance the communication skills of students. 4 days rigorous training is provided to the students to enhance communication skills.

MBA, BBA & BCA programmes contribute towards employability and skills enhancement. Different co-curricular activities such as Group discussions, presentations, market surveys, connect with industry and NGO develops different abilities like; Personality development, Leadership Development, Business communication and many more. Students organize self - financed intercollegiate event, in which students convince and negotiate with various agencies to raise the funds and fulfill the requirements of sponsors and other stake

holders, that ensures the development of employability skills among the students.

CIMDR has adopted a policy to run different skill development programmes for the overall development of student to mitigate the requirement of the industry and society.

Industry – Institute interaction helps the students to have dialogue with Industry experts and to update themselves. C2C sessions are develops the dialogue with alumni that helps the existing students to understand the industry need.

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

CIMDR emphasis on nurturing the Indian Knowledge systems among students by imparting practical knowledge of Indian Business scenario through the case studies and assignments. MBA students in first semester study the subject Indian Ethos where precisely they learn about the Management Lessons from Religion
Scriptures: Management Lessons from Vedas, Management Lessons from Mahabharata.Management Lessons from Bible, Management Lessons from Quran, Kautilla's Arthashastra, Indian Heritage in Business Management, Production and Consumption, Ethics v/s Ethos. MBA students also study about Chatrapati Shivaji Maharaj and his management practices. BBA students study Business ethics and Indian culture. Other courses focuses on Indian Culture include Indian History, Gandhian approach to management, theory of trusteeship, Personality Development, Leadership Development, Legal aspects of Business etc.

Students of CIMDR are coming from the nearby villages with diversified background, even though English is instructional language, teachers also share in Marathi and Hindi as well considering students requirement.

 Indian culture and tradition are preserved by organizing different cultural events such as; celebration of Shiv Jayanti in which students present Powada, speeches on Maharaj's contribution, girls perform the role of Jijjabai. Savitribai Phule Jayanti, Vivekanand Jayanti and Jijamata Jayantiz , Parakram Diwas - Birth Anniversary of Netaji Subhash Chandra Bose, Marathi Bhasha Gaurav

Din, Birth Anniversary of Mahatma Phule, Shahu Jayanti etc. apart from celebration of various days; Students participation in Youth festival, Mehandi & Rangoli competitions also contributes in preserving the Indian culture. With all such events CIMDR is trying to imbibe the Indian knowledge system & culture among the students.

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

CIMDR emphasizes outcome Based education. Being a university affiliated institute, Programme outcome and course outcome as per syllabus is achieved by all the programmes and courses.

During the orientation programme at the beginning of the course students are explained about the importance of outcome-based education and their assessment pattern. Teachers of the concerned course conduct different activities like; experiential learning, assignments, case study, presentations etc. to achieve course outcome and programme specific outcome. Programme outcome and course outcome is calculated after every semester and is analyzed. Analysis helps the teachers to understand the improvements to be made in the teaching – learning process.

20.Distance education/online education:

CIMDR is affiliated to Shivaji University and conducts the full-time regular courses. Yet the institute has not started online or distance education programmes. However, Teachers of the Institute have contributed in their respective expert are in developing the Study Instructional Material for Distance MBA programme and e-content material for online MBA Programme. During Pandemic, CIMDR successfully conducted the entire teaching-learning through Microsoft teams platform, online assessment and evaluation was also conducted using ERP platform of Mastersoft. CIMDR has developed an appropriate eco system required to conduct the online education.

Extended Profile

1.Programme

1.1   **142**

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

File Description	Documents
Data Template	[View File]

2.Student

2.1   **612**

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.2   **260**

Number of seats earmarked for reserved category as per GOI/ State
Govt. rule during the year

File Description	Documents
Data Template	[View File](#)

2.3   **188**

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	[View File](#)

3.Academic

3.1   **12**

Number of full time teachers during the year

File Description	Documents
Data Template	[View File](#)

3.2   **12**

Number of sanctioned posts during the year

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**142**

File Description	Documents
Data Template	[View File]

2.Student

2.1 Number of students during the year	**612**

File Description	Documents
Institutional Data in Prescribed Format	[View File]

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**260**

File Description	Documents
Data Template	[View File]

2.3 Number of outgoing/ final year students during the year	**188**

File Description	Documents
Data Template	[View File]

3.Academic

3.1 Number of full time teachers during the year	**12**

File Description	Documents
Data Template	[View File]

3.2 Number of sanctioned posts during the year	**12**

File Description	Documents
Data Template	<u>View File</u>

4.Institution	
4.1 Total number of Classrooms and Seminar halls	**9**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**6048346**
4.3 Total number of computers on campus for academic purposes	**100**

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

Academic year 2021-2022 was new normal ; the beginning of the year was in hybrid mode of Online & Offline.

Before commencement of the year, meetings were held for the planning purpose. The calendar was prepared after discussions with teachers of concerned department. Planner includes personal and departmental, curricular, co-curricular and extra-curricular activities to be conducted during the year. A copy of academic calendar was issued to all teachers. The students were also informed about the same during the orientation programme.

In alignment with academic calendar Time table and session plans were prepared by the teachers.

To ensure effective implementation of curriculum institute undertakes following measures:

1.Class Facilitator: Faculty plays a role of class facilitator/coordinator, who understands the students' difficulties in academic and non- academic issues and guides the students in these aspects. Further, class facilitators in consultation with HODs of respective departments allocate the students to specific mentors. Mentors act as catalyst in students' academic development.

2.Book Bank facility: Students avail book bank facility at the beginning of every semester in

addition to library card. They are provided the books that cover more than 70% of their syllabus which can be returened after exams.

3.Use of library as learning center: apart from books other study materials such as on-linejournal, on-line lectures are provided through library.

4.Result analysis: After every semester results are analyzed. It helps the class coordinator to identify the remedial action to be taken. .

File Description	Documents
Upload relevant supporting document	[View File](#)
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 marksof each practical assignment. It is the discretion to respective faculty regardingnature of submission of practical assignment.

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:

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.

Practical Assignment 10 marks: Practical assignment given in syllabus (2.5 marks)

File Description	Documents
Upload relevant supporting document	View File
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   A. All of the above

process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
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)	View File

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)

2

File Description	Documents
Any additional information	**No File Uploaded**
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

21

File Description	Documents
Any additional information	**No File Uploaded**
Details of the students enrolled in Subjects related to certificate/Add-on programs	[View File](#)

1.3 - Curriculum Enrichment

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

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 & Mangaement 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.

- Projects
- 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

3

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	View File

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

189

File Description	Documents
Any additional information	**No File Uploaded**
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

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

D. Any 1 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	View File

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	[View File](#)
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

260

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

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

62

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	[View File](#)

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 earners 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	View File

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

Number of Students	Number of Teachers
612	**12**

File Description	Documents
Any additional information	[View File]()

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

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**

4. Participation in Inter college events

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

Academic year 2021-2022 was new normal ; the beginning of the year was in hybrid mode of Online & Offline. There was shift in teaching learning process fromonline to offline. ICT tools such as desktops, LCDs were used as for Power ponit presentations,students were asked to present their assignments using both online and offline platforms.

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.

For offline teaching; as per requirement of subject, teachers use LCD projector to share their 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

12

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	**No File Uploaded**
Circulars pertaining to assigning mentors to mentees	<u>View File</u>
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

12

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<u>View File</u>
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

4

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)	<u>View File</u>

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

11.88

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

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 2021- 22Internal assignments were conducted and assessed offline.

Teachers corrected the theory assignments and shared remarks for improvement.

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)	View File

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

The Programme outcomes andcourse outcomes are evaluated by the institution.

Course Attainment Levels:

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

The following are the defined CO attainment level for MBA.

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

CO Attainment= 60% (Attainment level in theory end term examination) +20% (Attainment level in MCQs of end term examination) + 20% (Attainment level in internal examination).

Program attainment Level:

1. PO attainment is defined at five levels in ascending order;
2. The PO attainment is based on the average attainment level of corresponding courses of Direct Method
3. The PO attainment levels are defined / set as stated below;
    1. Level-1: Greater than 0.5 and less than 1.0 (0.5>1)-

```
       Poor
    2.  Level-2: 1.0>1.5-Average
    3.  Level-3: 1.5>2.0-Good
    4.  Level-4: 2.0>2.5-Very Good
    5.  Level-5: 2.5>3.0 -Excellent
 4.  The PO attainment target level is set/defined (say,
     Level-4). It implies that, the department is aiming at
     minimum level-4 (very good) in the performance of abilities
     by the graduates. Based upon the results of attainment, the
     remedial measures are taken;
```

PO Attainment = Average attainment level by direct method

File Description	Documents
Upload any additional information	**No File Uploaded**
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)	[View File]( )
Upload any additional information	**No File Uploaded**
Paste link for the annual report	**Nil**

2.7 - Student Satisfaction Survey

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

[Nil]( )

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)

`00`

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)	<u>View File</u>

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

`03`

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

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

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

`00`

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

02-12-2023 12:19:01

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 21MBA students were trained for 1 month in Fundamental and Technical analysis for investment in stock market. All the students were divided in 3 groups comprising 7 students in each group. Each group opened a demat and initial fund of Rs.48,000 was divided in each group. Using these fund students traded in stock market for a period of 9months and earned a returns.This activity notonly trained the students how to earn money in a group but individually also students started earning good profit. This activity helped in placing 4 students in Northern Trust and 2 students in Morning Star and one in Barclays.

"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	[View File]()
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)	View File

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

6

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)	View File
Any additional information	**No File Uploaded**

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

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

4

File Description	Documents
Any additional information	**No File Uploaded**
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

1

File Description	Documents
Any additional information	**No File Uploaded**
List books and chapters edited volumes/ books published (Data Template)	[View File](#)

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 studentshould 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. DevduttPattanaik 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 withpeople in any organization. Thus it has helped our MBA students inbuilding a holistic approach towards any subject under discussion.

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

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)	**No File Uploaded**
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

03

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)	View File

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

75

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)	View File

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

2

File Description	Documents
e-copies of related Document	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

07

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	**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	View File

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 asper the minimum specified requirement by statutory bodies are available.

Class rooms 9 Laboratories 2 Seminar Halls 3 Classrooms with LCD facilities 3 Classrooms with ICT facilities 3 Classrooms with Wi-Fi/ LAN 9 Computers fro academic purpose 94

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 andsports Grounds.Gymkhana facilities are shared with Willingdon College andChintamanrao 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 Tournamentsas 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. ispurchased and maintained by the institute. Institute also providessports 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	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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)

6048346

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	View File

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 https://libcloud.ma stersofterp.in//OPACNEW?Library=Chintamanrao%20of%20Ma nagement%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 **D. Any 1 of the above** following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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)

1,87,744

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)	View File

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

10

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	View File

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 90computers; asper requirement equipments are purchased, this year few additions areof Head phones and cameras.Internet facility is provided through TATA lease line with 100MBPSspeed. Wi - Fi facility is provided to students and staff, thedevice which is used for WiFi

is TP - Link, double antena.Students and staff access the Wi - Fi
system throgh Firewall Login & Password.

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

4.3.2 - Number of Computers

100

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	View File

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	View File

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)

2713726

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)	[View File](#)

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 theHardware Engineer appointed by the Institute. Annual budget for repair is Rs. 40,000/- and for maintenance actual amount spent is Rs. 16930/-

Copier Machines: The budgetary provision for annual maintenance isRs. 10,000/- Tonner is usually changed after 1000-1200 copies. Printer - Toners of these printers are replaced as per theconsumption. CCTV :There are 32 CCTVs in the campus. The budgetary provisionfor annual maintenance is Rs. 5000/- Repairs to buildings: Every year there is a provision of Rs. 50,000/-in the budget for minor repairs such as plumbing, bore-well, repairs to furniture and fittings etc. actual expenses are Rs. 70839/-

Furniture and electric equipment:. The work of maintenance andminor repairs is assigned to class 4 employees. Annual budget for minor repairs to furniture and electric equipment and dead stockis Rs.1,20,000/- actual expenses for the year are 1,17,782/- Library: Proper care of the library is taken ensuring physicalcollection so as to maintain ease in accessibility andmaintenance Annual budget of Rs. 15000/- is allocated towardsbinding of books. Gymkhana facilities are shared, the maintenance and cleaning workis assigned with class 4 employees of respective units. For this budget of Rs. 40000 is provided by institute, actual expenses are Rs.45,956/-. Institute has licensed copies of application software, Institutespends Rs.100000 on software up-gradation, actual expenses for the year are Rs. 1,85,906/-.

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

113

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)	<u>View File</u>

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

06

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)	<u>View File</u>

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	**Nil**
Any additional information	<u>View File</u>
Details of capability building and skills enhancement initiatives (Data Template)	<u>View File</u>

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

40

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

40

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

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. Any 3 of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
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

36

File Description	Documents
Self-attested list of students placed	**No File Uploaded**
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

72

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	View File

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

25

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)	<u>View File</u>

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.

9

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

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, vicepresident, 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 2021 – 22

1. Hassan Khaku, President
2. Tanveer Miraje, Vice-President
3. Abhijeet Kambale, Secretary
4. Prakash Obale, Finance
5. Kashish Thakkar, Cultural
6. Sarthak Shah, BBA Co-ordinator
7. Abid Kazi , BCA Co-ordinator
8. Rutwik Wadgave, BBA Sports Co-ordinator
9. Onkar Patil, BCA Sports Co-ordinator
10. Siddhi Joshi, Class representative

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

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

36

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)	[View File](#)

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 managementinstitutes 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 respectableposition. 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 Januarytill 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:

1. C2C Connect:

An initiative was taken by our institute to arrange series of webinars of alumni on every Saturday. Through this webinar an alumni from a specific batch shared his/her industrial experience, imparted knowledge and career opportunities in their respective fields.

2. Summer Internship: One of the alumni Mr. Sohan SHirgaonkar, who is a owner of 4 business ventures offered summer internship to 5 MBA students and groomed them well.

Get-together of BBA & BCA Department

A get-together of BBA & BCA students from the batch 2014-15 was arranged on 31th July 2022. The passed out students shared their present profession and shared their industrial experience so far. Around 30 alumni from the batch attended the meet. They interacted with the teachers and thanked them for their valuable guidance.

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

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

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

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of 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	[View File](#)

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	[View File](#)

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	[View File](#)
Any additional information	**No File Uploaded**
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	[View File](#)

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	View File

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

6

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training 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

2

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)	<u>View File</u>

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

2

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)	<u>View File</u>

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	View File

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	View File

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)

3,51,05,001

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)	View File

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	**No File Uploaded**

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)

D. Any 1 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)	<u>View File</u>

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

CIMDR always promotes gender balance with;

- **Equal Opportunity Policies: Implementing policies that ensure equal opportunities in admission, recruitment, promotion, and other aspects of the institute's functioning.**
- **Diversity and Inclusion Committees: Establishing committees focused on promoting diversity and inclusion, including gender diversity.**

- **Representation in Leadership Roles: Striving for gender balance in leadership positions within the institute, such as faculty members, department heads, and administration. 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 carried out regularly

- **Skit: Skit performance at the Independence and Republic Day to promote the woman**

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

It helps student to understand the change in the outlook of society towards the women and her presence.

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	[View File](#)
Any other relevant information	No File Uploaded

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

Waste management initiatives taken by the institute are;

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

1. **Solid Waste Management: The institute manages solid waste through proper segregation of different types of waste, including paper, glass, food residue, packaging materials, metals, leather, and cardboard. Waste is collected from classrooms and campus areas and then disposed off through the municipality's waste collection system. Moreover, the institute discourages the use of plastic within the campus.**
2. **Liquid Waste Management:Specifically sewage waste, is managed through an underground soak pit system. This eco-friendly approach ensures that wastewater is appropriately utilized, reducing its impact on the environment.**
3. **E-Waste Management: The institute focuses on managing electronic waste or e-waste, approach to e-waste management involves repairing and reusing electronic devices whenever possible. For items that are beyond repair, appropriate disposal methods are followed, in line with the central policy of the organization.**

CIMDR is making a positive contribution to environmental sustainability and reducing its ecological footprint. Proper waste management not only helps in preserving natural resources but also sets an example for the students and staff, promoting responsible environmental practices within the institute's community and beyond.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus   C. Any 2 of the above

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

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: C. Any 2 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	View File

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   B. Any 3 of the above

following 1.Green audit 2. Energy audit
3.Environment audit 4.Clean and green
campus recognitions/awards 5. Beyond the
campus environmental promotional activities

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

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

C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
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 being part of the Deccan Education Society (DES) carries

forward the rich legacy of its founding members, including freedom fighters like Agarkar and Tilak. The institute's culture is accommodative, and it upholds the values of the constitution.

a. Cultural Promotion: The institute fosters a multicultural approach by organizing various activities that celebrate different festivals without cultural bias

b. Regional Ideology: The institute promotes the ideology of the region where it is located. Important regional events like Shivaji Maharaj Jayanti and Lokmanya Tilak Jayanti are celebrated, thereby honouring the regional heritage and values.

c. Linguistic Promotion: As Marathi is the local language of the region, the institute celebrates Marathi Bhasha Din to promote the language and its significance. Quiz and elocution competitions.

d. Communal and Socio-Economic Diversity: Being located in an area dominated by agriculture, the institute takes its social responsibility seriously.

By promoting such values, the institute prepares students not only for their academic and professional pursuits but also to become responsible and compassionate citizens contributing positively to society.

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

1. The institute actively fosters constitutional values and obligations among students through various initiatives, aiming to shape responsible citizens. Celebrating anniversaries of significant leaders like Gandhiji, Ambedkar, Phule, and Shahu Maraj, the institute conducts competitions and expert lectures to emphasize the importance of these values in building an inclusive society.

2. Guest lectures by legal experts and retired judges provide insights into constitutional rights, duties, and responsibilities, enabling students to grasp the constitution's workings. Observing Voters Day creates awareness about the fundamental right and duty of voting, encouraging active participation in the democratic process.

3. On Constitutional Day, students and teachers read the preamble, sensitizing them to the principles of equality, rights, and responsibilities. This event serves as a reminder of the constitution's significance in upholding freedom and citizens' rights.

4. The institute recognizes the constitution's pivotal role in unifying India's diverse and multicultural landscape, promoting harmony among different religions, castes, and creeds. By nurturing an understanding of constitutional values, the institute prepares students to contribute positively to society and uphold democratic principles. This commitment to promoting constitutional awareness empowers students to become responsible and engaged citizens, contributing to the nation's progress and unity.

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   **A. All of the above**

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various 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 goes beyond textbooks; its aim is to nurture responsible citizens with moral and ethical values. Deccan Club, within the institute, plays a vital role in promoting these valuesthrough various commemorative days and festivals.

Independence Day: Celebrated annually, Independence Day fosters patriotism and constitutional values among students through various activities.

Republic Day: On this day, students present skits and engage in multicultural activities, highlighting the principles of diversity, unity, and secularism enshrined in the Indian Constitution.

Gandhi Jayanti: Commemorated on 3rd October, the day includes quiz competitions, elocution, and poster presentations, emphasizing the teachings of Mahatma Gandhi, such as non-violence and social justice.

Swami Vivekananda Jayanti: On this occasion, guest speakers are invited to promote Swami Vivekananda's profound philosophical thoughts, inspiring students towards a purposeful and spiritually enriched life.

Yoga Day: Celebrated by inviting yoga practitioners, Yoga Day encourages students to embrace yoga for physical and mental well-being.

Through these celebrations, Deccan Club provides a platform to instill values such as patriotism, diversity, non-violence, and holistic well-being. The institute aims to shape socially responsible individuals with a strong ethical foundation. By observing these days and festivals, the institute empowers students to become morally upright and compassionate citizens.

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	**No File Uploaded**

7.2 - Best Practices

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

PAHAL - An Intercollegiate Idea Generation Competition

Objectives of the Practice:

- To promote an ecosystem of innovation and entrepreneurship development.
- To build a startup culture among students.
- To provide access to incubators and venture funding opportunities for students.
- To offer a platform for students from various colleges and institutes to present their innovative ideas.
- To enhance the employability of students from traditional courses.

The competition attracts students from various states, and some winning ideas even received funding from the central government. The partnership with renowned incubators and venture capitalists has further strengthened the event's credibility and reach.

The practice requires continued support from partners, financial resources for prizes, and efforts to foster collaboration between academia and the entrepreneurial ecosystem.

Pandemic has posed the unique challenge in front of all the stakeholders.

2. Kausalya - Initiation of Skill development

The primary objectives of this skill development practice are to enhance students' skill sets, improve their employability, boost their self-belief, and prepare them for the job market. Recognizing the diverse backgrounds of students in terms of social, economic, and geographical factors, the institute adopts a unique approach to skill development that avoids labeling students based on perceived weaknesses.

File Description	Documents
Best practices in the Institutional website	Nil
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

Over the last two decades, CIMDR has nurtured a culture of consultancy, gaining a strong foothold among industrialists in Sangli and the surrounding area.

The consultancy features several notable aspects:

- Faculties' involvement enriches classroom teaching and research.
- Students actively participate in delivering consultancy projects, benefiting from both monetary rewards and

practical experience.
- The budget for consultancy projects follows a 70:30 formula, with 70% allocated to faculty and 30% to the institute for resource utilization.
- Industrialists' involvement enhances the effective delivery of the curriculum.
- Consultancy areas encompass marketing, HR, and finance. CIMDR has successfully delivered projects for renowned organizations like Galaxy Transmissions Pvt Ltd, Samruddhi, Godavari Industries, Kotibhaskar, and others.

Presently, CIMDR is working on consultancy projects with Gadgil and Annapurneshwari Foundation in HR and marketing. Additionally, the institute is part of the Special Advisory Cell of DIC, strengthening consultancy as part of quality initiatives.

The establishment of the I2I cell has been instrumental in promoting consultancy among industrialists. Two faculty members are part of the Special Advisory Cell set up by the District Industrial Center. With a focus on consultancy and industrial engagement, CIMDR continues to enhance its institutional distinctiveness and contribute to the growth of the management education landscape.

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

Academic year 2021-2022 was new normal ; the beginning of the year was in hybrid mode of Online & Offline.

Before commencement of the year, meetings were held for the planning purpose. The calendar was prepared after discussions with teachers of concerned department. Planner includes personal and departmental, curricular, co-curricular and extra-curricular activities to be conducted during the year. A copy of academic calendar was issued to all teachers. The students were also informed about the same during the orientation programme.

In alignment with academic calendar Time table and session plans were prepared by the teachers.

To ensure effective implementation of curriculum institute undertakes following measures:

1.Class Facilitator: Faculty plays a role of class facilitator/coordinator, who understands the students' difficulties in academic and non- academic issues and guides the students in these aspects. Further, class facilitators in consultation with HODs of respective departments allocate the students to specific mentors. Mentors act as catalyst in students' academic development.

2.Book Bank facility: Students avail book bank facility at the beginning of every semester in

addition to library card. They are provided the books that cover more than 70% of their syllabus which can be returened after exams.

3.Use of library as learning center: apart from books other study materials such as on-linejournal, on-line lectures are provided through library.

4.Result analysis: After every semester results are analyzed.

It helps the class coordinator to identify the remedial action to be taken. .

File Description	Documents
Upload relevant supporting document	View File
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 marksof each practical assignment. It is the discretion to respective faculty regardingnature of submission of practical assignment.

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:

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.

Practical Assignment 10 marks: Practical assignment given in syllabus (2.5 marks)

File Description	Documents
Upload relevant supporting document	View File
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	View File
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)	[View File](#)

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)

2

File Description	Documents
Any additional information	**No File Uploaded**
Brochure or any other document relating to Add on /Certificate programs	[View File](#)
List of Add on /Certificate programs (Data Template)	[View File](#)

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

21

File Description	Documents
Any additional information	**No File Uploaded**
Details of the students enrolled in Subjects related to certificate/Add-on programs	[View File](#)

1.3 - Curriculum Enrichment

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

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 & Mangaement 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.

- Projects
- 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

3

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	View File

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

189

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

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	**D. Any 1 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	[View File](#)

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	[View File](#)
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

260

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

2.1.2 - Number of seats filled against 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

62

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

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses 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 earners 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	[View File](#)

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

Number of Students	Number of Teachers
612	**12**

File Description	Documents
Any additional information	[View File](#)

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

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

4. Participation in Inter college events

File Description	Documents
Upload any additional information	View File
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

Academic year 2021-2022 was new normal ; the beginning of the year was in hybrid mode of Online & Offline. There was shift in teaching learning process fromonline to offline. ICT tools such as desktops, LCDs were used as for Power ponit presentations,students were asked to present their assignments using both online and offline platforms.

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.

For offline teaching; as per requirement of subject, teachers use LCD projector to share their 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

12

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	No File Uploaded
Circulars pertaining to assigning mentors to mentees	View File
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

12

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
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

4

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)	View File

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

11.88

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

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 2021- 22Internal assignments were conducted and assessed offline.

Teachers corrected the theory assignments and shared remarks for improvement.

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)	[View File](#)

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

The Programme outcomes andcourse outcomes are evaluated by the institution.

Course Attainment Levels:

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

The following are the defined CO attainment level for MBA.

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

CO Attainment= 60% (Attainment level in theory end term examination) +20% (Attainment level in MCQs of end term examination) + 20% (Attainment level in internal examination).

Program attainment Level:

1. **PO attainment is defined at five levels in ascending order;**
2. **The PO attainment is based on the average attainment level of corresponding courses of Direct Method**
3. **The PO attainment levels are defined / set as stated below;**
   1. **Level-1: Greater than 0.5 and less than 1.0 (0.5>1)- Poor**
   2. **Level-2: 1.0>1.5-Average**
   3. **Level-3: 1.5>2.0-Good**

```
    4. Level-4: 2.0>2.5-Very Good
    5. Level-5: 2.5>3.0 -Excellent
  4. The PO attainment target level is set/defined (say,
     Level-4). It implies that, the department is aiming at
     minimum level-4 (very good) in the performance of
     abilities by the graduates. Based upon the results of
     attainment, the remedial measures are taken;

PO Attainment = Average attainment level by direct method
```

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

2.7 - Student Satisfaction Survey

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

[Nil](#)

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)

00

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)	View File

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

03

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

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

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

00

File Description	Documents
List of research projects and funding details (Data Template)	View File
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 21MBA students were trained for 1 month in Fundamental and Technical analysis for investment in stock market. All the students were divided in 3 groups comprising 7 students in each group. Each group opened a demat and initial fund of Rs.48,000 was divided in each group. Using these fund students traded in stock market for a period of 9months and earned a returns.This activity notonly trained the students how to earn money in a group but individually also students started earning good profit. This activity helped in placing 4 students in Northern Trust and 2 students in Morning Star and one in Barclays.

"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	[View File](#)
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)	View File

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

6

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)	View File
Any additional information	**No File Uploaded**

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

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

4

File Description	Documents
Any additional information	**No File Uploaded**
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

1

File Description	Documents
Any additional information	**No File Uploaded**
List books and chapters edited volumes/ books published (Data Template)	[View File](#)

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 studentshould 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. DevduttPattanaik 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 withpeople in any organization. Thus it has helped our MBA students inbuilding a holistic approach towards any subject under discussion.

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

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)	**No File Uploaded**
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

03

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)	[View File](#)

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

75

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)	[View File](#)

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

2

File Description	Documents
e-copies of related Document	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Collaborative activities with institutions/industries for research, Faculty	[View File](#)

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

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

07

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	**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	[View File](#)

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 asper the minimum specified requirement by statutory bodies are available.

```
Class rooms 9 Laboratories 2 Seminar Halls 3 Classrooms with
LCD facilities 3 Classrooms with ICT facilities 3 Classrooms
with Wi-Fi/ LAN 9 Computers fro academic purpose 94
```

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
andsports Grounds.Gymkhana facilities are shared with
Willingdon College andChintamanrao 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 Tournamentsas 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. ispurchased and
maintained by the institute. Institute also providessports
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	**No File Uploaded**
Paste link for additional information	**Nil**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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)

6048346

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	View File

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 https://libcloud .mastersofterp.in//OPACNEW?Library=Chintamanrao%20Institute%20o f%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)	<u>View File</u>

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)

1,87,744

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)	<u>View File</u>

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

10

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	View File

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 90computers; asper requirement equipments are purchased, this year few additions areof Head phones and cameras.Internet facility is provided through TATA lease line with 100MBPSspeed. Wi - Fi facility is provided to students and staff, thedevice which is used for WiFi is TP - Link, double antena.Students and staff access the Wi - Fi system throgh Firewall Login & Password.

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

4.3.2 - Number of Computers

100

File Description	Documents
Upload any additional information	**No File Uploaded**
List of Computers	View File

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	View File

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)

2713726

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)	View File

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 theHardware Engineer appointed by the Institute. Annual budget for repair is Rs. 40,000/- and for maintenance actual amount spent is Rs. 16930/-

Copier Machines: The budgetary provision for annual maintenance isRs. 10,000/- Tonner is usually changed after 1000-1200 copies. Printer - Toners of these printers are replaced as per theconsumption. CCTV :There are 32 CCTVs in the campus. The budgetary provisionfor annual maintenance is Rs. 5000/- Repairs to buildings: Every year there is a provision of Rs. 50,000/-in the budget for minor repairs such as plumbing, bore-well, repairs to furniture and fittings etc. actual expenses are Rs. 70839/-

Furniture and electric equipment:. The work of maintenance andminor repairs is assigned to class 4 employees. Annual budget for minor repairs to furniture and electric equipment and dead stockis Rs.1,20,000/- actual expenses for the year are 1,17,782/- Library: Proper care of the library is taken ensuring physicalcollection so as to maintain ease in accessibility andmaintenance Annual budget of Rs. 15000/- is allocated towardsbinding of books. Gymkhana facilities are shared, the maintenance and cleaning workis assigned with class

4 employees of respective units. For this budget of Rs. 40000 is provided by institute, actual expenses are Rs.45,956/-. Institute has licensed copies of application software, Institutespends Rs.100000 on software up-gradation, actual expenses for the year are Rs. 1,85,906/-.

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

113

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)	View File

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

06

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)	[View File]

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	**Nil**
Any additional information	[View File]
Details of capability building and skills enhancement initiatives (Data Template)	[View File]

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

40

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

40

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

5.1.5 - The Institution has a transparent mechanism for timely redressal of student	**B. Any 3 of the above**

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
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

36

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

72

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	<u>View File</u>

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

25

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)	<u>View File</u>

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.

9

File Description	Documents
e-copies of award letters and certificates	**No File Uploaded**
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at uni versity/state/national/internatio nal level (During the year) (Data Template)	View File

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, vicepresident, 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 2021 – 22

1. Hassan Khaku, President
2. Tanveer Miraje, Vice-President
3. Abhijeet Kambale, Secretary
4. Prakash Obale, Finance
5. Kashish Thakkar, Cultural
6. Sarthak Shah, BBA Co-ordinator
7. Abid Kazi , BCA Co-ordinator
8. Rutwik Wadgave, BBA Sports Co-ordinator
9. Onkar Patil, BCA Sports Co-ordinator
10. Siddhi Joshi, Class representative

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

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

36

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)	[View File](#)

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 managementinstitutes 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 respectableposition. 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 Januarytill 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:

1. C2C Connect:

An initiative was taken by our institute to arrange series of webinars of alumni on every Saturday. Through this webinar an alumni from a specific batch shared his/her industrial experience, imparted knowledge and career opportunities in their respective fields.

2. Summer Internship: One of the alumni Mr. Sohan SHirgaonkar, who is a owner of 4 business ventures offered summer internship to 5 MBA students and groomed them well.

Get-together of BBA & BCA Department

A get-together of BBA & BCA students from the batch 2014-15 was arranged on 31th July 2022. The passed out students shared their present profession and shared their industrial experience so far. Around 30 alumni from the batch attended the meet. They interacted with the teachers and thanked them for their valuable guidance.

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

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

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

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of 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	<u>View File</u>

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	<u>View File</u>

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	<u>View File</u>
Any additional information	**No File Uploaded**
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<u>View File</u>

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	View File

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

6

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training 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

2

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)	View File

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

2

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)	[View File](#)

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	View File

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	View File

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)

3,51,05,001

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)	[View File](#)

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	No File Uploaded

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	D. Any 1 of the above

audit recognized by state, national or international agencies (ISO Certification, NBA)

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)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

CIMDR always promotes gender balance with;

- **Equal Opportunity Policies:** Implementing policies that ensure equal opportunities in admission, recruitment, promotion, and other aspects of the institute's functioning.
- **Diversity and Inclusion Committees:** Establishing committees focused on promoting diversity and inclusion, including gender diversity.
- **Representation in Leadership Roles:** Striving for gender balance in leadership positions within the institute, such as faculty members, department heads, and administration. 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 carried out regularly

- **Skit:** Skit performance at the Independence and Republic Day to promote the woman

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

It helps student to understand the change in the outlook of society towards the women and her presence.

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	[View File](#)
Any other relevant information	**No File Uploaded**

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

Waste management initiatives taken by the institute are;

- **Solid waste management**

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

1. **Solid Waste Management: The institute manages solid waste through proper segregation of different types of waste, including paper, glass, food residue, packaging materials, metals, leather, and cardboard. Waste is collected from classrooms and campus areas and then disposed off through the municipality's waste collection system. Moreover, the institute discourages the use of plastic within the campus.**
2. **Liquid Waste Management:Specifically sewage waste, is managed through an underground soak pit system. This eco-friendly approach ensures that wastewater is appropriately utilized, reducing its impact on the environment.**
3. **E-Waste Management: The institute focuses on managing electronic waste or e-waste, approach to e-waste management involves repairing and reusing electronic devices whenever possible. For items that are beyond repair, appropriate disposal methods are followed, in line with the central policy of the organization.**

CIMDR is making a positive contribution to environmental sustainability and reducing its ecological footprint. Proper waste management not only helps in preserving natural resources but also sets an example for the students and staff, promoting responsible environmental practices within the institute's community and beyond.

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

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

water recycling Maintenance of water bodies and distribution system in the campus

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Any other relevant information	**No File Uploaded**

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. **Restricted entry of automobiles** 2. **Use of bicycles/ Battery-powered vehicles** 3. **Pedestrian-friendly pathways** 4. **Ban on use of plastic** 5. **Landscaping**	**C. Any 2 of the above**

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	[View File](#)

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	**B. Any 3 of the above**

02-12-2023 12:19:03

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**C. Any 2 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
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 being part of the Deccan Education Society (DES) carries forward the rich legacy of its founding members, including freedom fighters like Agarkar and Tilak. The institute's culture is accommodative, and it upholds the values of the

constitution.

a. Cultural Promotion: The institute fosters a multicultural approach by organizing various activities that celebrate different festivals without cultural bias

b. Regional Ideology: The institute promotes the ideology of the region where it is located. Important regional events like Shivaji Maharaj Jayanti and Lokmanya Tilak Jayanti are celebrated, thereby honouring the regional heritage and values.

c. Linguistic Promotion: As Marathi is the local language of the region, the institute celebrates Marathi Bhasha Din to promote the language and its significance. Quiz and elocution competitions.

d. Communal and Socio-Economic Diversity: Being located in an area dominated by agriculture, the institute takes its social responsibility seriously.

By promoting such values, the institute prepares students not only for their academic and professional pursuits but also to become responsible and compassionate citizens contributing positively to society.

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

1. The institute actively fosters constitutional values and obligations among students through various initiatives, aiming to shape responsible citizens. Celebrating anniversaries of significant leaders like Gandhiji, Ambedkar, Phule, and Shahu Maraj, the institute conducts competitions and expert lectures to emphasize the importance of these values in building an inclusive society.

2. Guest lectures by legal experts and retired judges provide insights into constitutional rights, duties, and responsibilities, enabling students to grasp the constitution's workings. Observing Voters Day creates awareness about the fundamental right and duty of voting, encouraging active participation in the democratic process.

3. On Constitutional Day, students and teachers read the preamble, sensitizing them to the principles of equality, rights, and responsibilities. This event serves as a reminder of the constitution's significance in upholding freedom and citizens' rights.

4. The institute recognizes the constitution's pivotal role in unifying India's diverse and multicultural landscape, promoting harmony among different religions, castes, and creeds. By nurturing an understanding of constitutional values, the institute prepares students to contribute positively to society and uphold democratic principles. This commitment to promoting constitutional awareness empowers students to become responsible and engaged citizens, contributing to the nation's progress and unity.

02-12-2023 12:19:03

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	**A. All of the above**

File Description	Documents
Code of ethics policy document	[View File](#)
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various 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 goes beyond textbooks; its aim is to nurture responsible citizens with moral and ethical values. Deccan Club, within the institute, plays a vital role in promoting these valuesthrough various commemorative days and festivals.

Independence Day: Celebrated annually, Independence Day fosters patriotism and constitutional values among students through various activities.

Republic Day: On this day, students present skits and engage in multicultural activities, highlighting the principles of diversity, unity, and secularism enshrined in the Indian Constitution.

Gandhi Jayanti: Commemorated on 3rd October, the day includes quiz competitions, elocution, and poster presentations, emphasizing the teachings of Mahatma Gandhi, such as non-violence and social justice.

Swami Vivekananda Jayanti: On this occasion, guest speakers are invited to promote Swami Vivekananda's profound philosophical thoughts, inspiring students towards a purposeful and spiritually enriched life.

Yoga Day: Celebrated by inviting yoga practitioners, Yoga Day encourages students to embrace yoga for physical and mental well-being.

Through these celebrations, Deccan Club provides a platform to instill values such as patriotism, diversity, non-violence, and holistic well-being. The institute aims to shape socially responsible individuals with a strong ethical foundation. By observing these days and festivals, the institute empowers students to become morally upright and compassionate citizens.

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	**No File Uploaded**

7.2 - Best Practices

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

PAHAL - An Intercollegiate Idea Generation Competition

Objectives of the Practice:

- To promote an ecosystem of innovation and entrepreneurship development.
- To build a startup culture among students.
- To provide access to incubators and venture funding opportunities for students.
- To offer a platform for students from various colleges and institutes to present their innovative ideas.
- To enhance the employability of students from traditional courses.

The competition attracts students from various states, and some winning ideas even received funding from the central government. The partnership with renowned incubators and venture capitalists has further strengthened the event's credibility and reach.

The practice requires continued support from partners, financial resources for prizes, and efforts to foster collaboration between academia and the entrepreneurial ecosystem.

Pandemic has posed the unique challenge in front of all the stakeholders.

2. Kausalya - Initiation of Skill development

The primary objectives of this skill development practice are to enhance students' skill sets, improve their employability, boost their self-belief, and prepare them for the job market. Recognizing the diverse backgrounds of students in terms of social, economic, and geographical factors, the institute adopts a unique approach to skill development that avoids labeling students based on perceived weaknesses.

File Description	Documents
Best practices in the Institutional website	Nil
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

Over the last two decades, CIMDR has nurtured a culture of consultancy, gaining a strong foothold among industrialists in Sangli and the surrounding area.

The consultancy features several notable aspects:

- Faculties' involvement enriches classroom teaching and research.
- Students actively participate in delivering consultancy projects, benefiting from both monetary rewards and practical experience.
- The budget for consultancy projects follows a 70:30 formula, with 70% allocated to faculty and 30% to the institute for resource utilization.
- Industrialists' involvement enhances the effective delivery of the curriculum.
- Consultancy areas encompass marketing, HR, and finance. CIMDR has successfully delivered projects for renowned organizations like Galaxy Transmissions Pvt Ltd, Samruddhi, Godavari Industries, Kotibhaskar, and others.

Presently, CIMDR is working on consultancy projects with Gadgil and Annapurneshwari Foundation in HR and marketing. Additionally, the institute is part of the Special Advisory Cell of DIC, strengthening consultancy as part of quality initiatives.

The establishment of the I2I cell has been instrumental in promoting consultancy among industrialists. Two faculty members are part of the Special Advisory Cell set up by the District Industrial Center. With a focus on consultancy and industrial engagement, CIMDR continues to enhance its institutional distinctiveness and contribute to the growth of the management education landscape.

File Description	Documents
Appropriate web in the Institutional website	**No File Uploaded**
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

Every year institute prepares academic and administrative Page 122/123 04-02-2023 02:50:04 Self Study Report of DECCAN EDUCATION SOCIETY'S CHINTAMANRAO INSTITUTE OF MANAGEMENT DEVELOPMENT AND RESEARCH SANGLI 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