SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

KASTURI SHIKSHAN SANSTHA, COLLEGE OF ARTS, COMMERCE AND SCIENCE

PRATIMA NAGAR, PUNE-NAGAR ROAD, SHIKRAPUR
412208
https://coacs.kasturieducation.org.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

July 2023

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Since its inception in 1996 Kasturi Shikshan Sanstha is aimed at imparting high-quality contemporary education having excellent employment opportunities and entrepreneurship development chances. The outstanding work put into by the efficient and devoted faculty to curve its niche in the field of education. KSS caters to the rapidly changing needs of society without compromising with the quality and its prime objective. KSS has made a fundamental contribution to the field of education. The wings of KSS have been widening ever since its establishment. All the programs are designed to make the students more practical oriented and capable to face the challenges in this competitive world. With the wellequipped infrastructure, facilities of information and communication technology and the team of dedicated staff, KSS is all geared to take on challenges in the era of globalization. Kasturi Shikshan Sanstha Arts, Commerce and Science College, Shikrapur, Pune runs under the aegis of Kasturi Shikshan Sanstha which was established in the year 2004-05. It is located in Shikrapur, a rural area of Pune. The college runs programs in all the streams that are Arts, Commerce and Science. Our students participate in sports at intercollegiate, Zonal and Group levels. Every year the college organizes an annual social gathering and overwhelming responses from the students are recorded. The students have been involved in dance, music, drama, singing, one-act play for showcasing their talent. The management of the college provides a good quality teaching and learning environment to strengthen the character and personality of the students through – Equipping the students with relevant knowledge through ICT and holistic development methods to face global challenges. Provision of modern educational facilities for the students.Making students aware of human rights, value system, cultural, scientific temperament and environmental issues.

Silent Features of the College:

- Well-furnished building
- Adequate security and Housekeeping staff
- Well-equipped library
- Well-equipped laboratories
- ICT enabled teaching facility
- Qualified competent faculty
- NSS Activities

Vision

To provide affordable quality education, while equipping students with knowledge and skills in their chosen stream, inculcate values, identify hidden talents, provide opportunities for students to realize their full potential and thus shape them into future leaders, entrepreneurs and above all good human beings.

Mission

- Impart education of the highest standard through value based holistic teaching and learning by integrating traditional and innovative practices.

- Create a platform for students for exploring their creative potential and nurturing the spirit of entrepreneurship and critical thinking
- Inculcate a strong belief in hard work and core values of gender equality, human rights and ecology in order to make them socially responsible citizens.
- Equip students with the skills needed to adapt better to the changing global scenario and gain access to multiple career opportunities.
- Provide inclusive education by making it accessible to all sections of society.To maintain and promote quality, transparency, compliance and sustainability in govern

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Dynamic and efficient management
- Beautiful campus located in the vicinity of Pune
- Staff actively involved in teaching-learning and extension activities
- Well-equipped laboratories with a computer, internet facility
- Well ventilated and spacious classrooms
- Computers with internet connectivity, Wi-Fi
- Effective use of modern teaching aids like LCD projectors

Institutional Weakness

- Limited collaboration with professional institutions and industries
- Fund limits for innovative programmes
- Space constraint for horizontal expansion

Accommodation facility for students

Institutional Opportunity

- The institute has an opportunity to start PG courses
- The institution has an opportunity to run professional courses
- To develop a media centre to create ICT material development
- To introduce more jobs-oriented courses
- To provide residential facilities for students nearby area

Institutional Challenge

- The rural background of students having less exposure to modern developments is a challenge before the institution. Most of the students are first-generation learners.
- The inferiority complex, passive approach and problem of speaking English are challenges faced by rural students.
- Less number of students in the Arts and Science stream is a challenge.

- Globalization and Privatization of Higher Education.
- Procuring research funds and grants from various funding agencies.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Our college is affiliated with Savitribai Phule Pune University (S.P.P.U.). The admissions, curriculum structure, evaluation processes are conducted as per the rules and norms by the Government of Maharashtra and S.P.P.U. The college has implemented a multilevel system for the **effective planning, implementation and delivery of the curriculum.** The curricula have evolved in various aspects to meet the needs of time and equip the learners with the latest and practical knowledge.

Academic flexibility and Effective Implementation of Curriculum: The College ensures academic flexibility through elective options to graduate students. Implementation of the curriculum is enforced through, teaching plan, academic calendar, academic and administrative meetings and feedback from the students and teachers. The teaching plan is strictly executed as per the general timetable. The process of curriculum transaction is monitored by the head of the departments through meetings and feedback. Teaching and other activities are regularly maintained and monitored by QAC. Extra efforts are taken to realize the application of

subject knowledge through the guest lectures, academic and industrial visits, workshops, projects, curriculum enrichment and various environment awareness activities on and off the campus.

Planning, Teaching and Evaluation: The College offers three certificate courses that are developed, designed and conducted by the faculties. Our faculty design the most relevant, employment-oriented curriculum with the goals and objectives to increase academic flexibility, employability, life skills and based on current trends, suggestions from industry experts and employability options. The courses include Tally, Spoken English and Personality Development, MS-Office have regional relevance in the ever-expanding fields and equip the students to explore avenues beyond the curricula.

Inculcating Human values and Ethics: Issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics are integrated with the curriculum and addressed through lectures, rallies and workshops individually and jointly organized by the college and university. As per the curricula requirement, students are sent for field visits, project work and internships.

Mentoring and Monitoring: Structured feedback collected from students, teachers and alumni for designing and collecting review of syllabi. Collected feedback is duly analysed and proper action is taken on the same.

Teaching-learning and Evaluation

The college follows government and university rules for admitting students to various courses. The teachers are supposed to plan the entire syllabus month-wise and the teaching plan is announced to the students in advance. After the completion of a planned portion class tests are arranged for evaluation. Apart from classroom teaching, seminars, library working, guest lecture, study tours etc are adopted for proper understanding of the

subjects. The college has computer sets with multimedia for audio-visual learning. The evaluation is done through class tests, participation of students in group discussion, assignments and their attendance. It helps

them to score good marks in their university exams. Apart from academic concerns, the students are motivated to participate in different units like NCC, NSS, Sports and games. The college has well-experienced faculty members. The college has tied up with renowned libraries like the National digital library of India so the teachers and students can avail the study material.

The College uses lecture, demonstration, discussion methods such as practical demonstration, PowerPoint Presentations, Computer-assisted teaching, for teaching and learning. Students are involved in conducting seminars, workshops and conferences, with the use of A.V aids like LCD projector, slide projector, interactive board and overhead projector. Students are encouraged to attend the conferences/seminars/workshops held within and outside the Institution. Guest lecturers are regularly conducted. Formative subject evaluation is conducted by the subject teacher periodically. Students feedback of teachers on teaching–learning is analyzed

and necessary actions are initiated. Realizing the importance of institutional responsibility in the teaching, learning and evaluation process, the college gears up adequate intrinsic mechanisms and adopts new pathways in achieving the goals of academic excellence. Internal Quality Assurance Cell (IQAC) meets periodically to discuss the various issues regarding teaching, learning, evaluation and research. The process of admitting students is transparent. The faculty and students keep pace with the recent development in the various subjects by referring to journals, magazines, attending conferences, seminars, workshops and online resources.

Research, Innovations and Extension

Kasturi Shikshan Sanstha Arts, Commerce and Science College is keenly involved in creating and promoting a research culture amongst the faculty. The effective implementation of the MOUs signed with other institutes resulted in the up-gradation of the research facilities and in inculcating academic and research ambience in the campus. The faculty members are taking a

keen interest in the Organisation of hands-on/ workshops on several cutting-edge issues including IPR and Industry-Academia Innovative practices. The college strictly follows the guidelines of Savitribai Phule Pune University. There is a noteworthy increase in the number of research publications by faculty in reputed indexed research journals. Our faculty members published the research articles in UGC approved journals, papers in conference proceedings and books with ISBN numbers. The college is upholding research ambience via establishing the MoUs, linkages and collaborations with academic and research institutes. The research

committee of the college encourages the faculty members to participate in research activities.

The research paper of staff members is published in a reputed journal with impact factors. The College provides incentives to teachers who receive State, National and International recognition/awards in the form of paid leaves and appreciation at the college level. The faculties in college have also received awards for their contribution to research. Some faculties have made an effort to share their knowledge and experience with the outside world by publishing several books. The College has been active when it comes to Extension activities. The College participates in various such activities as Blood Donation, NSS programs and Tree plantation.

Infrastructure and Learning Resources

The Institution is located on 3125.30 sq. m of land having one building for regular academic and administrative activities as well as a sufficient number of classrooms that are well ventilated with adequate seating arrangements. College has RAMP for disabled students along with stairs also lift service is provided. Our central library stack room contains 4358 books, journals and digital resources. The Integrated Library Management Software (ILMS) SLIM (With Cloud) is a fully automated package of library services. It offers OPAC services. It is properly utilized by teachers and students. One Auditorium hall is equipped with LCD projectors, public address system to organize student-centric programs, to conduct co-curricular and extracurricular activities. The hall is having wireless mikes, wi-fi availability and fully AC. The College has adequate space to organize various indoor and outdoor sports activities for the students. The college has ICT-enabled classrooms, conference room, Auditorium Hall, Seminar Hall & sports ground. The institution has a training and placement cell, NSS unit which is actively functioning. Also, we have a separate examination & evaluation department for smooth conduct of examination

& evaluation activities. We have 40 computers with antivirus software connected to lease line internet with a speed of 32 MBPS. Wi-Fi facility is available on the campus. The premises are under CCTV surveillance. 128 CCTV Cameras are provided on the college campus for monitoring day to day activities, security & safety. The college has enough space to accommodate all the requirements of efficient education. There are enough classrooms for routine classes with a spacious library, administrative office and other basic facilities as per the

university affiliation norms. The institution has defined policies and procedures for the maintenance of physical, academic and support facilities and their utilization. The solar panel is installed on the roof for getting electricity which can be used for college purposes. The college has acquired a bore well for drinking, clean water. Water Filters, Washrooms, Health Services, Firefighting equipment and Security services are available.

Student Support and Progression

It is heartening that National Assessment and Accreditation Council (NAAC) has brought in a new spirit into its process of assessment and accreditation. This has been attempted as a continuance of the NAAC's concern for ensuring that its processes are in tune with local, regional, and global changes in higher education scenarios. Kasturi Shikshan Sanstha Arts Commerce and Science College has shown tremendous growth throughout its academic years.

Since education plays a vital role in everyone's life, college has initiated plenty of programs academic as well as nonacademic. Focusing on the growth of the students we have always been consistently encouraging students to indulge themselves in extra curriculum activities.

Our sports department has given expected outcomes. Kasturi Shikshan Sanstha Arts Commerce and Science College also facilitates Sports Department for the students. Sports help to improve the cognitive and memory function of the brain. It helps to maintain physical and mental health properly. Our students have performed well and brought national-level medals which made us proud. We are not behind in creating job opportunities and creating entrepreneurship. Our students have proved that not only government jobs build careers but also corporate jobs and entrepreneurship make our lives wealthy.

Governance, Leadership and Management

The institution has well defined vision and mission and concrete and dedicated efforts are made for quality and

value based education. A proper hierarchy is followed for formal and informal communication and coordination in the institution for academic and administrative planning and its implementation for desired outcomes. The governing body works in collaboration with the Principal to regulate and maintain an amicable and scholastic environment. The Principal along with HOD's and administrative staff steers the college towards fulfilment of its objectives. The college promotes a culture of participative and decentralised management. A large number

of committees have been constituted which are competent and empowered enough to formulate and execute plans and evaluate the outcome. For strategic development and deployment of its policies, the college makes perspective plans. These plans are executed through various committees like Purchase Committee, College Development Committee, Examination Board, etc. E-Governance has been implemented in various areas of operation. Welfare Schemes are available for teaching and nonteaching staff which include medical and duty leave, advance against salary, employee provident fund, etc. Proper performance based appraisal system is followed for all teaching and nonteaching staff. Professional development programmes are also held for Teaching and Administrative Staff in the institution with focus to develop their skills.

The Annual Budget is prepared at the beginning of every academic year for finance allocation and its optimum utilization as well as mobilization of resources. The proper system is established for allocation and utilization of funds and its records are maintained to ensure transparency in the institution. The Income and Expenditure statements of the institution are subjected to regular external audit. Several strategies are implanted for optimum utilization of resources. In compliance with NAAC regulations, QAC has been functioning in the college as a quality sustenance measure and it holds regular meetings for effective planning and implementation

of institutional policies. The quality Cell is involved in planning, auditing performance, analyzing strategic issues in maintaining quality parameters.

Institutional Values and Best Practices

Kasturi Shikshan Sanstha Arts, Commerce and Science College shows gender sensitivity through various initiatives and actions for creating a safe, secure, and healthy atmosphere on the campus. College initiates anti-ragging committee, internal complaint committee. Our college takes initiatives for energy conservation, water conservation, green campus. established solar energy, wheeling to the greed, sensor-based energy, LED Lights, borewell, Rainwater Harvesting, tank construction, various tree plantation activities. Our college celebrates various festivals, commemorative days, events to develop harmony among students, and also they can understand cultural diversity.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	KASTURI SHIKSHAN SANSTHA, COLLEGE OF ARTS, COMMERCE AND SCIENCE
Address	Pratima Nagar, Pune-Nagar Road, Shikrapur
City	Shikrapur
State	Maharashtra
Pin	412208
Website	https://coacs.kasturieducation.org.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Ganesh Natrajan Iyer	02137-605103	7276008927	02137-605104	ksscollege@gmail.com
IQAC / CIQA coordinator	Balasaheb Babasaheb Diwate	02137-605101	9892782357	02137-605102	baladivate@gmail.com

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Maharashtra	Savitribai Phule Pune University	<u>View Document</u>

Details of UGC recognition

Under Section	Date	View Document
2f of UGC		
12B of UGC		

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

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

Recognitions

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

Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Pratima Nagar, Pune-Nagar Road, Shikrapur	Rural	5.3	1200

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BA,Arts	36	HSC	Marathi	360	36
UG	BBA,Commerce	36	HSC	English	240	23
UG	BCom,Commerce	36	HSC	Marathi	360	79
UG	BSc,Science	36	HSC	English	240	30
UG	BSc,Science	36	HSC	English	360	18

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	1				0				20			
Recruited	1	0	0	1	0	0	0	0	6	14	0	20
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				10
Recruited	3	7	0	10
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

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

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	0	0	0	1	1	0	3
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	5	12	0	17
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

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

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

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

Programme		**From the State Where College is Located**	**From Other States of India**	**NRI Students**	**Foreign Students**	**Total**
UG	Male	79	0	0	0	79
	Female	107	0	0	0	107
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		**Year 1**	**Year 2**	**Year 3**	**Year 4**
SC	Male	14	10	18	24
	Female	16	15	16	14
	Others	0	0	0	0
ST	Male	0	0	1	4
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	34	54	59	117
	Female	25	36	44	46
	Others	0	0	0	0
General	Male	101	106	122	241
	Female	55	64	95	147
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	1	0	0
	Others	0	0	0	1
Total		245	286	355	594

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	National Education Policy (NEP 2020) envisions an education system rooted in Indian ethos that contributes directly to transforming India that is Bharat, sustainably into an equitable and vibrant knowledge society. The Vision of National Education Policy, to provide high quality education to develop human resources in our nation as global citizens. In order to provide the holistic academic growth among students, Inter-disciplinary curriculum has been proposed by NEP which gives freedom to the student to choose their preferred options from the range of program .The NEP 2020 calls for structural changes, regulatory reforms, and introduction of holistic & multidisciplinary curriculum. Its biggest impact

	would be the change in the learning environment and the learning process for the students. The purpose of quality higher education is, therefore, more than the creation of greater opportunities for individual employment. It represents the key to more vibrant, socially engaged, cooperative communities and a happier, cohesive, cultured, productive, innovative, progressive, and prosperous nation. In order to fulfill the Objectives of NEP, our college will draft a roadmap for incorporating the features of NEP 2020. A discussion among management, principals and head of departments to understood the draft and different aspects of NEP. Such as diversity for all curriculum and pedagogy with technological innovations in teaching and learning, encouraging logical decision making and innovation, critical thinking and creativity. Satyam Group of Institutions organized an international conference on "Reflections on holistic, multi-disciplinary and futuristic aspects in higher education". To develop an understanding about the implementation of NEP in higher education. Already we are using different innovative methods and technique like Blended learning, team teaching, correlation, integration to provide multidisciplinary and interdisciplinary experiences to the would-be teachers. A guest lecture was organized on Education 4.0 to develop an understanding about fourth industrial revolution and about transforming the future of education using advanced technology and automation. During this pandemic we have organized different workshop for our students to provide them training about online teaching and learning. KSS Arts, Commerce and Science College is an affiliated college of Savitribai Phule PuneUniversity. As an when University prepares or provides a curriculum or guideline to implement the multidisciplinary / interdisciplinary structure of New Education Policy the KSS Arts, Commerce and Science College will abide by it. This institution has already proposed and started creating enough infrastructure and planning to allow such facilities.
2. Academic bank of credits (ABC):	The Academic Bank of Credits (ABC) will be of great help to the students. . It will allow students to take courses as per their vocational, professional, or intellectual requirements. It will also allow them for suitable exit and re-entry points. This will enable

	students to select the best courses or combinations that suit their aptitude and quest for knowledge. TheABC can allow students to tailor their degrees or make specific modifications and specifications rather than undergoing the rigid, regularly prescribed degree courses of a single university or autonomouscollege. We are a Local Chapter of NPTEL, SWAYAM. Our students are taking courses through online mode through National Schemes like SWAYAM, NPTEL etc. The Academic Bank of Credit concept is yet to be implemented by the affiliating university, were waiting for university guidelines to implement ABC For this purpose, the university has constituted a committee to prepare a path for effective integration of ABC in its academic programs.
3. Skill development:	The NEP 2020 envisioned for the holistic development of youth with emphasis on raising Gross Enrolment Ratio (GER) but also on skill development as the main factor to make mission 'Self Reliant India' possible, there is revived approach towards running vocational courses to be offered by higher education institutes. To understand Vocational education we had conducted a virtual discussion session among all faculty members on vocationalization of education as per NEP 2020. We are exploring the vocational courses useful for the local need; 'Vocal for Local' to explore the vocational courses useful for the local and course need.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Indian Knowledge system will include knowledge from ancient India to modern India and clear sense of India's future aspiration with regard to education, health and environment. KSS Arts, Commerce and Science College celebrates Hindi Diwas to encourage Hindi learners and understand the cultural values permeated by the literary works in Hindi Further, Indian Ethos and professional Ethics , Indian culture and heritage in curriculum. Through Drama and art in education we provide them exposure toward Indian culture. The college is planning to host events, lecture series and performances.
5. Focus on Outcome based education (OBE):	KSSCOACS has adopted Outcome Based Education (OBE) for Arts, Commerce and Science programme. Learning Outcomes have been appropriately defined at Programme & course level (PLOs/CLOs), and appropriate learning experiences are designed and

	delivered to facilitate attainment of the stated learning outcomes. Outcomes are assessed and attainment analytics are used to improve the academic quality. Arts, Commerce and Science course is designed with outcome centered on cognitive abilities namely Remembering, Understanding, Applying, Analysing, Evaluating and Creating.
6. Distance education/online education:	The National Education Policy 2020 envisions a complete overhauling of the higher education system to overcome constraints that prevent equity, inclusion and diversity. The policy propagates that HEIs that fulfill stipulated criteria should offer ODL and online programmes so as to reach out to geographically and socio- economically disadvantaged groups. Due to Covid -19 pandemic, educational institutions in the country has increasingly involved in using the digital platforms for engaging classes, conducting conferences and meetings. Due to Covid -19 pandemic, educational institutions in the country has increasingly involved in using the digital platforms for engaging classes, conducting conferences and meetings. This can be considered as the new normal, which is envisaged in New Education Policy as well. Institute has successfully imparted its course content delivery in online mode during the Pandemic (COVID-19) and also conducted online examinations successfully by using our own team. KSS Arts, Commerce and Science College is a Local Chapter of NPTEL/SWAYAM Courses and providing opportunity to the teachers and students to learn online to enhance their knowledge and professional skills. For increase in focus on the skill improvement and competency development of the students, it is essential that an identified set of skills and values will be incorporated into higher education

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs	Yes

are representative in character?	
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	Yes
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	Yes
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	Yes

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
226	441	358	490	543

File Description	Document
Institutional data in the prescribed format	View Document

2 Teachers

2.1

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

Response: 65

File Description	Document
Institutional data in the prescribed format	View Document

2.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
19	19	27	27	27

3 Institution

3.1

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

2021-22	2020-21	2019-20	2018-19	2017-18
13.09	22.8	26.7	30.1	32.42

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

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

Response:

Kasturi Shikshan Sanstha, College of Arts, Commerce & Science provides a conductive atmosphere for teaching and learning to achieve effective curriculum delivery

Our aim is to provide education to contribute **t**o national development through, High level relevant human/manpower training. Develop students' intellectual capability, to understand and appreciate their local and external environments; - Facilitate the acquisition of both physical and intellectual skills, which will enable individuals to be self-reliant and useful members of the society;

Faculty of Kasturi Shikshan Sanstha, College of Arts, Commerce& Science expects students to meet or exceed established scholastic, professional, and certification standards. In order to deliver curriculum, the faculty provide effective instruction technique, academic advisement, use of projector and personal guidance to students. To accomplish this, faculty participate in a vigorous self-development program which includes scholarly/creative activity, close contact with their professional fields, and the study of methods for continually upgrading the quality of their teaching and other professional interactions with students. The College with the help of management provide the faculty adequate opportunities for self development which include training programs, leave policies, and the funding of professional travel also college provide special incentives for up gradation, and to promote research.

Because curricular coherence is essential, faculty members who represent general education, specialty studies, supporting professional disciplines and pedagogy create and maintain continuous dialogue regarding the content and quality of professional preparation programs sponsored by the College.

Principal every year evaluate the performance of faculties through students performances in examination. We strictly follow Syllabus of Savitribai Phule University Pune, for all courses. Planning for lectures

1. Academic calendar for whole college .which includes important dates for commencement, internal examinations, external examinations, cultural activities, seminars, conferences, holidays.

2. Course schedule: each department distributes courses for concerned faculties according to their expertise.

3. Time table: H O D"s prepare time-table for each classes.

4. Each faculty prepare teaching plan for concerned subjects.

5. College Equipped with sufficient Number of Computers in Computer Lab. With internet facility.

1.2 Academic Flexibility

1.2.1

Number of Add on /Certificate/Value added programs offered during the last five years

Response: 3

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

1.2.2

Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

Response: 13.61

1.2.2.1 **Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
70	73	76	61	0

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

1.3 Curriculum Enrichment

1.3.1

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

Response:

To Integrate the Cross cutting issue like gender, environment education, human right, ICT our college activity takes program on this issue related to society. In our college curriculum we established girl empowerment programs, soft skills, carrier guidance etc

The College has conducted following programs every year to integrate the cross cutting issue.

Gender	Organizes various program on gender equality emphasized to staff Lectures on legal provisions for women and their safety Programs on Women Empowerment, self-defense training through Various competitions conducted – easy, elocution, rangoli, wall poster. HB checking camp for girl's student. Women's day Celebration
Environment Education	Environmental studies- a Compulsory Subject for B.A/ B.Com/ B.Sc Celebration of green and Eco friendly Ganpati festival E waste management Student project on Environmental issue.
Climate Change	Various competitions/ programs Tree Plantation No Vehicle Day Waste water management
Human Rights	Guest Lectures on Human Rights Anti- Ragging cell Voter Awareness Programs
ICT	Workshop on ICT College Staff WI-FI Access Computer labs With Internet Access Audi- Visual seminar hall and Class Room for presentation ICT is part of Curriculum for

1.3.2

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

Response: 30.97

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

Response: 70

File Description	Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)

Response: No

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 26.59

2.1.1.1 **Number of students admitted year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
226	441	358	490	559

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

2021-22	2020-21	2019-20	2018-19	2017-18
1560	1560	1560	1560	1560

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

2.1.2

Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 17.38

2.1.2.1 *Number of actual students admitted from the reserved categories year - wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
77	159	120	163	159

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

2021-22	2020-21	2019-20	2018-19	2017-18
780	780	780	780	780

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

2.2 Student Teacher Ratio

2.2.1

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

Response: 11.89

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 using ICT tools

Response:

Student centric teaching methods are adopted for effective communication of the subject knowledge to the students. Students are taught with the mission that fosters a learning environment which nurtures exploration of various skills and critical thinking about the subject. This presents new opportunities for academics in strengthening the courses under arts, science and commerce.

Highlights of student centric methods: Provision for individual involvement in practical or project work, group work, role play, field visit, industrial visits, case study, debates, seminars,

presentations. Organization of educational trips and surveys and Special Guest lecture programmes.

Provision of e-learning resources: College has computers, LCD's and high speed internet facilities for teaching learning process.

Experiential learning: Students may struggle to grasp concepts that don't pertain to the "real world." With experiential learning, students are given the opportunity to apply data and ideas in a real-world situation where they too play an active role. Under group experiential learning system, Activities are planned for the individual student for each semester. In Physics Newton's laws of motion was taught by this method. In Chemistry sessions students are encouraged to make their own Indicators using household substances like turmeric, Rose petals etc. to give them real life experiences. In Mathematics,

Application of Matrices in Mobile phones and in Geography classes GPS were demonstrated in the class.

Participatory learning : The students are engaged in activity learning viz., tours and excursions, group discussions, case studies, community surveys, describing visual images. In Economics subject, students are engaged in brainstorming sessions on Central and State Government budgets. In English subjects, students are given burning issues for enriching communication skills. Interdepartmental collaborative activities promote sharing of thoughts among the students, to develop leadership qualities and inculcate the spirit of team work.

- Participation of Students in conferences and seminars
- Laboratory Practical's in Science departments involve individual as well as in group work.
- Participation in Online Courses.
- To motivate sport spirit among students, the institute engages students in various games and sports and organizes different competitions.

Problem solving Methods: In a problem solving method, students learn by working on problems. This enables the students to learn new knowledge by facing the problems to be solved. The students are expected to observe, understand, analyze, interpret, find solutions, and perform applications that lead to a holistic understanding of the concept. In Geography, teacher ask students to visit nearby areas for understanding real environmental issues such as deforestation and cleaning of Velu River.

In Mathematics students are given the real life tasks such as conducting survey of BMI or their Exam marks are given to perform result analysis so that they can understand the statistical terminologies in a better way. This method develops scientific process skills. This method helps in developing brainstorming approach to learning concepts.

2.4 Teacher Profile and Quality

2.4.1

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

Response: 100

2.4.1.1 **Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:**

2021-22	2020-21	2019-20	2018-19	2017-18
19	19	27	27	27

File Description	Document
Upload supporting document	View Document

2.4.2

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	View Document

2.5 Evaluation Process and Reforms

2.5.1

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

Response:

The college focuses primarily on the teaching learning process through regular assessment and evaluation of students. To ensure the transparency and robustness of the evaluation the college has provided few guidelines to the faculty. The efficient and smooth conduct of examinations and timely declaration of the results on noticeboard can be ensured only with the cooperation of all the stakeholders including teaching, non-teaching and administrative staff of the KasturiShikshanSansthas, Collage of Arts,Commerce and Science,Shikrapur. The schedules of internal assessments are communicated to students and faculty in the beginning of the semester through institute academic calendar and prior notices.

Transparency –

The college conducts an Induction program at the begining of every academic year where the students and parents are given prior knowledge about the various internal assessments which are going to be conducted throughout the academic year. Scheduling of Internal Examination, Seating arrangements and

hall invigilators are listed for every examination. College has appointed seperate and competent college examination officer and internal senior supervisor for transperancy in evaluation.

Question papers are prepared in a uniform manner as per guidelines of university and the process is monitored by head of department and college examination committee. Internal Assessment is carried out within the stipulated time. Attendance of students for the Examination is monitored. Class test is conducted in each semester for each course along with assignments, and presentation for semester pattern. Term End Examination and assignments for yearly pattern. Staff meetings are conducted periodically to review the evaluation process. The internal class test marks are displayed on the notice board and well informed within time to students. Good timely opportunities given to discuss any concerns or grievances about assessment outcomes.

Robustness –

All the Assessments are conducted and undertaken ethically and with honesty by faculty and students. Assessment procedures are fair, feasible, and equitable for all students. Formative tools are used for internal assessment. For the semester pattern, in theory courses class tests along with assignments and presentations are conducted. And for annual pattern, term end examination, assignments and presentations are conducted. For practical courses, the tools used for assessment are attendance, practical performance, journal and Viva. As per university Guidelines College has appointed CEO. The appointment of CEO and Internal squad committee is done under the guidance of Principal. The college exam officer guides the HODs and issues notices for internal exams and evaluation. And also keeps the record of the same .The college exam officer conducts the orientation program for the junior Supervisors before the examination which helps faculties for smooth functioning of exams. Our campus is surveillance by CCTV so as to ensure none of the malpractices has been carried out at the time of examination. All classrooms are surveillance by CCTV. Internal squad members have been appointed to ensure the smooth functioning of the exam.

2.6 Student Performance and Learning Outcomes

2.6.1

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

Response:

The college has clearly stated learning outcomes in its vision and mission statement. Aims and objectives are clearly defined and stated by the college. The faculty and the students are made aware of the learning outcomes for all the programmes taught.

Each department has prepared their program educational outcomes (PEO's) and program outcome (PO's). The program educational outcomes and program outcome are displayed on website and communicated to teachers and students.

The course objective and course outcomes for all programs are included in the curriculum itself by the

Savitribai Phule Pune University (SPPU) while designing the curriculum. The course objective and course outcomes are included in the syllabus of each subject.

Course Outcomes are provided by the Savitribai Phule Pune University , Pune through respective curriculum. Program outcomes describe what students should know and be able to do at the end of the program. Course outcomes are the clear statements of what a student should be able to demonstrate at the end of the course and are assessable and measurable in terms of knowledge, skills and abilities.

Course outcomes and program outcomes are published on a website and displayed on notice boards and laboratories. The students are made aware of outcomes during orientation programs, course presentations, course exit surveys, and in teaching and practical plans.

The students can go through the course objective and course outcome through syllabus copy also, as they are included in the syllabus itself. While addressing the students, the HODs create awareness on PEOs, POs and COs.

The faculty members, class teachers, mentors also inform the students and create awareness and emphasize the need to attain the outcomes. At the beginning of a course along with the syllabus, students are made aware of the outcome of the course by the respective course teachers. The students are also made aware of the same through induction program.

From 2019 As per CBCS pattern students are assessed through continuous assessment method.

Regular performance in lectures, Seminars, presentations, orals, assignments, class tests and project work are some of the methods used for evaluation. The progress of the student is communicated to the student.

In the recent years, the College also encourages its faculty to use digital avenues like Google Classrooms, What's app groups to disseminate knowledge and share information in the form of notes, presentations, important questions etc.

2.6.2

Pass percentage of Students during last five years

Response: 59.01

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

2021-22	2020-21	2019-20	2018-19	2017-18
38	52	78	32	62

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

2021-22	2020-21	2019-20	2018-19	2017-18
52	61	93	127	111

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

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response:

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

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

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

3.2 Innovation Ecosystem

3.2.1

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

Response:

An innovation ecosystem effectively transforms knowledge into products, processes and services that jump starts economic growth, creates employment and improves the quality of life of people. An innovation ecosystem includes a diverse array of participants and resources that contribute to, and are necessary for fostering innovation in economy.

The counseling done by Department of placement on stress management, surveys conducted by NSS unit, department of physics on energy audit etc. is the examples of transfer of knowledge to the social benefit.

The current researchers jointly discussed with students and experts as well as persons from all walks of life. The research articles are displayed on notice boards, discussed in classrooms so as to create awareness among students.

The institution believes in dissemination of research, knowledge and information to students and the community.

The college has taken initiatives by organizing conference seminars, workshops, training, guest lecturers etc. on current scenarios of research activities in various subjects and shared the knowledge and findings amongst the students, teachers and communities.

Few staff members have PhD Pursuing and contributed to the reference books and text books published on concerned subjects, and written articles in the newspapers and magazines for the benefit of common people on important subjects.

Industry academia met facilitates the interactions between researches in the college and the industrial experts. Students are encouraged to participate in research activities like Avishkar organized by research cell of SSPU.

The various associations viz. Science association, Commerce association, Social science associations, Language associations undertake different activities to develop the bond between society and institutes.

The teachers send the link of recent research and discovery to students through social media like whats app.

The institute website, display Boards and Mouth Publicity are means used by the institute to spread information regarding resources and experts available on the campus, to facilitate local community

3.2.2

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

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

3.3 Research Publications and Awards

3.3.1

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	[View Document]

3.3.2

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	[View Document]

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 last five years.

Response:

The Kasturi Shikshan Sanstha Arts, Commerce and Science College conducts extension activities

throughout the year. These activities are organized by different departments of the college, for example, the NSS organizes the activities like Swatch Bharat Abhiyan, Tree Plantation etc. Apart from these, the extension activities like women's empowerment, anti ragging measures etc are conducted by NSS and Students development board. Social service activities are carried out through NSS unit of the college. These activities expand student's academic learning experience and inculcate different values, skills in them. Through these

activities the students begin to think beyond individual interest and work for the welfare of the society. It helps them to know the value of teamwork and leadership. It develops communication skills and decision capacity. Students get a wonderful platform to learn about traditions, cultures and different social values through extension activities. They help the students to contribute to national development and social integration. It also creates the awareness about burning social issues among students and thereby develop the rational judgments about the do's and don'ts of the society. The social isssues like superstitions, gender inequality, social discrimination are eradicated by the students through these extension activities. These subjects develop social awareness regarding current issues, cultural and traditional issues in India. The College promotes neighborhood network and students engagement in extension activities, contributing to good citizenship bearing high moral values, community service and holistic development of students. To sensitize students, Cultural acitivities and NSS Programmes play crucial role. The faculty members of these committees introduce various activities to the students during induction program and ensure their participation throughout the academic year.

Blood Donation Camps: Their social concerns are strengthened through the conduction of various programs like blood donation camps, health check-up camps, etc. The College arranges health check- up camp, blood donation camp, and awareness programs and other social awareness programs. Involvement in such service-learning activities helps students to become matured and socially responsible.

Clean India Campaign: The students are motivated to participate in need based outreach activities such as 'Swachh Bharat Abhiyan', is carried out by the students. Sanitation and

hygiene is maintained by the students in the campus premises as it is practiced and preached at the time of such campaigns. The student volunteers provide medical help to society and raise funds to help the victims of natural calamities. The habit of cleanliness is made evident at the time of procession of the pilgrims.

These activities help to sensitize and inculcate ethical behaviour among the students.

Social Awareness Program: Activities like street play on various issues inculcate the awareness and social values among the students. Road safety awareness program is organized by the college. Women Empowerment, Street play, Indian Constitution Day are celebrated. Students actively participate in various inter-college competitions like Drawing, Elocution, Debate, Quiz Competition, essay competition etc.

These lead to emotional, intellectual, social, and inter-personal development of students.

3.4.2

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

Response:

There Is No any Awards and recognitions received for extension activities from government / government recognised bodies

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 organised in collaboration with industry, community and NGOs) during the last five years

Response: 13

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., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
2	2	5	3	1

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

3.5 Collaboration

3.5.1

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

Response: 0

File Description	Document
Institutional data in the prescribed format	View Document

18-12-2023 08:55:35

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

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

Response:

Our college provides education of students in rural Areas. The College is located on Pune-Nagar Highway. The college is providing adequate physical and infrastructural facilities for the teaching-learning process for the students. The institution is conscious of the need and importance of enhancement of infrastructure from time to time for the effective teaching-learning process and upgrading the equipment's for smooth functioning of the college. The college has separate rooms for the principal cabin, administrative office, staffroom, sportsroom, NSSroom, seminar halls, library & Reading hall; Dust bins are kept in the examination department, staffroom, and administrative office and college premises to maintain cleanliness. The college has provided clean drinking water. An aqua-water purifier has also been made available. Sports equipment's are available in the sports department for students. 128 CCTV cameras have been installed in the college premises to curbragging, security and malpractices in examinations. The Auditorium Hall is widely used by all the departments, for conducting various activities such as yoga,

cultural programs and seminars. Adequate ICT facility is available in computer lab and classrooms.

The Institution is located on 2500sq.m of land.Well-equipped infrastructure, spacious building, computer laboratory, Physics laboratory, Chemistry laboratory and Botany laboratory, Zoology laboratory

.ICT-enabled classrooms, Seminar Halls, sports ground, parking for two wheelers and 4 wheelers.

ICT-enabledclassroomsenablethelearnerstogetacquaintedwithnewresearch&developmentsprograms and current happenings around the globe. The facility of electricity/light is provided in class. There is a computer and Xerox machine for the examination department.

The library is rich and has sufficient books and Journals to meet the academic needs of the students and teachers. The reading room is open to college staff and students.

Classrooms have proper illumination, seating and ventilation arrangement. For Commerce and Sciencest udent'slaboratoriesarewellequippedwithlatestequipment'sandsoftware.Theinstitutionhasinfrastructure facilities for indoor-outdoor activities, seminars, conferences, presentations, ICT enabledteaching learning process.

The college also encourages students to undertake and participate invarious community cantered activities like NSS, tree plantation etc.

The following facilities are available for curricular and co-curricular activities:

Sr. No	Facility	Purpose
1.	Seminar hall	Toconductseminars,quizcompetitionGuestlectures,debates, Culturalpro placement activities etc.
2.	Classrooms	Regular teaching and learning
3.	Technology enabled learning places	Computer labs for practical
4.	Chemistry Laboratory	Chemistry Lab for Practical
5.	Physics Laboratory	Physics Lab for Practical
6.	Botany Laboratory	Botany Lab for Practical
7.	Zoology	Zoology Lab for Practical
8.	Library and reading hall	Library and reading hall
9.	Examination Department	For Examination related work
10.	Canteen	For all staff and students
11.	Pantry Room	For all staff

4.1.2

Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 77.45

4.1.2.1 **Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
9.62	19.5	21.88	21.29	24.61

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

4.2 Library as a Learning Resource

4.2.1

Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

4.2.1 Library is automated using Library Management Software-(iSLIM)Response:

Library is the hub of academic life of the campus serving student & faculty members educational, research and development purpose.

The knowledge of resource center has stock room & reading room with 6056 books, Textbooks, Reference books, encyclopedias, story books, project reports, (EVS, Science) news paper, question papers. Automates all your library process & provides for an interactive user experience. ISLIM follows a modular approach & offers both essential & advance modules. It works the way your library does. Reading room facility is available for the students. The library is updated by adding the latest books& reference books.

ISLIM is an online library management system to automate all your library processes for an interactive user experience. ISLIM follows a modular approach. And offers the essential modules like Acquisition, Cataloging, circulation and circulate books, films ,sound recordings drowning,clipping, articles, reports,letters,pamphlets, serials publications etc. In addition to these ISLIM offers other advanced modules such as Statistics ,CAS,SDI,SMS,etc that may be selected depending on your specific requirements.

ISLIM is an online library management system that offers remarkable features to center to the requirement of all kinds of libraries in 21 st century. the use of software is helps to the librarian to easy

and fast work, its useful to download every kind of data fast and easily.

Name of iSLIM software	SLIM	
Nature of automation	Fully	
Version	SLIM	

4.3 IT Infrastructure

4.3.1

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

Response:

IT infrastructure is a base part of the institution, Therefore our campus is upgraded with all the necessary

IT facilities. The college has total 40 Computers and out of these, 25 computers are being used by the

students in the computer laboratory with required software and antivirus and remaining are for academic

and administrative purposes. The College has one computer Laboratory with internet facility. The

computer lab is powered by UPS to ensure uninterrupted usage of power. The lab has LAN facility to all

the computers. The college has adequate IT facilities for strengthening the teaching and learning process.

We have different ICT equipments like Scanners, Printers, LCD projectors, Wi-Fi modems, Digital

Cameras, Speakers and Wireless Microphone etc. to provide effective teaching and learning, the college

campus is WI-FI enabled. Faculty can access Wi-Fi anywhere in the campus to gain additional

information, carry out research activities, and download information related to the curriculum and also to

gain further knowledge about their subjects which is then passed on to the students. ICT enabled

Classrooms are available for Power Point Presentation lectures, audio, video films and for blended learning

etc. 128 CCTV Cameras are provided in the college campus for monitoring day to day activities , security

& safety. To maintain the arrival and departure of faculty, Bio-Metric machine i.e., thumb impression

machines are installed. All the computers in college are provided with well UPS Back-up facility. The

college administrative office computer lab has LAN connectivity. Faculty uses power point presentations,

videos etc. in the class rooms to enhance teaching learning process. Scanners, printers, Xerox facility is

available and faculty make use of this for the benefit of students. Students are encouraged to use IT

infrastructure in the best possible way to augment their learning and hone their IT skills which is a must in

today's environment.

The Internet facility is provided through wired connections, there are five Internet switches with optical

fibre connectivity support. In order to provide high quality speed of network, the College has Lease line

Internet connection with 32 Mbps bandwidth.

4.3.2

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

Response: 9.04

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

Response: 25

4.4 Maintenance of Campus Infrastructure

4.4.1

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

Response: 22.76

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

2021-22	2020-21	2019-20	2018-19	2017-18
3.47	3.30	4.98	8.90	7.82

File Description	Document
Institutional data in the prescribed format	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

Response: 12.15

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
62	49	59	80	0

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

5.1.2

Capacity building and skills enhancement initiatives taken by the institution include the following

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

Response: B. 3 of the above

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

5.1.3

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

Response: 4.96

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

2021-22	2020-21	2019-20	2018-19	2017-18
26	20	31	25	0

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

5.1.4

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

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

Response: D. Any 1 of the above

5.2 Student Progression

5.2.1

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

Response: 100

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

2021-22	2020-21	2019-20	2018-19	2017-18
9	9	5	8	6

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

2021-22	2020-21	2019-20	2018-19	2017-18
9	9	5	8	6

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

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 0

5.2.2.1 *Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

5.2.2.2 **Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

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

5.3 Student Participation and Activities

5.3.1

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

Response: 0

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at*

national/international level (award for a team event should be counted as one) year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

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

5.3.2

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

Response: 0.6

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	1	1	1

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

5.4 Alumni Engagement

5.4.1

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

Response:

The Alumni Association Contribution through various means:-

1. Book Donation: Contribution by donating Books.

2. Alumni Interaction: Alumni of KSSCOACS give inputs to aspiring graduates. They are invited as resource persons at various events, guest lectures and panel discussions. They provide inputs and share

their experiences regarding skills, recent technologies & trends in corporate world, application of knowledge and corporate working culture.

3. Placement & Career Guidance Assistance: Alumni are working in organizations at various capacities. They keep the faculties and the placement officer abreast about the available job opportunities. They assist and guide the students to crack the interviews. They also share their experience with the students and motivate them for their career development in various domains.

4. Campus recruiters: Alumni come to campus as recruiters for their companies and also recommend and promote KSSCOACS to their employers for campus placements.

5. Entrepreneurship Awareness: Some of our Alumni have established startups in different sectors, many of them are first generation entrepreneurs. They decided to become entrepreneurs during their academic span at KSSCOACS Through the journey as an entrepreneur they learnt various skills & knowledge. They enlighten the students with their success stories and challenges faced.

6. Alumni Meet: We at KSSCOACS have a tradition of inviting alumni for Annual Alumni Meet "Convergence" in the month of February. In this meet the alumni get chance to reconnect with the Alma mater and old friends. This is the best platform for networking and sharing new trends and current happenings in the corporate world. These inputs are helpful to academicians for moulding the aspiring students.

7. Institute Social Responsibility: Our Alumni in association with KSSCOACS are engaged in conducting social activities for the welfare of the society through Donations in the form of Books, Blankets, Chairs, Mats, Storage containers, Stationary etc.

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

Governance of the Institution: Kasturi Shikshan Sanstha was established in 1996 while the Kasturi Shikshan Sanstha's Arts, Commerce and Science College was established in 2004. It offers various Under-Graduate courses and is affiliated to Savitribai Phule Pune University and recognized by the Government of Maharashtra.

The aim is to provide an ideal academic atmosphere for pursuing excellence in higher education in Art's, commerce and Science. The college has excelled in academics as well as curricular activities. We provide in-depth knowledge and expertise through innovative methods of teaching and learning so as to create a pool of resourceful, self-motivated manpower. Students from all parts of Maharashtra are pursuing education at various Kasturi Shikshan Sanstha.

Vision: -

To provide affordable quality education, while equipping students with knowledge and skills in their

chosen stream, inculcate values, identify hidden talents, provide opportunities for students to realize

their full potential and thus shape them into future leaders, entrepreneurs and above all good human beings.

Mission:-

- Impart education of the highest standard through value based holistic teaching and learning by

    integrating traditional and innovative practices.

- Create a platform for students for exploring their creative potential and nurturing the

    spirit of entrepreneurship and critical thinking

- Inculcate a strong belief in hard work and core values of gender equality, human rights and

ecology in order to make them socially responsible citizens.

- Equip students with the skills needed to adapt better to the changing global scenario and gain access to multiple career opportunities.

- Provide inclusive education by making it accessible to all sections of society.To maintain and promote quality, transparency, compliance and sustainability in govern

Governance: The College is governed by Kasturi Shikshan Sanstha (Parent Institute, hereafter called as KSS), Pune. The top management plays a pivotal role in formulating the policy and to creating a favorable environment for academic excellence. The top management of this college consists of a group of social workers with expertise in the field of education management. They have established a culture of active involvement in the process of quality improvement. The meetings of the College Development Committee (CDC) have become important in decision making on issues related to quality improvement. The CDC consists of representatives from management, teaching, administrative staff, social workers.

6.2 Strategy Development and Deployment

6.2.1

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

Response:

College has a board comprising trustees, from which a governing council is formulated having a President and other members along with Principal and staff. They formulate a policy on the important issues of the college like recruitment, infrastructure, courses and administrative reforms, welfare measures etc. They ensure the norms of UGC, State Government and SPPU.

The Institute has the following cells/ committees:

Administration set up – Here all administrative work related to academic, HRM, accounts and records are maintained. The Principal is the Academic and administrative head supported by faculty and administrative staff.

College Development Committee – This committee consists of chairman of management, members of

management, the Principal (Secretary) and members are from teaching and administrative staff who take all decisions pertaining to qualitative and quantitative improvements of the college.

Student Council - To achieve vision & mission college establish Student Council where active students are selected as members and participate in plannning and execution of every activity.

Admission Committee – Deals with admission related activities like planning for admissions,

Advertisements on websites, posters, handbills, canvassing, short-listing of the names and preparing a final list.

Library Advisory Committee: This committee decides on the procurement, use and maintenance of

books, magazines/journals, efficient issuing of the library materials to students and staff.

Examination Committee: It takes care of examination work such as; printing of exam papers, preparation of results, maintaining the required record, allotment of exam duties and exam-hall arrangement, exam related grievances, submitting marks to the university.

National Service Scheme (NSS): The National Service Scheme (NSS) has student volunteers, one male faculties and one female faculty Program Officers. NSS is involved in community development and social welfare. The main aim of NSS is to inculcate social values among students, and to provide service without bias. NSS conducts various activities such as special winter camp, road safety awareness program, tree plantation and other activities.

Grievance Redressal Cell: This is headed by the Principal and has senior teaching, administrative

members to redress grievances related to discipline, ragging, sexual harassment and other student

grievances. This committee, which is chaired by the Principal and includes senior teaching staff members, and is responsible for resolving student grievances pertaining to discipline, ragging, sexual harassment, and other issues.

Anti-Ragging: Institute has an Anti- Ragging Cell to ensure safety and security of students.

Students Development Board: The students' development board is active, organizes a variety of workshops, seminars, lecture series, and social activities to help students develop their personality. For the general development of students, the college has introduced programmes such as Earn & Learn, One Day Workshop, Special Guidance Scheme, Nirbhay Kanya Abhiyaan, and others.

Placement Cell: It guides and assists students to secure jobs through placement drives conducted in the campus. The College follows a formal recruitment process. Job applications are invited from suitable candidates. Applications are screened and candidates are shortlisted and groomed and mentored by subject experts through personality development, quantitative aptitude lectures and mock interviews. Short listed candidates are then sent for the

6.2.2

Implementation of e-governance in areas of operation

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

Response: E. None of the above

6.3 Faculty Empowerment Strategies

6.3.1

The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

Response:

1. Advance against Salary:

Whenever any teaching and administrative staff face financial problems viz. Medical treatment, domestic issues, children's fees etc, for this purpose college has a policy to provide advance against salary and letter on to recover the same amount in monthly installments. So also, on the occasion of festivals like Diwali, Dussehra, Christmas, Ramadan Eid etc, the salary advances are given.

2.   Leave Policies:

Casual leave and duty leaves are given as per the rules framed by the institute. The institute grants duty leave to the staff for various purposes like working as external examiners, attending workshops, seminars, conferences, orientation programmes , refreshers courses etc. If the staff is attending their duties on holidays compensatory off are given to the staff.

3. Felicitation of staff:

All the teaching and non-teaching staff members are felicitated on their achievements to appreciate their hard work e.g. award of Ph.D, M.Phil, NET/SET, Completion of refresher/Orientation courses, award received from any outside organization etc.

4. Birthday Celebration:

The Birthdays of staff members are jointly celebrated by felicitating them and offering best wishes on behalf of the college. Felicitation is not made by offering a bouquet in the traditional manner, because it is a sheer wastage of money as well as promoting the dirt. Instead the college gives books, Plants, etc. as a gift.

5. Other facilities:

The benefit of the Employee Provident Fund for teaching and non-teaching staff is provided by the institute. Management contributes equal share for Employee Provident Fund. The concerned amount is regularly deposited in the bank on a Provident Fund Account. Staffs are allowed to use college ICT facilities for their research work. The staff can use internet facilities for their research and other academic work. Reprography facility is also provided to the staff. If any relative or ward of the staff is a registered student in our college, they are allowed to pay the college fees in installments. For any urgent personal work the staff members are allowed to go outside, making a proper entry in the Movement Register with prior permission of the Principal.

6.3.2

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

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

6.3.3

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

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

6.4 Financial Management and Resource Mobilization

6.4.1

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

Response:

The college conducts external audits regularly:

External Audit:

The External Audit is conducted for every financial year by external auditor Anil D. Dhokale & Co. who conducted the external audit from financial year 2017-18 to 2021-22. The Firms appointed as external auditor, conduct an external audit and certify the financial statements viz. Balance Sheet and Income and Expenditure Accounts. The auditors also conduct an audit of Cash Book, Ledgers and Subsidiary Books etc. and report the Management on discrepancies found out. Accordingly, a report is prepared and submitted to the management. The auditor has relied on data provided for student intake and fees collected provided to them during the audit. Auditor relied on management approval for fees recorded in the current year, advance fee received for next year and outstanding fees in books of account. The university fees and exam fees have been netted off in the balance sheet.

Register of movable and immovable property are maintained separately. However, the current year's updations are in the process.

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

As the college is facing the 1st cycle of NAAC, college is exempted from establishment of IQAC and so we have formed QAC (Quality Assurance Cell).The Quality Assurance Cell was established in the year 20-08-2022

The Cell has been functioning actively for our Academic and Administrative activities. "Quality Policy" is the major objective of our QAC through continuous monitoring and constant follow-up of undergoing activities.

Quality Assurance Cell is responsible for preparation of Academic Calender of the college in initial days of the academic year. It also decides and plans the workshop,seminars,conferences and other academic activities for that academic year.

It also decides the feedback and appraisal system for the college.It also decides the important policies for the college.

CCTV and Biometric installation-

CCTV in all classrooms, departments, offices and other area of campus has been installed. Biometric has been installed for students, teaching and non-teaching staff attendance.

Internet Facility-

Internet facility with proper speed (32 mbps) is provided to students and faculty in the college premises.

Library-

QAC willingly takes efforts to improve library facility. It continuously focuses on increasing books and journals in the library. The OPAC system is also implemented to give open access to the students and faculty. Books issue – return is done online.

Use of ICT Facility-

Almost around more than 5 classrooms are equipped with LCD Projectors.

Example 1

In order to gain maximum safety and security of all the students and staff members, the institution has installed CCTVs in entire campus to monitor the institutional activities of the staff and students. This helps security personnel for better security of the premises and properties of the institution. This has promoted discipline among the staff and students as the timings of arrival and departure, their movements within the premises, behaviors etc. are strictly observed through these devices. The security personnel can immediately locate any in-disciplined activity, damages to the institution property which makes it possible to initiate immediate corrective action.

Example 2

We need ERP System for Student Attendance, Examination etc

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
2. **Collaborative quality initiatives with other institution(s)/ membership of international networks**
3. **Participation in NIRF**
4. **any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc**

Response: D. Any 1 of the above

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

Criterion 7 - 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 and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

Kasturi Shikshan Sanstha's Arts, Commerce and Science College shows gender sensitivity through various initiatives and actions for creating a safe, secure and healthy atmosphere on the campus. The institute has a policy of appreciating faculty without gender bias. Women faculty are nominated, based on their ability, as ahead of the department and chairperson of various committees and discharging their duties efficiently. specific initiatives concerning key areas are as follows:

Safety security

Anti-Ragging Committee: For the Safety and Security of students, we have Anti-Ragging

Committee to spread awareness of ragging and to avoid the adverse effect of Raging in the

Institute. As per the legal provision of the law, Committee takes proper action against the

occurrence of such crime. Students are made well aware of the consequences of a breach of law.

Internal Complaint Committee: Institute has an internal complaint committee for continuous

monitoring of the security on the campus to handle a complaint from students and faculty.

Grievance Redressal Cell: Grievance Redressal Cell works for the prohibition of issues related to women harassment. This functions during college hours and spreads awareness. The cell also

encourages and supports female students and women employees to speak out for any harassment

caused to them. Regular guidance and counselling are provided to female students and women

employees.

Security Staff: We have 24 x 7 Security in the institute. The security staff looks after the security of the students and staff of the institution. Discipline in all respects is maintained by the security staff.

CCTV Cameras: The institution is under efficient CCTV Surveillance with footage backup of

15days. In open premises and Floor-wise, lab-wise, class-wise CCTVs are installed to minimize

blind spot hazardous activity, mischief if any.

Counselling

Institute has established a counselling cell for student counselling related to physiological issues.

Counselling is also provided to parents to solve various problems related to their wards. Staff members

motivate the student to improve their overall personality by participating in various activities organized by

the institute. Progress of student is shown to the parent after evaluation of internal examination for these

frequent parent-teacher meetings is organized.

Institute has a mentor-mentee scheme in which mentor follows the development of the mentee by providing personal counselling at different stages. A **mentor** shares information with the **mentee** about his or her career path, as well as provides guidance, motivation, emotional support. A **mentor** may help with exploring careers, setting goals, developing contacts, and identifying resources.

Common rooms

Common Room for Boys and Girls

Both Girls' and Boys' common rooms are spacious and airy. They have various indoor game

facilities like table carom and chess.

Common Room for Faculties

The purpose of a common room facility for faculty members is to create a stress-free environment.

It is open from 8:00am - 2:30pm every day.

7.1.2

The Institution has facilities and initiatives for

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

Response: C. 2 of the above

File Description	Document
Upload supporting document	View Document

7.1.3

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

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

Response: C. Any 2 of the above

File Description	Document
Upload supporting document	View Document

7.1.4

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

Response:

In order to promote an inclusive environment in the college, various cultural programme has been organized by the college every year, like fresher party celebration, Teacher day celebration Orientation programme, Farewell program, Yoga day celebration, Gandhi jayanti celebration, Independence day celebration, Republic day celebration, Tree plantation etc

TEACHER'S DAY CELEBRATION :

On 5th September 2022, Teacher's Day was celebrated with the students through the college . Students were enlightened about Dr. Sarvpalli Radhakrishnan and then various activities were played. Some of them were This or That, Tongue twisters, Spot the difference and many others.

Relevant posts and videos containing activities were posted on our Social media platforms.

AZADI KA AMRUT MAHOTSAV CELEBRATING TEACHERS' DAY -

NSS KMC under the aegis of AZADI KA AMRUT MAHOTSAV organized a session on the occasion of Teacher's Day on ....,

2022 with Assistent prof.Bainade.M Our discussion was on the topic of- Possibilities and advantages of the new Education Policy.

NSS DAY CELEBRATION:

NSS Day was celebrated on 24th September with a speaker session.

Assistent prof Bainade.M (a renowned Youtuber, educator, and motivational speaker) were invited as our speakers. They enlightened us on the topic- Different Avenues of social service as a part of Nation Building. Relevant details of the webinar and poster were posted on our social media platforms

CHILDRENS DAY CELEBRATION:

On the occasion of Children's day, 14 NOV an programme was organised in which documentaries exhibiting moral values were screened for the children, followed by various fun games and activities.

CONSTISTUTION DAY:

On the occasion of Constitution day in association with Azadi ka Amrit Mahotsav a 26NOV held over the College platform. Our first guest speaker was Dr. Kalmkar.Sir, an on the theme.

NATIONAL YOUTH DAY CELEBRATION:

On 12th January 2022, NSS-KMC organised a we college campus regarding Sustainability, organic farming and growing with speakers ...... and .... imparted knowledge about sustainability, urban growing,

gardening, seed revolution and edible landscaping

REPUBLIC DAY CELEBRATION:

On the occasion of 73rd Republic Day, NSS-KMC organised a webinar on the topic CAREER IN INDIAN ARMY National Handball Player. She guided the participants about the Indian army and associated careers.

INTERNATIONAL MOTHER TONGUE DAY CELEBRATION

On 21st February 2022, NSS-KMC created awareness about the international mother tongue day using a small

video posted on the official instagram page wherein the volunteers payed respect to their mother tongue by

speaking in the respective languages

.INTERNATIONAL WOMEN'S DAY AWARENESS:

On 8th march 2022, NSS-KMC created awareness about INTERNATIONAL WOMEN'S DAY.

Women are notjust creation but also the creator. They are the ones who make a house a real home. Full of life. Joys and being

capable of finding happiness in even the most trivial things.

7.2 Best Practices

7.2.1

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

Response:

Title of the Practice-1 : 'Earn and Learn Scheme'

Objectives of the Practice :

- The main objective of the scheme is to help the poor and needy students to pursue higher education independently.
- To inculcate the habit of self-discipline and cultivate the dignity of labour among the students.
- To develop a student as a multifaceted personality with academic excellence and a commitment to an egalitarian society.
- To give hands-on experience of official, technical and field work to the students and to enhance their employability.

The Context

- This scheme is basically undertaken for the benefit of students coming from the rural areas, which are economically backward, intelligent, and meritorious but cannot afford higher education.
- It is found that most of the students admitted in the scheme were having inferiority complex and felt isolated.
- This scheme helps students to overcome these problems by instilling work ethics, self-discipline, confidence building, and personality development among them.
- This scheme provides official and technical work exposure to the students.
- The students from the economically marginalized sections who have urge to pursue higher education but unable to work outside due to constraint of time, this scheme offers opportunities to learn by earning.

The Practice

- This scheme was implemented since inception of the college.
- Students who are admitted in the college are eligible to apply for this scheme. 'Earn and Learn Committee' scrutinizes the collected forms and allots work that can be easily done by the selected candidate. However when the work is distributed care is taken that each student gets eighty percent of technical work and twenty percent of fieldwork.
- Office work includes library work, any administrative office work, technical work, etc., while field work includes garden work, maintenance of play grounds and cleanliness of the campus etc.
- Each student is expected to work for three hours daily. Students working under this scheme are paid Rs.45 per hour.
- Students are motivated through 'Best Student Award' for their dedication towards work and outstanding performance.

Evidence of Success

- As the target is to help poor and needy aspirants to pursue higher education, institution exceeds intake capacity and also bears additional expenditure.
- To give impetus to the work culture among students, institute has effectively implemented earn and learn scheme along with various activities to inculcate self-discipline and work ethics.
- **Problems Encountered and Resources Required.**
- The number of admitted students in the scheme is limited due to the financial constraints.
- Difficulty in short listing of the students due to more demand .

BEST PRACTICE 2

Anti – Ragging cell in the Institution

Objectives of the practice

- To Prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other students.
- Indulging in rowdy or indiscipline activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to rise fear or apprehension thereof in any fresher or any other students.
- Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame or torment so as to adversely affect the physique or psyche of such fresher or any other students.

. **The Context**

- To consider the complaints received from the students and conduct enquiry andsubmit report to the Anti- Ragging Committee along with punishment recommended for the offenders.
- Oversee the procedure of obtaining undertaking from the students in accordance with the provisions.
- Conduct workshops against ragging menace and orient the students.
- This committee provides students the information pertaining to contact address and telephoneNumbers of the persons identified to receive complaints/distress calls.

The Practice

Anti-Ragging Declarations are taken from all students during admission. The college has also an anti-ragging cell to redress their grievances, if any, There are Security Guards at all the entrances of the college and each student must have to show their Identity Cards at the gates. In the morning section which is exclusively for the girls no mail outsiders are allowed to enter without the permission of the authority.

There is a "Grievance Box" for students to register their respective grievances. Teaching and Non-Teaching Staff. Identity cards are issued to all students, teachers and non-teaching staff. The college has made a contract with a physician to address health-issues of the students in general and the girl-students in particular for emergency purposes. Common Room to ensure emergency facilities and to respect the privacy of the girls CCTV vigilance all around the campus as a step towards prohibition of sexual harassments, and above all the Woman's cell of the college which confidentially takes into account the problems of the lady students in respect of their safety and security.

The college has a separate Girls' Common Room. The Common Room is the site where girls of the college meet at spare hours, discuss and share matters and build an amiable solidarity

Evidence of *Success*

- Discipline is the watchword of the college.
- The college takes pride in announcing that ragging is completely restricted.
- To make new entrants fearless and feel free, the college works on thepolicy of zero tolerance.
- There is no case of ragging, harassment of girls and other evils of disparity among students.
- Newly admitted students feel confident, fearless and comfortable and pay their attention towards studies.

Problems Encountered and Resources Required

In general, no Obstacles related to this practice has been by the College. Though the college is situated in a very sensible area, the administration is very alert about that and different types of posters and banners are hanged in the different areas of campus. Students organization, NSS unit of the college are also additionally discharging their duties to avert any unwanted situation relating to this.The college is expediting the expenditure from the college general fund for this.

7.3 Institutional Distinctiveness

7.3.1

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

Response:

Kasturi Shikshan Sanstha's Arts, Commerce and Science College is graduate Educational Institution.

The Institution is located in the Rural location in **Shikrapur, Pune - 410208,** & most of the students are first-generation learners. The college focuses **on** the education and development of the socially and economically weaker sections of society. The college follows **a first come first served** admission policy.

Maximum students are coming from **Vernacular medium**. It becomes imperative to offer English language, personality development, confidence-building activities to ensure their growth. **Prizes & Awards** are given to the students for participating various activities as a result students get motivated & they continue to participate in various competitions which are organized by the institute.

'Earn and Learn' is one of the best example to describe the approach of the college towards our

students. The College provides this scheme for needy students, as students can earn money. The

college runs the scheme for all the students who belong to socially and economically weaker

classes. Since last Three years, students have been working for 4 hours in the science laboratory

and paid for this work. This scheme is supported by the college through its own funds. This policy helps to create Leadership quality & Entrepreneurship development among the students.

Objectives of the Institution:

Education plays a vital role in everyone's life. For a successful career, every student needs

knowledge, confidence, academic and technical skills, career opportunities and social skills.

College helps in improving the confidence level of students and in developing a career awareness

among them.

- Special editions of employment news, bulletins, advertisements, pamphlets, posters from various employment agencies are regularly displayed on the notice board. The e-media is also widely used to obtain information and communicate the same.
- To develop communication skill, Soft skills, Personality Development & Vocabulary amongst the students.
- To procure information on **employment opportunities** from various sources. The college

conducted **Campus** for the students as they can get a job in their field.

- College provides **Libraries, Newspapers, Magazines, and Internet facilities** for the students.
- To provide qualitative education to the students, as it helps to deal with their own problems.

Sports Department :

Kasturi Shikshan Sanstha's Arts, Commerce and Science College also facilitates **Sports** Dept for the students. Sports help to maintain **physical** & **mental health**, to develop **Self -Confidence & Self -**

esteem, Leadership quality, Discipline. Some students have made their career in sports.

Social Objectives :

- Kasturi Shikshan Sanstha's Arts, Commerce and Science College always motivates **Women's Empowerment**. While recruiting College gives equal preference to women to have them on the Board as a staff / faculty.
- College conducts **"Women's Campus Safety Program"**. College provides various facilities for girls such as Girls Common Room & other Eco system where in the girls students feel safety & comfort while studying in college camp. Women's safety includes the right/ freedom to have their own space, where they feel safe and secure. College also conducts workshop on "Self Defence" for girl students.
- College provides **a comprehensive** range of **security amenities** especially for girls within the premises, through a dedicated team of security personnel such as **CCTV cameras** strategically placed in every corner of the building to ensure the safety and well-being of both the students and the staff, also facilitates **counseling** for the girls regarding their problems.
- **Educational Visits :** College organizes educational visits for their students as students can understand all the practical knowledge about the fields like Commerce students have visited Bank, which is located in the Shikrapur, Pune.

Students Participation in Social activities :

- Our college students always help the senior citizen as well as the public in **society.** Our students provide technical support to those who may need help in nearby E seva Kendra, Pan Card, Aadhar card, Filling forms, various governmental schemes, banking information. Students also helped in Covid -19 pandemic period by providing grocery items to the needy persons & in vaccination centers**.**

- Students took part in social activities like "**Shawchchha Bharat Abhiyan**" and "**Aazadi ka Amrut Mahotsav**".

College Activities :

- College celebrates national as well as international days, & conducts various kinds of Seminars,Webinars, Conferences for the student's progress.
- College celebrates their employee's Birthday by gifting them Sapling for their motivation & appreciation.

5. CONCLUSION

Additional Information :

Our college always emphasizes the quality teaching-learning process. For the same purpose, we always use three principles:

a. Students engagement in class, b. ICT integrated teaching-learning and c. developing human values in students.

The college always follows the following core values:

1. **Honesty**: Institute always promotes Honesty and encourages staff or students to put or Express their feelings and opinions accurately, by implementing this we get ample scope for improvisation.

2. **Hard work**: Institution permeates and appreciates the value of hard work. The institution believes that hard work increases the probability of serendipity.

3. **Scientific Temperament**: The institution is committed to the implementation of Scientific Temperament for any aspect of implementation. Students and staff are encouraged to have discussions, arguments and analyses on an important topic to generate Innovative ideas among them. An institution always believes that scientific temperament can change previous conclusions in the face of new findings.

4. **Dedication**: Institute always acknowledges, appreciates and encourages the dedication of/among the staff and students.

5. **Punctuality**: Institution promotes punctuation in deliverables. May it be syllabus completion, any Institutional or academic task etc!

6. **Neatness**: Institution put constant efforts to set a good example when it comes to neatness in college by spreading awareness among the staff and students.

7. **Social Inclusion and Responsibility**: Institute emphasis on Equity and Social Inclusion. We are committed to the welfare of society and inculcate in our students the desire to be of service to the community.

8. **Emotional Integrity**: Institution encourages respect to one's feelings while functioning to maintain Emotional Integrity.

9. **Productivity**: Institution believes to give in the first place to gain in long term. Classrooms are wellequipped with ICT to have better knowledge delivery, Staffroom with computer and campus infrastructure with Wi-Fi and Library with latest knowledge resource to increase the overall productivity of the staff and students.

Concluding Remarks :

Globalization has posed various challenges in front of students, teachers, parents, educational institutions and policymakers. In the prevailing cutthroat competition as a relatively new institution, we have been making

attempts to overcome the competition through the involvement of faculty, students and management in decision making for enhancing a positive educational education system. It has enriched the learning experience of the students.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
1.2.1	**Number of Add on /Certificate/Value added programs offered during the last five years** Answer before DVV Verification : 12 Answer After DVV Verification :3
1.3.2	**Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)** 1.3.2.1. **Number of students undertaking project work/field work / internships** Answer before DVV Verification : 71 Answer after DVV Verification: 70 Remark : Data updated as per supporitng documents.
1.4.1	**Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)** Answer before DVV Verification : Yes Answer After DVV Verification: No
2.4.2	**Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)** 2.4.2.1. **Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>10</td><td>8</td><td>11</td><td>14</td><td>9</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr></table> Remark : HEOI has not provided the e-certificates.
3.3.1	*Number of research papers published per teacher in the Journals notified on UGC care list during the last five years* 3.3.1.1. **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years** Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
0	4	6	2	2

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

Remark : HEI has not provided the supporitng docuetmns as per SOP

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 organised in collaboration with industry, community and NGOs) during the last five years** 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., year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
9	9	13	13	12

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
2	2	5	3	1

Remark : Data updated as per supporitng docuetmns. Any day, Anniversary celebration and camp organized is not an extensional activity.

5.1.1	**Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years** 5.1.1.1. Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
60	59	75	80	0

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
62	49	59	80	0

	Remark : Data updated as per supporitng documents.
5.1.2	*Capacity building and skills enhancement initiatives taken by the institution include the following* *1. Soft skills* *2. Language and communication skills* *3. Life skills (Yoga, physical fitness, health and hygiene)* *4. ICT/computing skills* Answer before DVV Verification : B. 3 of the above Answer After DVV Verification: B. 3 of the above Remark : HEI has not provided the supporitng docuemtns as per SOP
5.1.4	**The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases** 1. **Implementation of guidelines of statutory/regulatory bodies** 2. **Organisation wide awareness and undertakings on policies with zero tolerance** 3. **Mechanisms for submission of online/offline students' grievances** 4. **Timely redressal of the grievances through appropriate committees** Answer before DVV Verification : A. All of the above Answer After DVV Verification: D. Any 1 of the above Remark : Data updated asper supporitng documents.
5.3.2	**Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)** 5.3.2.1. **Number of sports and cultural programs in which students of the Institution participated year wise during last five years** Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	2	2	2

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	1	1	1

2.Extended Profile Deviations

ID	Extended Questions
1.1	**Number of students year wise during the last five years** Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
226	441	358	490	543

Answer After DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
226	441	358	490	543

2.1	**Number of teaching staff / full time teachers during the last five years (Without repeat count):** Answer before DVV Verification : 24 Answer after DVV Verification : 65

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
19	19	27	27	27

Answer After DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
19	19	27	27	27

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
9.75	19.75	21.88	21.29	24.61

Answer After DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
13.09	22.8	26.7	30.1	32.42