



# **SELF STUDY REPORT**

**FOR**

**1<sup>st</sup> CYCLE OF ACCREDITATION**

## **ANANDIBAI DAMODAR KALE DEGREE COLLEGE OF ARTS AND COMMERCE**

**NEAR SAMARTH COMPLEX, SAIBABA NAGAR, BORIVALI (W), MUMBAI- 400**

**092**

**400092**

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**Submitted To**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**December 2023**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

Anandibai Damodar Kale Degree College of Arts & Commerce is a prestigious institution that was established in 1996 to serve society at large through education. It is run by Anandibai Damodar Kale Shikshan Sanstha, a trust that was founded in 1992 by a group of visionary and philanthropic individuals who wanted to provide quality education to the underprivileged sections of society. The trust has a long history of excellence and innovation in the field of education and has received several awards and recognitions for its outstanding contribution. The college offers a range of courses in arts and commerce, such as B.Com, BMS, and B.Sc IT, with a focus on interdisciplinary and experiential learning. The college also provides various co-curricular and extra-curricular activities, such as sports, cultural events, social service, and leadership programs, to enhance the overall development of the students. The college charges affordable fees and also offers scholarships and financial aid to deserving and needy students. The college has a goal of creating students with strong character and wisdom, who can contribute to the growth and welfare of the nation. The college fosters ethical values, critical thinking, and social responsibility among its students, and prepares them to face the challenges of the changing world. The college is proud of its legacy, its vision, and its achievements, and strives to maintain its position as a pioneering centre for higher learning.

### **Vision**

Vision:

- To provide affordable quality education.
- To make education accessible to all classes in society.
- To provide opportunities for students to realize their full potential and thus shape them into future leaders, entrepreneurs and above all good human beings.

Our college is committed to achieving a higher level of academic and cultural excellence, by providing quality education that is relevant, innovative, and holistic. We aim to mould our students into responsible citizens with integrity of character, who uphold the values of democracy, secularism, and social justice. We empower our students to face the challenges of a globalized world, by equipping them with the necessary skills, knowledge, and attitude to adapt and thrive in diverse and dynamic environments. We also strive to meet the ever-changing expectations of all the stakeholders, including the students, the faculty, the parents, the society, and the nation.

We believe that education is not only about imparting knowledge, but also about developing the personality, potential, and passion of our students. We offer a range of courses in arts and commerce, with a focus on interdisciplinary and experiential learning. We encourage our students to explore their interests, pursue their goals, and express their creativity. We also provide them with opportunities to participate in various co-curricular and extra-curricular activities, such as sports, cultural events, social service, and leadership programs.

### **Mission**

## Mission

- To strive for quality and need-based education for underprivileged students.
- To emerge as a centre of higher learning, to change the social conditions through the intellectual, emotional, physical and cultural growth of students.

Our Mission is to Build Tomorrow's Leaders

We are deeply committed to nurturing strong groups of young individuals, instilling in them the values of discipline and character. Our goal is to foster their multifaceted development, shaping them into well-rounded individuals who will serve as a source of pride for our society.

Our Objectives:

1. **Pioneering Excellence:** We strive to maintain our position as a leading centre for higher learning, continuously seeking to improve the quality of education we deliver.
2. **Serving Our Community:** We are dedicated to providing valuable educational services to students residing in Borivali, Kandivali, Dahisar, and surrounding areas, contributing to the overall development of the community.
3. **Holistic Development:** We believe in cultivating a multifaceted personality in our students, extending our focus beyond academics to include co-curricular and extracurricular activities that foster growth in various aspects of their lives.
4. **Future-Ready Students:** We equip our students with the necessary skills and knowledge to confidently face the challenges and opportunities presented by the ever-evolving world.
5. **Nurturing Discipline and Life Skills:** We emphasize the importance of discipline and strive to inculcate essential social and life skills in our students, preparing them for success both personally and professionally.
6. **Placement and Career Support:** Through our dedicated Placement and Career Counselling Centre, we provide students with valuable guidance and support in securing their future careers.
7. **Student and Staff Welfare:** We believe in creating a supportive environment for all members of our community. We offer comprehensive welfare facilities to cater to the needs of both students and staff.
8. **Collaborative Spirit:** We foster a culture of teamwork and collaboration, encouraging open communication and shared responsibility in achieving our collective goals.

By pursuing these objectives, we aim to create a learning environment that inspires and empowers our students to become responsible, well-rounded individuals, ready to contribute meaningfully to society and embrace the challenges and opportunities of the future.

## 1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

### Institutional Strength

1. **Student-Centric Focus:** Guided by Anandibai Damodar Kale Shaikshanik Sanstha, a renowned organization dedicated to student success, our college fosters an environment conducive to academic excellence. This commitment is further strengthened by the leadership of distinguished and experienced educators, who prioritize empowering both students and staff.

2. **Cultivating a Vibrant Learning Environment:** An atmosphere of academic enthusiasm and self-motivation permeates our campus, fueled by the dedicated efforts of our teaching and non-teaching staff. This fosters a climate where students can actively engage in diverse academic, curricular, and extracurricular activities, fostering their holistic development in line with the college's mission.

3. **Embracing Innovation and Best Practices:** Through participatory management and academic autonomy within departments, the college encourages the adoption of innovative methods and best practices in its daily operations. This commitment to continuous improvement ensures that we remain at the forefront of educational excellence.

4. **Fostering Open Communication and Effective Leadership:** Open communication channels and readily accessible leadership, from the Principal to the Management, create a collaborative and accountable work environment. This, combined with the equitable delegation of authority and responsibility, empowers all stakeholders and drives the achievement of the college's objectives.

5. **Promoting Holistic Development:** We actively support the holistic development of our students through 15 student associations and a robust alumni network. These collaborations provide invaluable opportunities for personal growth, leadership development, and meaningful networking.

6. **Building Industry Connections and Enhancing Employability:** MOUs and linkages with diverse industries, service sectors, NGOs, and academic institutions provide students with access to valuable internship opportunities, career guidance, and employment resources, preparing them for success in their chosen fields.

7. **Continuous Improvement through Feedback:** A robust feedback mechanism ensures the quality of academics, curricular, and extracurricular activities. This allows for constant evaluation and improvement, guaranteeing student satisfaction and an overall enriching learning experience.

## **Institutional Weakness**

**1. Socioeconomic Disparity:** A significant portion of our student population hails from low-income backgrounds, often lacking adequate resources and facilities at home. This can present challenges for students who may require additional support beyond academic instruction.

**2. Space Constraints in Mumbai:** Due to the limited availability of land in Mumbai, our college faces space limitations for implementing certain sustainability initiatives. This restricts our ability to fully implement programs like composting and wastewater recycling, which would further enhance our commitment to environmental responsibility.

## **Institutional Opportunity**

Opportunity to start more vocational courses through collaboration or MOUs

The college can establish more industry tie-ups to increase the employability of the students & create more job opportunities

Facilitate the faculty members to opt for more courses in FDP.

To encourage faculties to do research-based learning and develop a research culture.

To arrange more training and workshops to groom students in making better career choices.

To attract students from the nearby vicinity

To enlarge the present alumni base for future student support mechanisms.

### **Institutional Challenge**

Some students are first-generation learners which sometimes acts as a barrier for students in making career choices.

To improve upon the retention capacity of the students as students come from lower economic backgrounds and have tendencies to drop out to support their families.

To improve upon the pass percentage of students

To invite more companies and other private corporations for placements of students shortly.

## **1.3 CRITERIA WISE SUMMARY**

### **Curricular Aspects**

#### **Criteria 1: Curricular Aspects**

The Value of Curricular Elements:

- The College ensures effective curriculum delivery through a well-planned and documented process. An Examination Committee is formed every year. A syllabus of each subject for the academic session is provided to the students. Faculty members prepare semester-wise teaching plans for theory and practicals at the beginning of every academic year/semester.
- Teachers conduct classes according to the timetable. Departmental meetings are held periodically to review the syllabus completed. For the effective transmission and delivery of curriculums, departments integrate classroom teaching with various ICT tools, field projects, student seminars, questions papers solving, research projects, field surveys, etc.
- For the up-gradation of subject-related knowledge, the college organizes seminars, conferences, and workshops. The college organizes guest lectures, and expert lectures of eminent academicians, for effective curriculum delivery. The college also provides special guidance to slow learners under the Special Guidance
- The college library is very enriched having a good collection of books. Reading facility is also available for teachers and students to facilitate the teaching-learning process. The college provides

internet connectivity with a campus Wi-Fi facility to the teachers for effective teaching-learning.

- All Internal Examinations and Class tests are conducted to check whether the students have acquired knowledge as outlined in the objectives of the curriculum. All examinations are conducted according to the Academic Calendar and schedule provided by the University of Mumbai. University Circulars are followed from time to time.
- Record of the regular attendance, mark lists and progress of the students are maintained and preserved by the respective departments.
- The college encourages faculty members to attend Orientation/Refresher courses, and workshops and present papers in seminars conducted by the affiliating and other Universities to acquire necessary skills for the effective delivery of the curriculum. Photocopies of the Certificates of the above courses are provided by faculty members to IQAC for documentation.
- At the end of every academic year, feedback from teachers & students, is collected by IQAC, it is then analysed and an analysis report is submitted to the IQAC department.

## **Teaching-learning and Evaluation**

### **Criterion: 2 Teaching & Learning writeup**

Teaching, Learning and Evaluation is one of the most important components of NAAC Assessment and Accreditation for affiliated colleges. The performance of the college in the teaching and learning process and the evaluation of student performance objectively, transparently, timely and continuously, will be perceived by the stakeholders to form an opinion on the college as compared to other colleges. Considering the special importance of this criterion in the assessment of the quality of an affiliated college, NAAC gave the highest weightage (350 out of 1000) out of all the seven assessment criteria

- We have a transparent admission process providing due share to the reservation categories following inclusive policy.
- The diverse needs of the students are addressed strategically to ensure all the students find a personalized approach in the teaching and learning process.
- The faculty working in the college are of high quality and upskill themselves from time to time.
- The college strives continuously to achieve optimum results in their work.
- The teaching and learning methods adopted by the faculty reflect the changing needs of the students. Advanced teaching methods such as experiential learning, participative learning and other self-learning methods are used to make teaching and learning simple and effective.
- The entire system and process are student-centric. The evaluation system is designed in such a way that it measures the outcomes of the course/ programme.

The college mechanism addresses the grievances of the students on the evaluation. The satisfaction of the students is of vital importance

## **Research, Innovations and Extension**

### **Criteria 3: Research, Innovations and Extension**

The institution has always motivated faculties as well as students to undertake research projects. The Research Policy has been framed to encourage research in the institution. Faculties have been supported by the expert

guidance. They have provided the infrastructural and technological support during the projects. Faculties have published their research papers in National, International, and UGC care-listed journals along with books published in their name. Faculties have also been sanctioned minor research grants for undertaking research projects. Faculties are encouraged to file Patents.

The institution has created an environment among the students to make them socially responsible citizens. National Service Scheme Unit (NSS) and the Department of Lifelong Learning and Extension (DLLE) have been organizing programs which create awareness about social problems and their best possible solution which can enhance the sense of social responsibility as well as leadership quality among the students. Activities like Blood Donation Camp, Tree Plantation Drive, Awareness rallies, etc. in which students participate with full enthusiasm. The institute has been awarded and recognized by other institutes for its contribution to the society.

MOUs have been signed with different organizations to create placement of students and Faculty exchange programs have also been undertaken.

## **Infrastructure and Learning Resources**

### **Criteria 4: Infrastructure and Learning Resources**

Anandibai Damodar Kale Degree College was established in 1996 under the management of responsible persons of the area which formed the Governing body of the College and affiliated with the University of Mumbai. It is a Commerce stream college.

The College campus is situated in Borivali Saibaba Nagar area and covers an area of 2849 plus square meters.

The College has facilities for volleyball Courts, and for other outdoor games and indoor games the college can use the College Turf (both indoor and outdoor) of the Anandibai Damodar Kale College. College Week is conducted every year. Students also participated in the cultural activities/competitions conducted by the Anandibai Damodar Kale College during the local festival.

The College has 14 classrooms of which 3 have ICT facilities and 1 virtual classroom

The library has an area of 844 sq. Ft. There are about 7523 plus barcoded books over the last five years. The library has an Open Access System. The Average annual expenditure for the purchase of books, newspapers etc., during the last five years, is Rs. 1, 50, 000/-.

Edusprint -Cloud-Based “ERP” Edusprint, Integration with Payment Gateway is available for Teaching and Non-Teaching staff for the administration work. Edusprint+ mobile app is available for students and their parents.

The institution has IT facilities with 100 Mbps in the whole campus. The student-computer ratio is 318:39.

The institutional infrastructure including air conditioners, water purifiers, fire extinguishers, printers, scanners, xerox machines, and projectors is well maintained. Security and housekeeping staff are appointed to maintain cleanliness on the campus. At the onset of the academic year budget is allocated for the academic year for the maintenance of physical and academic support facilities.

## **Student Support and Progression**

### **Criteria 5 Student Support and Progression**

Student support and progression are crucial aspects of higher education, and colleges take varying approaches to these areas.

The main objective of the institution is to work together with all the stakeholders and shoulder all responsibility assigned for the welfare & progression of students & overall betterment of the college.

The institution provides the benefit of scholarships and freeships to the student. The students are guided by the administrative staff to avail the benefits of the same. The institution conducts capacity building and skill enhancement programmes like soft skill development programmes, and language and communication skills development programmes. Career Counseling facility is also provided to the students such as guidance on career exploration, resume writing, and job search assistance. Committees such as Grievances Redressal Committee, Anti Ragging Committee and Internal Complaints Cell timely addresses. The institution has a Placement Cell which grooms students to enhance their employability through career counseling sessions. The institution organizes and encourages the participation of students in different Sports and Cultural activities. Annual sports days are organized to nurture and display the talents of the students

## **Governance, Leadership and Management**

### **Criteria 6: Governance, Leadership and Management**

The Governance and Leadership of the institution are anchors of achieving its vision and mission. The institutional plan is well-designed to achieve the objectives of the vision and mission statements. The plan focuses on decentralization and participation in institutional governance that are adopted in academics, administration and extra-curricular activities.

The College follows administrative set-up, appointment and service rules and procedures as prescribed by the University Of Mumbai. The institution has a well-structured Organogram that embodies Management, the Principal, the Teaching staff, Nonteaching staff and the Students. E-governance is implemented in fields such as admission, administration, student support, examination, finance and accounts.

**E Governance policy** highlights and guides in implementation of electronic Governance in operations of Admission, Examinations, Finance and accounts and Administration.

Effective staff welfare measures encompassing various benefits are deployed from time to time. Faculty development programs, training and development sessions and support facilities are organized for continuous improvement.

**A policy for providing financial assistance to Teachers** is in place that guides them to take Research to sharpen their research acumen. Teachers are provided with financial support to attend conferences and workshops to upskill themselves regularly in their professional knowledge and expertise. Teaching and Non-teaching staff participate in faculty development programs and professional development programs.

**Resource mobilization policy** is the benchmark for the utilization of resources The institution has employed



strategies for the best utilization and mobilization and optimal utilization of funds. The institution follows the proper mechanism for external audit.

**IQAC policy** is in place with objectives focusing on Teaching learning curriculum and quality, IT infrastructure, operations and learning outcomes at periodic intervals. Also functioning of Green Campus policy, and beautification of campus to name a few.

IQAC adopts quality improvement strategies in academic and administrative activities, participates in NIRF and is ISO-certified.

### **Institutional Values and Best Practices**

#### Criteria 7: Institutional Values and Best Practices

The college gives prominence to nurturing the values of tolerance, harmony, and patriotism and encourages an inclusive approach towards fostering diversity as well as socially responsible citizenship. While Imparting value-based education, including creating awareness among students concerning gender equity, environmental consciousness and professional ethics through various activities and events.

The institution is committed to providing a safe and healthy environment to our students and staff. Gender equality is promoted through drama, self-defence workshops, one-day seminars and competitions for students.

Our cultural committee plays an important role in this by promoting cultural diversity in various cultural activities. The college prompts Regional languages as various activities are carried out in regional and Indian languages like writing essays in both Hindi and Marathi languages. The college library has a collection of Hindi Marathi books and it also subscribes regional language newspapers.

The Institution is environment conscious has policies in this regard and has undertaken environment and energy audits. The college has adopted environment-friendly practices through the green club.

The college is sensitive towards the needs of the local community and also recognizes the special needs of differently-abled students and has set up various facilities for their convenience.

The college functions as per the Code of Conduct as per prescribed by the College. Great values like unity, justice and fraternity are inculcated through the celebration of national festivals and recognition of national personalities.

The college over the years has adopted several good practices however two of the best practices are Book Review and Best Entrepreneur.

The distinctive feature of the college is its Edu-Social philosophy.

The college considers education to be more than just an activity, but also a great obligation. We consciously take on moral and social responsibility in all of our endeavours. We value genuine, truthful, and devoted relationships with our stakeholders. We commit to raising the bar for education and also provide a platform for students to showcase their talents in extracurricular activities like NSS, Cultural, and Sports DLLE.



## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	ANANDIBAI DAMODAR KALE DEGREE COLLEGE OF ARTS AND COMMERCE
Address	NEAR SAMARTH COMPLEX, SAIBABA NAGAR, BORIVALI (W), MUMBAI- 400 092
City	MUMBAI
State	Maharashtra
Pin	400092
Website	<a href="http://WWW.ADKDCOLLEGE.IN">WWW.ADKDCOLLEGE.IN</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal(in-charge)	Preamsagar R. Singh	022-28077126	9833078161	-	ADKDNAAC@GMAIL.COM
IQAC / CIQA coordinator	Trupti V. Waghmare	022-	7506853114	-	truptiwaghmare26@gmail.com

Status of the Institution	
Institution Status	Private

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Maharashtra	University of Mumbai	<a href="#">View Document</a>

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	NEAR SAMARTH COMPLEX,SAIBABA NAGAR, BORIVALI (W), MUMBAI- 400 092	Urban	0.704	824.5

## 2.2 ACADEMIC INFORMATION

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No.of Students Admitted</b>
UG	BCom,Commerce,COMMECE	36	H.S.C.	English	720	177
UG	BSc,Bsc It,INFORMATION TECHNOLOGY	36	H.S.C.	English	180	106
UG	BMS,Bms,MANAGEMENT	36	H.S.C.	English	180	35

**Position Details of Faculty & Staff in the College**

<b>Teaching Faculty</b>												
	<b>Professor</b>				<b>Associate Professor</b>				<b>Assistant Professor</b>			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				3			
Recruited	0	0	0	0	0	0	0	0	1	2	0	3
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				11			
Recruited	0	0	0	0	0	0	0	0	1	10	0	11
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
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				8
Recruited	5	3	0	8
Yet to Recruit				0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
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**

<b>Permanent Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
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	1	0	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	2	0	2
UG	0	0	0	0	0	0	0	0	0	0

<b>Temporary Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
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	1	10	0	11
UG	0	0	0	0	0	0	0	0	0	0

<b>Part Time Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
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

<b>Details of Visting/Guest Faculties</b>					
<b>Number of Visiting/Guest Faculty engaged with the college?</b>	<b>Male</b>		<b>Female</b>		<b>Total</b>
	0	0	0	0	0

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

<b>Programme</b>		<b>From the State Where College is Located</b>	<b>From Other States of India</b>	<b>NRI Students</b>	<b>Foreign Students</b>	<b>Total</b>
UG	Male	175	0	0	0	175
	Female	106	0	0	0	106
	Others	37	0	0	0	37



<b>Provide the Following Details of Students admitted to the College During the last four Academic Years</b>					
<b>Category</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
SC	Male	11	15	17	20
	Female	8	6	15	15
	Others	0	0	0	0
ST	Male	1	1	1	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	31	29	40	56
	Female	12	25	31	25
	Others	0	0	0	0
General	Male	145	176	250	372
	Female	107	120	192	250
	Others	0	0	0	0
Others	Male	36	32	47	8
	Female	22	22	30	7
	Others	0	0	0	0
<b>Total</b>		<b>373</b>	<b>426</b>	<b>623</b>	<b>753</b>

### **Institutional preparedness for NEP**

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>Vision and Plan for Holistic Multidisciplinary: Anandibai Damodar Kale Degree College of Arts and Commerce envisions transforming into a leading multidisciplinary institution that fosters holistic education and prepares students for the challenges of the 21st century. To achieve this vision, the college has a comprehensive plan that includes Curriculum Development: Courses and projects focus on understanding environmental challenges and promoting sustainability practices. Value-based Education: Courses and activities are designed to teach ethical values, critical thinking skills, and responsible citizenship qualities Faculty Development: Providing training and support for</p>
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	<p>faculty members to develop interdisciplinary teaching methods and research skills. Infrastructure Development: Creating collaborative spaces like research labs, innovation centers, and interdisciplinary learning hubs. Student Support Services: Establishing strong academic advising and career counseling.</p>
<p>2. Academic bank of credits (ABC):</p>	<p>Yes, the college has registered under the ABC. This means that students can avail the benefit of multiple entries and exit during the chosen programme. For example, a student can take a break from their studies for a year or two and then return to the same programme without having to start over. The student can access Digi locker where students can track their academic progress and manage their credits The college has taken the following initiatives to fulfil the requirement of the Academic Bank of Credits (ABC) as proposed in NEP 2020: • It is in the process of developing a new curriculum that is aligned with the ABC framework. • It has implemented a system of credit transfer, which allows students to transfer credits earned at other institutions. • It has partnered with other institutions to offer joint degrees and dual degrees. The student can access Digi locker where students can track their academic progress and manage their credits.</p>
<p>3. Skill development:</p>	<p>Collaboration with Industry: The college has partnered with various industry experts to design and deliver vocational courses aligned with the National Skills Qualifications Framework (NSQF). This ensures students acquire industry-relevant skills and knowledge. Soft Skills Training: Dedicated sessions on soft skills such as communication, teamwork, problem-solving, and critical thinking are integrated into the curriculum. This prepares students for the workplace and fosters holistic development. Value-based Education: The college integrates value-based education into its curriculum, focusing on developing humanistic, ethical, and universal human values. This includes truthfulness, righteous conduct, peace, love, non-violence, scientific temper, citizenship values, and life skills. Character Building Activities: Regular workshops, guest lectures, and seminars are conducted to foster positive values and ethical behavior among students. Community Engagement: Students are encouraged to participate in community service initiatives, instilling social responsibility and</p>

<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>a sense of belonging.</p> <p>The Indian Knowledge System (IKS) is a vast and rich body of knowledge that encompasses a wide range of subjects, including philosophy, science, technology, medicine, art, and culture. IKS has a lot to offer to students of B.Com, BMS, and BSc IT, and there are several ways to integrate it into their curriculum. We encourage our students to take Case studies of Indian businesses and organizations in courses on accounting, marketing, management, software engineering, and information technology. This will help students to understand how IKS is applied in the real world. Field trips: Students can be taken on field trips to Indian businesses and organizations using IKS. This will allow students to see how IKS is applied in practice We educate our IT students regarding Indian information security practices, such as using traditional cryptography and the importance of security awareness. Various come conducted in Indian languages by our library and cultural departments. By integrating IKS into the curriculum of BCom, BMS, and BSc IT, we can help students develop a deeper understanding of their culture and heritage. We can also help them to develop the skills and knowledge they need to succeed in the global economy</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>i) Transforming Curriculum towards OBE: Program Learning Outcomes (PLOs) and Course Learning Outcomes (CLOs): The college has clearly defined PLOs for each program and aligned CLOs for individual courses. Assessment and Feedback: Assessments are designed to measure student achievement of CLOs and PLOs. This includes a variety of assessment methods like projects, presentations, assignments, and examinations. Learning Resources: Learning resources, such as textbooks are aligned with SLOs and PLOs. This ensures students have access to relevant materials to achieve learning outcomes. Student-centric Learning: The college emphasizes student-centered learning approaches. This includes collaborative learning, problem-based learning, and project-based learning. These methods encourage students to take ownership of their learning and develop critical thinking skills. Technology Integration: Technology tools are used to enhance learning and assessment. Online platforms, learning management systems, and simulations</p>

	<p>facilitate interactive learning and provide students with immediate feedback on their progress. By implementing these, Anandibai Damodar Kale College is creating a strong foundation for OBE and contributing towards achieving the goals of NEP 2020. The college's focus on outcome-based education ensures that graduates are equipped with the necessary knowledge, skills, and values to thrive in the 21st-century workforce.</p>
6. Distance education/online education:	<p>Anandibai Damodar Kale College: Possibilities and Efforts in Distance and Online Education a)                  Vocational Courses through ODL Mode: Anandibai Damodar Kale College has significant potential to offer vocational courses through Open and Distance Learning (ODL) mode. Possibilities: Flexibility: ODL caters to students with diverse needs and schedules, including working professionals and individuals residing in remote areas. Scalability: ODL allows the college to expand its reach and cater to a larger student population beyond geographical limitations. Cost-effectiveness: ODL offers a cost-effective mode of learning, making vocational education more accessible to students from various socio-economic backgrounds. Industry Collaboration: ODL provides an opportunity to collaborate with industry partners to develop and deliver industry-specific vocational courses. Examples of Courses: IT-related: Web development, software development, cyber security Finance and Accounting: Accounting assistant, bookkeeping, financial literacy Retail and Hospitality: Customer service, sales management, hospitality management</p>

### Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	<p>1. Electoral Literacy Club (ELC) Yes, the college has set up an Electoral Literacy Club (ELC). The ELC is a student-led organization that works to promote electoral literacy and participation among students. The ELC is coordinated by a faculty member and a student coordinator. The ELC is open to all students and is representative of the student body in terms of gender, caste, religion, and other social groups.</p>
2. Whether students' co-ordinator and co-ordinating	<p>yes , we have elected class representative and</p>

<p>faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>dedicated faculty members carry out ELC activity in our college who takes care of conducting activity &amp; guiding students on such topics</p>
<p>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.</p>	<p>The ELC has undertaken several innovative programmes and initiatives to promote electoral literacy and participation among students. These include: •Voter registration drives: The ELC organizes voter registration drives on campus and in the surrounding community. •Voter education campaigns: The ELC conducts voter education campaigns on campus and in the surrounding community to raise awareness about the importance of voting and the electoral process. •Election observation: The ELC sends student observers to monitor elections in the surrounding community. •Electoral research: The ELC researches electoral-related issues, such as voter turnout and participation patterns. •Electoral advocacy: The ELC advocates for electoral reforms and policies that promote electoral literacy and participation.</p>
<p>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.</p>	<p>The college has taken a number of socially relevant projects and initiatives in electoral related issues. These include: •A research project on the impact of social media on voter turnout among young people. •A survey on the needs and concerns of voters with disabilities. •An awareness campaign on the importance of ethical voting. •A project to register eligible students as voters.</p>
<p>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.</p>	<p>According to a recent survey by the ELC, approximately 10% of students above 18 years of age at the college are not registered to vote. The ELC and the college are working to institutionalize mechanisms to register eligible students as voters. These efforts include: •A voter registration booth on campus during the annual student orientation. •A voter registration drive for new students at the beginning of each semester. •A campaign to encourage students to register to vote online</p>

## Extended Profile

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### 1 Students

#### 1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
318	373	426	623	753

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

### 2 Teachers

#### 2.1

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

Response: 29

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

#### 2.2

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

2022-23	2021-22	2020-21	2019-20	2018-19
13	12	12	19	17

### 3 Institution

#### 3.1

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

2022-23	2021-22	2020-21	2019-20	2018-19
35.17	37.90	53.21	70.7	75.82

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>

## 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:**

**Response:**

The college is affiliated to the University of Mumbai. Hence the curriculum, syllabi and academic calendar prescribed by the university are strictly followed. The University adheres to the CBCS (Choice Based Credit System) which allows the students to choose courses based on their interests and preferences. The curriculum is taught and implemented to educate responsible citizens who will contribute to the growth of society and the nation.

To strengthen the teaching-learning process, the institution maintains the following strategies:

- Time table is prepared well in advance and made available before the commencement of the classes in every semester.
- Day-order system is followed.
- The academic calendar is prepared and distributed to the students and the faculty at the beginning of the academic year.
- Faculty members prepare and maintain the Lesson Plan, Student Profile, Class Record, Question Bank and course file.
- Bridge courses are offered to first-year students at the beginning of the academic year.
- Innovative Teaching Techniques are adopted to students functioning via Peer Learning, Team teaching, Group Discussion, Case Studies, Projects, Surveys, and Quiz etc., to students' fraternity.
- Guest Lectures are organized relating to the curriculum and recent topics of the course.
- Students are taken to Industrial Visits to improve the effective implementation of the Curriculum.
- Remedial classes are conducted for slow learners.
- The quality of teaching and learning is periodically reviewed by IQAC and certified by the Head of the Institution.
- The complaints and suggestions are received from the suggestion box, and necessary steps are taken without any delay.
- Parents Teachers meeting is conducted periodically to discuss the performance of Students for effective, transparent implementation of the curriculum and to maintain rapport between the faculty, students and parents.
- Formal and oral feedback are collected to track how well the course has been delivered and what percentage of the course has been completed.
- Class committee meeting is conducted to solve the academic and non-academic grievances.
- Two Continuous Internal Assessment Tests and a Model Examination are conducted each



semester as per the academic calendar.

- The question papers for the internal exams are prepared by the course teacher, reviewed by the Head of the Department and finally submitted to the Examination Cell.
- The evaluation of the internal examinations is done by the faculty members and the marks are Distributed within ten days.
- The odd and even semester examinations are conducted by the University.
- The faculty members are encouraged to attend workshops, national and international Seminars/conferences, and refresher programmes to update their subject knowledge.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 1.2 Academic Flexibility

### 1.2.1

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

**Response: 5**

File Description	Document
List of students and the attendance sheet for the above mentioned programs	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Evidence of course completion, like course completion certificate etc. Apart from the above:	<a href="#">View Document</a>

### 1.2.2

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

**Response: 18.85**

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

2022-23	2021-22	2020-21	2019-20	2018-19
84	70	73	80	163

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 1.3 Curriculum Enrichment

#### 1.3.1

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

**Response:**

**Response:**

The institution is focused on providing knowledge about Gender Equality and Human Values with the help of the theoretical syllabus from the subjects of the Foundation Course and Business ethics. The college has been creating awareness about the Environment and Sustainability mentioned in the curriculum through the subject EVS to develop a responsibility for protecting the environment. Apart from providing theoretical knowledge the institution held a Tree plantation drive on the college campus by the NSS unit of the college. It has been a great concern of the institution to impart knowledge through all the available resources.

The college is deeply committed to various activities which are obligatory for the progress of society. Different committees are formed to conduct the various social activities which includes faculties as well as students of the college. The NSS (National Service Scheme), DLLE (Department of Lifelong Learning and Extension) and CWDC (College Women Development Cell), Career Counseling Cell, are formed which regularly organize various programmes related to social issues, gender equity, professional ethics, human values, environment and sustainability.

**The National Service Scheme** had been planning to make students socially responsible and sensitive through many activities. The NSS unit of the college had been highly active in organizing various programmes on social issues like Cleanliness drives, Rallies, etc. The NSS volunteers are encouraged to participate in Leadership Training Programmes organized by the University of Mumbai and the Ministry of Youth Affairs, Government of India. NSS unit organizes special camps in adopted villages. Socially relevant activities are conducted in the village for the betterment of the village. The NSS unit in association with the Police has undertaken crowd control during public gatherings like Ganpati Immersion. The unit also conducts beach cleaning activities as a part of Swachh Bharat Abhiyan.

**Green Club** activities like environmental awareness to the students have been effective as it has developed the idea of reducing, Reuse and Recycle among the students of the college. Students are encouraged to bring Best of Waste which has been the main idea behind the green club. Tree plantation drives have also been undertaken along with the NSS unit to contribute to the green environment in the

village area.

**The Counseling cell** of the college helps and guides female students about their constitutional rights and guides them about their potential. Awareness of business and professional ethics is provided by seminars and lectures by professionals working in diverse fields.

**The College Women Development Cell** has been actively conducting various activities to create awareness among female students. CWDC organizes competitions like Essay writing, poster making, and Dramas on female-sensitive topics to encourage female students of the college to participate and learn the importance of women in society. The cell has organized an online seminar on the Importance of Hygiene among women and also a seminar on healthcare and PCOD awareness in association with the Rotary Club. Rubella Vaccination camp, Self Defense and Martial Arts camp were organized for female students of the college.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 1.3.2

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

**Response:** 50.63

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

Response: 161

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 1.4 Feedback System

### 1.4.1

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

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

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

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1

##### Enrolment percentage

**Response:** 44.83

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

2022-23	2021-22	2020-21	2019-20	2018-19
128	155	70	191	263

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

2022-23	2021-22	2020-21	2019-20	2018-19
360	360	360	360	360

#### File Description

#### Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

#### 2.1.2

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

**Response:** 23.32

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

2022-23	2021-22	2020-21	2019-20	2018-19
32	51	19	66	50

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

2022-23	2021-22	2020-21	2019-20	2018-19
187	187	187	187	187

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	<a href="#">View Document</a>
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule ( Translated copy in English to be provided as applicable)	<a href="#">View Document</a>

## 2.2 Student Teacher Ratio

### 2.2.1

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

**Response:** 24.46

## 2.3 Teaching- Learning Process

### 2.3.1

**Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process**

**Response:**

### **Student Centric Method as Experimental Learning**

The institution has taken significant measures toward enhancing its students' learning experiences through innovative approaches to instruction and technological integration. The institution emphasizes the intrinsic value of a student-oriented and the benefits it provides to its varying students.

Our institute has introduced a new experiential learning approach by conducting industrial visits focusing on managerial duties and business improvement, allowing students to gain firsthand knowledge of prominent organizations' managerial techniques and collaboration initiatives. During these excursions, students participate in management task simulations in which they are entrusted with dealing with real-world company difficulties.

Technology is used in our college to enhance the experiential learning and participative learning experience. Students receive access to real-time case studies and interactive meetings with industry professionals via collaboration tools and virtual platforms.

By holding seminars and workshops, the institution actively encourages and facilitates active learning. In order to explain the topic while studying, students are urged to engage and offer at least their subjective area. This approach not only fosters a deeper understanding of the subject matter but also promotes critical thinking and problem-solving skills. By encouraging students to actively participate and share their perspectives, the institution creates a collaborative learning environment that enhances overall academic growth.

### **Student Centric Method as Participative Learning and Problem-solving methodologies**

By holding seminars and workshops, the institution actively encourages and facilitates active learning. In order to explain the topic while studying, students are urged to engage and offer at least their subjective area. This approach not only fosters a deeper understanding of the subject matter but also promotes critical thinking and problem-solving skills. By encouraging students to actively participate and share their perspectives, the college creates a collaborative learning environment that enhances overall academic growth. This collaborative learning environment also helps students develop effective communication and teamwork skills as they learn to articulate their thoughts and work together with their peers. Additionally, by valuing and incorporating diverse perspectives, the institution prepares students to navigate real-world situations that require open-mindedness and adaptability.

The institution has made so many steps toward a participatory learning style that, at least once a month, students will have prepared a presentation on PowerPoint or any other technological representation tool of the material taught in class. After using this strategy, students will feel more assured about the material that the faculty has covered in the classroom.

To facilitate successful teaching and learning, Faculty employ ICT-enabled technologies.

Teachers used the newest tools and technology in the classroom as part of a new strategy to improve the teaching and learning process. The integration of technology and tools into the educational process has resulted in more collaborative and successful learning approaches for both teachers and students.

Developing online learning with free tools and resources for both teachers and students. Our faculty adopted a free content management system tool, such as Google Classroom, for the Department of IT,

and it has fully incorporated all of the new lecture notes and syllabus-related reference information that has been shared in class around them. We also employ a professional application similar to Giftbook to increase the distribution of rich information to our college students. This has piqued our pupils' interest in learning approaches.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 2.4 Teacher Profile and Quality

### 2.4.1

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

**Response:** 100

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

2022-23	2021-22	2020-21	2019-20	2018-19
13	12	12	19	17

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 2.4.2

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

**Response:** 26.03

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

2022-23	2021-22	2020-21	2019-20	2018-19
4	4	3	4	4



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

## 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 Examination Committee of Anandibai Damodar Kale Degree College of Arts and Commerce consists of a chairperson and members of the teaching staff, who are assisted by non-teaching personnel in administrative positions. The committee is in charge of organizing exams by the University of Mumbai's norms. Their tasks include administering examinations, declaring results on time, and processing examination-related complaints such as re-evaluation requests, mark verification, and dealing with technical

faults. On the institutional notice board, the college develops and displays the internal examination timetable and seating arrangements.

A supervision plan is meticulously prepared to assign invigilators, and question papers are checked thoroughly to eliminate mistakes. Student presence is essential, and the necessary number of examination copies are created before the test. Examination Infrastructure: To facilitate the smooth completion of test-related work, the college has a dedicated examination room that is furnished with all the necessary equipment, such as computers, printers, photocopiers, and paper shredders.

**Regularity of Exams:**

There is one internal examination conducted each semester. For qualified students, additional exams are administered under University of Mumbai guidelines.

Mechanism for Redressing Grievances: The institution uses announcements on notice boards, the administration office, or its official website to disseminate information about its grievance redressal procedure for examinations. Grievances from students are filed with the Examination Committee/Office, and all complaints are handled

in a rigorous fifteen-day period. In cooperation with the University, grievances about the Semester V and

VI university exams are settled. For complaints about mistakes in names, and topics, or marking students as absent during exams, the institution offers thorough help. Adaptation to Unforeseen Circumstances: The institution modified its examination grievance procedure in reaction to unanticipated events like the epidemic. The institution administered practice exams to help students get used to taking exams online in multiple-choice question style throughout the epidemic. To handle concerns about online exams, such as login difficulties, connectivity problems, and submission difficulties, a new system was put in place. Students can report problems by email, SMS, WhatsApp, and a help desk. These problems were quickly fixed by the Examination Committee working with the technical team. Adherence to University Norms: Every semester begins with several examinations conducted by university regulations.

Internal examinations are conducted for every program and course, covering 40 to 50 per cent of the syllabus topics. Practical examinations are also conducted for technical subjects, The grade card includes the results, and viva-voce examinations are held by the University of Mumbai's guidelines. theoretical subjects for which students have been assigned projects. For the semester-end examination, the entire syllabus is covered to take the final semester examination. This comprehensive strategy fosters transparency in the assessment procedure, quick addressing of queries, and adaptation to changing issues, all of which show Anandibai Damodar Kale College a commitment to educational quality.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

### 2.6.1

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

#### **Response:**

A program outcome represents the knowledge, skills and attitudes of the students at the end of a degree program. Program Specific Outcomes means what the graduate students of a specific degree program should be able to do and Course Outcomes are the resultant knowledge skills that the students acquire at the end of the course. It defines the cognitive processes a course provides. The IQAC of the institute guides the departments regarding the preparation of program outcomes, program-specific outcomes and course outcomes. These are charted by the departments in alignment with the university-prescribed syllabus, the core values and objectives of the institution. Each department, following extensive discussions, according to the nature and scope of the Programmes and Courses offered by them, prepares Course outcomes. The institution outlines POs and PSOs for all programmes and COs for each course. After aligning these with the University's envisaged learning outcomes, the course plans are made by the departments. The college follows a Graduate-attribute-linked course plan for the courses offered across all programmes. It is designed to incorporate the teaching, learning and assessment strategies in such a way as to give enough weightage to each of the specified learning activities and attainment of outcomes. These are prepared in the departments by the teachers handling each course.

The various curricular and co-curricular activities of the college enhance their academic capabilities and future potential. The curricular and academic activities of the college are aimed at augmenting the quantitative and qualitative nature of the programmes offered, providing vertical and horizontal mobility and ensuring career orientation, skill development and the promotion of entrepreneurial skills. Along with the prescribed curriculum and traditional teaching methods like lectures, assessments, quizzes, note sharing, assignments etc., smart boards, ICT tools, projectors and new interactive software to conduct online exams etc are employed, and a partially automated library with 6000 books & 5 periodicals. The teaching and learning methods streamline for effective transfer of knowledge is carried out by making use of diverse innovative and novel teaching techniques that are student-centric in approach. Mentoring and tutorial systems are introduced to maintain discipline to reduce dropout rates and for one-to-one assistance.

An effective and transparent continuous internal evaluation system is in place. An effective attendance system, regular assessments and remedial coaching have markedly improved the performance and the placement status of the students. During the last academic year --- students went to higher studies and – students were recruited in different sectors.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6.2

*Attainment of POs and COs are evaluated.*

**Explain with evidence in a maximum of 500 words**

**Response:**

The specific learning objectives for every academic program have been outlined by Anandibai Damodar Kale Degree College of Arts & Commerce. It is impossible to overstate the importance of Program Outcomes (POs) and Program Specific Outcomes (PSOs) in maintaining the calibre of the graduating program. Each college department's curriculum was created with consideration for each of the POs.

The PSOs and the curriculum have been thoughtfully crafted together. The learning that will occur throughout the program is described in brief terms using precise, quantitative language in the course outcomes (COs). The mapping of these COs is then done using Pos and PSOs.

At the beginning of the semester, the course lead will evaluate the CO-PO/PSO mapping's effectiveness. Using evaluation tools, the course is evaluated during the semester to determine CO achievement. In the computation of PO attainment, direct procedures are assigned a 70% weighting, whereas indirect methods receive a 30% weighting due to the greater number of samples available for this group.

To assess programme results and programme-specific outcomes, the following evaluation methodologies are used:

1. Direct Assessment (70%). Assignment Internal examination

2. Indirect Assessment (30%)

Event Reaction: Various Committee Activities: Our institution has created various committees to develop students. At the start of the semester, these committees plan their activities programmes and execute the planned activities as per the schedule.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

### 2.6.3

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

**Response:** 73.42

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

2022-23	2021-22	2020-21	2019-20	2018-19
31	155	192	175	99

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

2022-23	2021-22	2020-21	2019-20	2018-19
62	155	198	219	254

<b>File Description</b>	<b>Document</b>
Institutional data in the prescribed format	<a href="#">View Document</a>
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	<a href="#">View Document</a>
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	<a href="#">View Document</a>

## 2.7 Student Satisfaction Survey

### 2.7.1

**Online student satisfaction survey regarding teaching learning process**

**Response: 3.15**

<b>File Description</b>	<b>Document</b>
Upload database of all students on roll as per data template	<a href="#">View Document</a>

## 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:** 0.5

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0.5

#### File Description

#### Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

### 3.2 Innovation Ecosystem

#### 3.2.1

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

**Response:**

Responses:

An ecosystem is created in the institution for innovations, and to facilitate creation and transfer of knowledge through various initiatives adopted by different departments and committees. Extensive guidance and support is provided. The institution has been motivating faculties to present Research Papers in various UGC Care listed journals. Also, faculties have undertaken Minor Research granted by the University of Mumbai.

Research Policy is designed and implemented to promote a research culture among faculties. Research guides from the teaching faculty supervise and guide the research scholars in the preparation and submission of research theses, and assist faculties in the preparation of research papers. They also serve as resource persons in various seminars and workshops at different levels. The Intellectual Property Cell

has been guiding the faculties of the college to take the initiative to innovate new ideas of research by providing guidance. Some faculties have registered Patent topics such as Consumer Behaviour, Career Prospects of Commerce Students, and Leadership Styles. It has been a deep concern of the IPR cell to educate the faculties about the benefits of IPR and to help them develop inventions and ideas into practical implementation and check the inventions done by the inventors.

The Institution has been providing students with on-field experience by conducting Industrial Visits to factories which help them to learn the impact of technology and modern means of industrial development in the various sectors and also how distribution of resources is done throughout the sector. Industrial visits to Parle Factory, Maganlal Chikki Factory, and Sudhir Power have enhanced students' overview of the industrial sector of our state and educated them on the technical know-how of the technology used in production. Students have submitted the reports of their Industrial Visits. Through various Quizzes and competitions like 'Vachan Prerna Din', 'Marathi Bhasha Diwas', and Essay writing competitions students are encouraged to develop their attitude towards their Mother tongue and Regional languages. The institution has been motivating and encouraging students to develop their mindset for business by organizing a Best Entrepreneur competition where prizes are also awarded.

The Department of Information Technology has organized seminars on E-Commerce, Training TYBSCIT students regarding the Project and rules related to them, Career Awareness Sessions, workshops on 'JAVA Servlets' and Microsoft training to enlighten the students. Students from the Information Technology Department assist in uploading and updating material on the college website.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 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: 2**

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

2022-23	2021-22	2020-21	2019-20	2018-19
1	0	0	1	0

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 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:** 0.17

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

2022-23	2021-22	2020-21	2019-20	2018-19
1	0	0	2	2

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	<a href="#">View Document</a>
Links to the papers published in journals listed in UGC CARE list or	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 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:** 0.07

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	2	0



<b>File Description</b>	<b>Document</b>
List of chapter/book along with the links redirecting to the source website	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	<a href="#">View Document</a>

### 3.4 Extension Activities

#### 3.4.1

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

**Response:**

**Response:**

The Vision and Mission of the institution focus on the holistic development of students that includes values, a sense of social responsibility, inclusiveness and adaptability. Keeping this in mind, various extension activities are organized at different levels.

**Gender Sensitization:**

Committees such as NSS, DLLE and WDC have organized various activities focusing on Gender Equality, Female health and hygiene and Self-defense camps, Martial Arts and Yoga training camps. Competitions and seminars are also conducted in association with NGOs to promote the idea of equality among the students. Poster making, Essay writing competitions, and Lectures on gender equality were held in the institution. Students

**Medical Services:**

The institution has organized a Blood Donation Camp in coordination with other institutions, free of cost, for the students, their parents and the neighbouring community. Seminars on health-related issues like "Organ Donation" TB awareness, Dengue and Malaria awareness and precautions awareness, and Rubella vaccination for girls were organized. Polio vaccination was done by the student's health awareness campaign, a seminar on "organ donation", and "Future in NSS" for adopted village children, and an Eye check-up camp was organized by the institution. Health Awareness Campaign on monsoon-prone diseases like Swine Flu, and H1N1, in collaboration with BMC, has been a regular activity.

**Environmental Conservation:**

Paper and cloth bags are made by students and distributed to nearby shops to reduce the consumption of plastic and to create awareness about the same. Bottle for Change workshop and “Swachhta Sarvekshan” have been done by students to educate society about the protection of the Environment. Tree plantations are carried out to promote environmental consciousness among the students. World Environment Day celebration, Campus Cleaning is undertaken by the students with the guidance of the faculties.

**Civic Responsibility:**

To change a student from a person to a responsible citizen various civic activities were held. Cleanliness campaigns on beaches and surrounding areas under Swachh Bharat Abhiyaan, controlling traffic during festivals and beach cleaning are undertaken. A rally on the Ban on Plastic was held.

**Community Services:**

The institution puts maximum effort into making students socially sensible and responsible. NSS special camp is organized in Sonawane Gaon, Badlapur and Kelthan Gaon, Vrajeshwari, and Vasai where students had done various services at ground level for the adopted village like rallies, street plays, Riverside and Kelthan Gaon cleaning, drawing and craft competition for school students, seminar on ‘Nasha Bandi’ were held in the adopted village. Various programmes on social themes, health and hygiene, water conservation, and visiting Shanti Dan Ashram and Orphanage were done by the students and institution. The faculty and students interact with the school students to create awareness of social issues. The institution provides socially sensitive issues to the students like seminars on the anti-dowry movement and domestic violence. The faculty and students interact with the school students to create awareness of social issues. With the support of the Management, the addition of a book in the school library of the adopted village is done.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**3.4.2**

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

**Response:**

**Response:**

The institution has received several awards for its contribution to the field of social service. Students from the departments of DLLE, NSS, and CWDC have been constantly working selflessly to develop

consciousness in society. Several Certificates and trophies have been awarded by the organizations to the institution.

The institution strives to work continuously and is dedicated to the betterment of society. The Department of Lifelong Learning and Extension (DLLE) has been awarded Trophies and Consolation Prizes for students' extraordinary performance in Poster making and Drama at the UDAAN festival organized by recognized organizations. Apart from these, the college has been organizing a Blood Donation Camp, Cleanliness Drives, Traffic Safety and follow of Rules and regulation activities, a Polio campaign, etc.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 3.4.3

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

**Response:** 35

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	20	15

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 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: 2**

<b>File Description</b>	<b>Document</b>
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	<a href="#">View Document</a>
List of year wise activities and exchange should be provided	<a href="#">View Document</a>
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 4 - Infrastructure and Learning Resources

### 4.1 Physical Facilities

#### 4.1.1

**The Institution has adequate infrastructure and other facilities for,**

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

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

**Response:**

**Response:**

Since its inception in 1996, the college has come a long way in terms of infrastructure and facilities for learning. Anandibai Damodar Kale Degree College sprawls over an area of 2849+ sq. meters. which provides ample framework for carrying out the learning process, career progression and advanced education. The institution caters to the needs of students. The college has its premises.

The administrative block is separately constructed from the academic block which also houses the office of the principal and college office. We have one principal room, 2 staff rooms for teachers, one NSS room, 3 smart classrooms with ICT facilities, one seminar hall, one auditorium room, 2 tutorial rooms, one library with ICT facilities, one girl's common room, one boy's common room, one cafeteria, one-night guard room, one store room, one gymnasium room, one IQAC room and one DEPD room for examination work. Besides there are 2 washrooms for girls and 2 washrooms for boys, 48 CCTV cameras, 15 ACs, 2 Xerox machines, 5 hanging projectors, one Canon and one riso machine. We also have one virtual classroom. We have 2 computer labs with ICT facilities. We have one digitalized library which houses 7000+ barcoded books, web- a web-OPAC system. 2 computers are provided in the library for library work and 1 for student research and scholastic work. Also, one printer and one barcode scanner are provided in the library for library work. In the Admin department, there are 4 computers and 4 printers provided for office and administrative work with updated software like Edusprint-cloud-based ERP, Edusprint + and Net Protector for cyber security. One laptop with the latest ICT upgrades is provided for the Principal. One laptop and one printer are provided in the staff room for teaching faculties for their academic work. In the DEPD room one computer, 2 printers, and one Xerox machine are provided for examination works. We have one turf and some indoor sports facilities. We have 39 computers for students and 14 classrooms for the students and all stakeholders. The entire College is full of fire security facilities with 12 fire bottles and 6 fire pumps.

Anandibai Damodar Kale Degree College wholeheartedly attempted to comply with all the imperative standards expected of the affiliating college as far as infrastructural Framework provision of learning material, ICT devices etc. are concerned. Each department is furnished with sufficient study halls, research facilities, log books, activity record books, attendance registers, blackboards, greenboards, whiteboards, white chalks, coloured chalks, dusters and so on. College facilities are permitted to utilize meeting rooms, computers and internet facilities as and when required.

Besides, the students and teachers also benefit from the use of gymnasiums. The college campus is secured with Wi-Fi internet facilities to be utilized by instructors, students, and stakeholders for scholastic and regulatory purposes.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

#### 4.1.2

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

**Response:** 3.94

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

2022-23	2021-22	2020-21	2019-20	2018-19
3.142	0.176	0.87	2.33	4.23

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	<a href="#">View Document</a>

## 4.2 Library as a Learning Resource

#### 4.2.1

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

**Response:**

**Response:**

College libraries play an important role in the academic success of students. College Library provides students with access to the resources they need to complete their coursework, and also offer a variety of services that can help students develop their research skills and prepare for their future career. The Library is spacious with a carpet area measuring 844 sq ft. The library has a collection of books, Periodicals like Newspaper Magazines, and journals and also has back volumes of Bounded Journals. It has sections like a Textbook stacking area and Reference books, a Newspaper and Periodical Rack, a New Books Arrival Display Rack and a Reading Room.

### **Library Services:**

- Reading Room: It has a seating capacity of more than 60 students
- Circulation: The Library Provides the issue return of books as per policy based on user type.
- Book Bank Services: Students from Low-income backgrounds can register for this
- University Book Bank: Students from the Backward Category can apply for this benefit.
- Outreach Activities: The library arranges, an annual Book Exhibition where well-known vendors/Publishers display books faculty and students can recommend books. The library also arranges Monthly In-house Book exhibitions to make students aware of the library collection. Orientation is conducted for first-year students to make them aware of library rules and services. The library also conducts competitions and quiz contests to celebrate important national and international Days.
- The library has separate Library Websites.

The library is partially automated with MICM EduSprint, ERP-based Library Management Software since 2015, which is now upgraded to a cloud-based system which uses MVC, .NET, jQuery, JSON, SQL Server 2016 onwards. Library Web

OPAC can be searchable using the Edusprint Plus mobile app. The system thus allows multi-user remote access and is user-friendly.

### **The Library Software has the following Modules.**

**Circulation/Transaction Module:** The circulation Module allows us to establish relations between users and resources by creating transaction records(Issue/Return/Renewal). It has features like single-issue return and Class wise Mass issue/Return

**Cataloging Module:** This module is used for accessing and entries of books with bibliographic details such as Title, Author, Publisher, ISBN, Edition etc.

**Web OPAC:** Use for remotely searching Library documents and their availability. It also has a simple and advanced search facility.

**Barcode Labels:** Our Library has in-house Barcode and Spine Labels generation provision for Books

and for users Library cards for circulation and member login

**Reports:** Facilitate generation of reports like circulation statistics, Book List, patron circulation History, year-end stock reports, and statistical reports.

**General Master:** It compasses various sub-setting configurations like classification scheme, register, location, author type, publication place, member type, holiday type, language etc.

**Stock Management:** The Stock Management module helps with year-end stock checking of books using barcodes.

College Library Provides a wide variety of free - electronic resources(e-resources) through our library websites to give students and faculties access to vast collections of information from anywhere in the world. Links to these E-resources can be accessed through college Library websites; they include a wide variety of materials such as free e-books, free e-journals, and free Databases.

The library has updated its collection of textbooks, reference books, and Periodicals. The library has spent a minimum of 150,000 annually to update its resources.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

### 4.3 IT Infrastructure

#### 4.3.1

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

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

**Response:**

**Response:**

- 1)The institution has a very robust and updated IT facility that is comprehensive as well as secure.
- 2)The college has expanded as well as upgraded its IT infrastructure within the last five years, some of the initiatives taken are as follows:

The college campus uses Siddhant broadband internet lines each of which has 100 Mbps optic fiber that connects



- College main office
- IT lab
- Principal Office
- Library
- Smart classroom
- Staff rooms
- Seminar hall
- Virtual classroom

3) All the other academic departments have been provided with Wi-Fi dongles to enable multi-user internet connection. Institutional funding is being made available for renewing the Wi-Fi every month. Firstly we used Edusprint LAN-based software, but now we are using updated Edusprint-cloud-based ERP “Edusprint” software.

4) The LAN facilities in the central library are provided through a dedicated line of portable cable with 5Mbps supporting the software that we are using like EduSprint-cloud based ERP’Edusprint”, Edusprint & integration with payment gateway.

5) Software EduSprint –cloud-based ERP ”Edusprint” supporting technologies like MV, Net., jQuery, JSON, SQL Server 2016 onwards.

6) The Edusprint+ mobile app is available for both students and parents. This app supports both iOS & Android. By using this app students and parents get updates, notices, messages and online fee facilities.

7) All of our computers are highly secured with NET Protector antivirus software for cyber security.

8) The BSC(IT) departments use various updated software packages such as Python, Java, Microsoft Visual Studio, WEKA, Oracle Express, Microsoft SQL Server, C, C++ etc.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

### 4.3.2

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

**Response:** 8.15

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

Response: 39

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	<a href="#">View Document</a>

**4.4 Maintenance of Campus Infrastructure****4.4.1**

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

Response: 50.84

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

2022-23	2021-22	2020-21	2019-20	2018-19
16.68	14.27	30.84	32.15	44.74

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	<a href="#">View Document</a>

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1

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

**Response:** 0.4

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	1	1	5	3

#### File Description

#### Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

#### 5.1.2

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

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

**Response:** C. 2 of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	<a href="#">View Document</a>
Report with photographs on ICT/computing skills enhancement programs	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 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:** 70.12

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

2022-23	2021-22	2020-21	2019-20	2018-19
312	63	130	587	656

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.1.4

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

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

**Response:** B. 3 of the above

<b>File Description</b>	<b>Document</b>
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	<a href="#">View Document</a>
Proof related to Mechanisms for submission of online/offline students' grievances	<a href="#">View Document</a>
Proof for Implementation of guidelines of statutory/regulatory bodies	<a href="#">View Document</a>
Details of statutory/regulatory Committees (to be notified in institutional website also)	<a href="#">View Document</a>
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	<a href="#">View Document</a>

## 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:** 21.63

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

2022-23	2021-22	2020-21	2019-20	2018-19
24	37	24	27	29

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

2022-23	2021-22	2020-21	2019-20	2018-19
31	155	192	175	99

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	<a href="#">View Document</a>
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.2.2

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

**Response:** 0

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

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

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.3 Student Participation and Activities

### 5.3.1

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

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

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>

### 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:** 6.8

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

2022-23	2021-22	2020-21	2019-20	2018-19
08	05	2	11	08

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.4 Alumni Engagement

### 5.4.1

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

**Response:**

Response :

The College Alumni Association is a valuable resource for graduates. It plays a vital role in the life of college fostering a win-win situation for current students, Alumni and the institution itself.

Their contributions extend far beyond mere nostalgia, creating a valuable ecosystem that supports academic excellence, career success, and a lifelong connection to the college community.

Keeping this in mind Cultural Committee of Anandibai Damodar Kale Degree College of Arts and Commerce organized the Alumni Meet 2019 – a programme to felicitate, consolidate and coordinate with our alumni. The objective of the alumni meeting is to reconnect with the Alumni and celebrate their success and various Achievements.

Alumni work is essential for maintaining strong ties between the college and its former students.

To establish and maintain relationships with alumni and to keep them alumni informed about the college's developments, achievements, and news we created a WhatsApp group of our alumni now it is converted into a WhatsApp Community “ADKDIANS”.

College alumni associations can be a valuable resource for graduates. By providing networking opportunities, continuing education programs, social events, and philanthropic opportunities, alumni associations can help graduates stay connected with their alma mater and with each other.

We are in the process to alumni registration so that our alumni get a valid platform to stay engaged with the college's academic community.

Effective alumni work helps colleges build a strong community, foster lifelong connections, and tap into the collective resources and experiences of their graduates. It contributes to the overall success and reputation of the institution.

<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>



## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

#### 6.1.1

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

**Response:**

**Response :**

#### **Vision**

- To provide affordable quality education.
- To make education accessible to all classes in society.
- To provide opportunities for students to realize their full potential and thus shape them into future leaders, entrepreneurs and above all good human beings.

#### **Mission**

- To strive for quality and need-based education for underprivileged students.
- To emerge as a centre of higher learning, to change the social conditions through the intellectual, emotional, physical and cultural growth of students.

We believe that education is a tremendous responsibility and not just an activity. We assume moral and social responsibility in every activity of ours as a matter of conscience. We believe in sincere, honest and committed relationships with all our stakeholders. We dedicate ourselves to improving the quality of life in our way by adopting the highest quality standards in imparting education to match society's best.

The institution follows a democratic and participative mode of governance where our Management is highly committed and dedicated to the accomplishment of the Vision and Mission of the Sanstha, and it also gives sufficient freedom to the Principal to function to fulfil the Vision and Mission of the college.

The Principal is the highest authority providing leadership for the Degree College and towards this, he is assisted by the Coordinators, Convener of the Committees and Associations, and the Head clerk, who heads the non-teaching staff.

ADK Degree College not only aims to educate students and hand over a degree certificate but also to guide them to become leaders in their various fields. The College provides ample opportunities for learning and developing leadership traits and entrepreneurial skills.

Besides being Class Representatives, Students are provided opportunities to be members of the Cultural Committee, NSS Extension, Sports Committee, DLLE, and CWDC where students can showcase their hidden talent. Students also learn and inculcate the value of community service and a positive attitude.

through activities like Blood Donation drive, Swachh Bharat Abhiyan. Yoga Day. This behavioural, physical and mental development helps in the holistic development of students and makes them a corporate fit.

This is not the exhaustive list of activities undertaken to develop leadership qualities but there are numerous magnitudes of ways of exemplifying leadership traits – not all of them flashy or coming with an official title.

IQAC focuses on improving and sustaining Quality Presentation. The perspective plan is built under the leadership of the Internal Quality Assurance Cell (IQAC); they have considered inputs from the majority of stakeholders, which includes Students, Teaching Staff, Non-teaching staff, Administrative support, Ex.-Students (Alumni), Parents, and Management at all levels, Well-wishers.

The institutional Perspective Plan is prepared and implemented. The college is in the process of implementing NEP to meet industry demands and make students focus on industry-oriented skills. “Career Katta” is one such flagship program incubated by the University of Mumbai and our college is going to run bridge courses, signing MOUs under “Career Katta”.

Tie-ups with audit firms are also in the loop to make commerce students learn and earn simultaneously. To gain knowledge and work on company audits, learn Excel and so on.

While articulating the perspective plan, already established documents like Management Vision and mission are considered.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

### 6.2.1

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

**Response:**

**Response:**

**Managing Committee** is headed by

Chairman

Vice-chairman

Secretary

Treasurer

Four Members.

We have **College Development Committee** for smooth communication between staff and Managing Committee members.

Our institution is headed by a **Principal, IQAC Coordinator, Convener of Examination, Conveners of all committees, Librarian, Office Staff.**

Various **Criteria Heads** along with members under NAAC report to IQAC coordinator, all Departmental Coordinator report to Principals on behalf of Teachers.

**Exam committee** members with the help of exam administrative staff report to the Exam convener. All extracurricular committees are headed by conveners who directly report to the Principal of the College. All the committee members report to conveners.

**Library** work under a **Librarian** and **librarian** controls and manages the administration and maintenance of the books.

Administration staff and Accountants work under the **Head clerk**. Examination, Affiliation, Accounts, Establishments are the departments formed in the college for smooth functioning. Also, several committees are formed by Conveners along with members.

Every class is monitored by One **class Teacher** for smooth flow of information.

Class teacher forwards all the notices, information about holidays or any other college activities, important schedules to their classes. For effective coordination class representatives are appointed , one male and one female in each class.

All the **Class representatives** get the instructions class teacher and class teacher also forward it to their respective classes.

Cordinators carry out orientation of their respective classes. This ensures all the important information is reached to every student from their classes. At the same time, they collect the feedbacks, attendance for the seminars/webinars with the coordination of their class teachers.

Parents Teachers meetings are conducted yearly or semester wise to communicate to the parents about the results and attendance of their wards.

**IQAC** focused on improving and sustaining quality assurance. The perspective plan is built under the leadership of the Internal Quality Assurance Cell, after considering inputs from majority of stakeholders, which includes Students, Teaching Staff, Non-teaching staff, Administrative support, Ex. Students, Parents, and Management at all levels.

**The Seminar and Placement Committee** of the college always ensures that giving the right opportunity to the students, will help them to showcase their talent in the real world.

This committee is formed by Principal, one Convener and members from the teaching staff of the College. The committee brings the finest agencies to make students job ready.

Interactive sessions are held in the form of soft skill seminars and speaker sessions for building a relationship with their prospective employees. This makes students ready for placement pool for campus interviews for the Final year students.

**Cultural committee** conducts all activities throughout the year. Various festivals are celebrated in the college.

College runs a total of 3 Programs and the number of students taking admission course wise is approximately 350 to 500.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Institutional perspective Plan and deployment documents on the website	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 6.2.2

*Institution implements e-governance in its operations*

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

**Response:** A. All of the above

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

### 6.3 Faculty Empowerment Strategies

#### 6.3.1

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

**Response:**

**Response:**

#### **PERFORMANCE APPRAISAL SYSTEM**

**Teaching Staff:**

Confidential and timely performance appraisal for teachers is conducted from time to time. Students feedback is obtained on parameters of knowledge, communication, delivery of lectures , course curriculum , punctuality and such .

Teaching faculty members provide a confidential self-appraisal report every year.

.If the feedback for any faculty member is below average, they are intimated to improve on the same. Students feedback is taken through feedback forms and Suggestion box.

#### **WELFARE MEASURES FOR TEACHING STAFF**

**Faculty Development Programs:**

Teaching staff is always encouraged to attend Faculty Development Programs organized by the college and other institutes. Duty leave is also granted and teaching staff is encouraged to attend FDPs.

**Training and Development:**

Teachers were encouraged to attend online training to conduct online lectures and examinations during covid pandemic situation. These seminar was organized by various other institutes.

Workshops are also organized. One such was organized by the college on Soft skills before the pandemic. It was an interactive session. Games were played, training was provided to teachers to enhance their soft skills ability.

**Support Facilities:**

Canteen, clean drinking water, financial assistance in medical expenses, tie up with nearby Brahma Kumari centre to invite them and speak on

**Other Facilities:**

Several leave benefits such as casual leave, half pay leave, duty leave, and maternity leave. Retirement benefits such as provident fund are provided as per the UGC/ University rules. On occasion of Woman’s day, there is lunch organized by the management for all Women staff, Teaching, non teaching by the Management.

**Non-Teaching: Training Programs:**

Encourage non-teaching staff to attend training Programs to upgrade their skills. Non Teaching staff is encouraged and duty leave is given to attend various such programs conducted by university from time to time.

**Support facilities:**

Loan facility without charging any interest on the same, with easy payment of installments with and deductions from salary facility is given.

Canteen, clean drinking water, indoor gymnasium facility and carrom and chess games are provided.

Non-teaching staff are motivated to upgrade their educational qualifications (From SSC to HSC, HSC to Degree, and so on is given.

We have a positive and helping approach of management in respect of job security for their families for n instance our one peon is expired and we made a provision that their family members are appointed on that place.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

**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:** 6.85**6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	05

<b>File Description</b>	<b>Document</b>
Policy document on providing financial support to teachers	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	<a href="#">View Document</a>

**6.3.3**

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

**Response:** 10.71**6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
03	01	04	03	01

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

2022-23	2021-22	2020-21	2019-20	2018-19
08	08	08	08	07

<b>File Description</b>	<b>Document</b>
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the certificates of the program attended by teachers.	<a href="#">View Document</a>
Annual reports highlighting the programmes undertaken by the teachers	<a href="#">View Document</a>

## 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:**

**Response:**

**Major Sources of Institutional Funding is Tuition Fees**

**Utilization of Resources:**

The Governing body, in consultation with the College Development Committee and the Principal, plans allocation of funds.

Tuition fees received from students of professional courses are utilized for academic activities and for staff salaries of professional courses.

Funds from the management is utilized for augmentation of infrastructure, conduct of events and fests, and to fulfill the institutional social responsibilities and welfare programs for staff and students.

The purchases of all required infrastructure and office machinery and stationary is done through inviting quotations from various parties. Quotations are evaluated on the basis of quality, price, quantity, reputation, after sales service and such parameters of these parties. After reviewing the opinion of third parties. Feedback records of vendors regarding their products and after sales maintenance is also maintained to ensure quality. Each transaction is supported by vouchers. All transactions are done through cheques or online mode.

The daily petty cash accounts is maintained by the Head clerk who maintains proper records. Internal systems are developed to verify accounts at different levels.



The institution follows a proper mechanism for external audit.

### **Internal Accounts Management**

Budget is prepared every financial year under various heads. Accordingly, expenditure is planned as per the financial resources available. Major purchases are approved by the Management and the Head clerk.

Daily miscellaneous expenses are managed by the Principal. The Governing Body has appointed a firm of Chartered Accountants as Statutory Auditors to independently conduct financial audit of its books of accounts and to certify its annual financial statements.

Income and Expenditure are strictly monitored by the Principal.

For any purchase, minimum 3 quotations are invited and prices are compared. In the absence of 3 quotations, relevant ones are reviewed and approved.

### **External Audit:**

External Audit is conducted by the Chartered Accountant appointed by the Management. Bills and vouchers are checked and verified. All relevant documents are physically checked. Any queries during the audit are immediately answered along with the presentation of relevant documents. No major objection has been raised in the audit report. Transparency is maintained in financial matters. Financial discipline is maintained, in order to prevent misappropriation of funds and misuse of institutional property.

<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>

## **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:**

**Response:**

IQAC plays a pivotal role to ensure and enhance the institution's academic and administrative standards.

## **1. Enhancement of quality of Teaching and Learning:**

Since teaching and learning constitute the major focus of the institution, IQAC has strengthened this aspect

At the commencement of the academic year, the Academic Calendar is prepared by the Academic Calendar of the University of Mumbai.

Time table is prepared and lectures are held regularly. Teaching Learning and Evaluation processes are done on time and in compliance with the academic calendar. To promote the research acumen of faculties and students, research methodology workshops and webinars are organized for faculties and students. Faculties are motivated to present and publish research papers.

Timely upgrades of computers and software are made as per the requirements of the revised syllabus of technical courses. Initial investments in technology are proposed.

During the pandemic, collaborations were made with other institutions of eminence to conduct online faculty exchange programs and webinars. Students were also guided and encouraged to present and publish papers.

Interactive sessions/ seminars/ conferences/ FDPs were organized by IQAC in association with other departments.

Following are the areas in which teaching-learning reforms are reviewed, implemented and facilitated by the IQAC:

### **A. Use of experiential learning methods to facilitate achievement of learning outcomes and promotion of research**

Industrial visits are organized. Cultural Week is celebrated to find out entrepreneurial qualities, team building, and group dynamics in students.

Skill development courses Guest lectures by experts in the field Preparation, presentation and publication of papers in seminars/ conferences by students under the mentoring of faculties.

### **B. Use of ICT-based teaching-learning methodologies**

Adopting ICT-based tools for teaching-learning methodology is adopted. IQAC focuses on continuous improvement of IT infrastructure in the college premises by following points.

- 1) To focus on Resource and infrastructural development.
- 2) Upgradation and infrastructural development.
- 3) To encourage the use of ICT-based teaching-learning methodologies
- 4) To propose the investments in IT.

Availability of broadband connection to provide internet connectivity in the classrooms, staff room, administrative office, conference room, seminar halls, and library, SMART classroom, ICT-enabled classrooms, college auditoriums with required computers.

Digitization of administration by installing ERP for online admission, fee payment, maintenance of accounts and other pertaining documents.

**2. Promoting Green Campus and Sustainability:**

The institution has been successful in implementing green campus initiatives to achieve sustainability.

**i. Promoting Green Campus and Sustainability Initiatives:** Under the umbrella of the Green campus, we have a “green club “to focus on initiatives like environmental audit, Energy Audit, Waste management policy, water conservation, disabled-friendly, barrier-free environment to name a few.

Green Club is constituted to create awareness among students about the significance of the conservation of the environment, which regularly conducts programs for the same. Apart from this, the institution has adopted the following strategies.

Display of Information on environmental conservation measures to create awareness among the students.

Conduct quality audits like the Green audit and the Energy audit.

Beautification of the campus – planning is also done by the IQAC department.

IQAC plays a pivotal role in designing policies for all other committees.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

**6.5.2**

**Quality assurance initiatives of the institution include:**

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

**Response:** B. Any 3 of the above

<b>File Description</b>	<b>Document</b>
Quality audit reports/certificate as applicable and valid for the assessment period.	<a href="#">View Document</a>
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	<a href="#">View Document</a>
Link to Minute of IQAC meetings, hosted on HEI website	<a href="#">View Document</a>

## Criterion 7 - Institutional Values and Best Practices

### 7.1 Institutional Values and Social Responsibilities

#### 7.1.1

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

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

#### **Response:**

Response:

Through several annual projects and events, the institution advances gender equality. Additionally, it gives the pupils a safe environment and guarantees appropriate punishment. Numerous activities on gender-related issues are carried out by the Women Development Cell and other Committees. The following are some of the amenities that the Institution offers to guarantee gender equality:

#### **1. Safety and Security**

#### **2. Counseling**

#### **3. Workshops and Seminars**

#### **Safety, Security and Facilities**

- The female students have access to the Girl's Common Room, which contains an adjacent bathroom and other necessities like a bed, fresh water to drink, comfortable seats, etc. In the women's restroom, the college has set up a sanitary napkin vending machine.
- During the orientation program conducted for first-year students, they are made aware of the Anti-Ragging Cell, Internal Complaint Committee and Student Grievance Redressal Cell.
- The institution has provided 24\*7 security at the entry gate. No one is allowed to enter the college premises without an ID card. The entry for outsiders is subject to verification by the concerned person.
- To ensure student safety, the college has installed 48 CCTV cameras around the entire campus.
- The college creates a code of conduct that is posted on the website for use by students, faculty, and staff.
- Female teachers accompany female students who remain in the college after regular business hours to complete extra coursework or get ready for an event.

- Women Development Cell encourages female students to participate in self-defence programs.
- We have a sound grievance system which works through our Internal Complaint Committee cell

### **Counselling**

- The CWDC conducts a mentorship program. Through counselling, a mentor teacher assists students with personal, academic, and other issues.
- Mentors assist female students with managing their schedules, providing one-on-one counselling, attending parent-teacher conferences,
- Study schedule, reference book usage,
- Through engaging sessions about family difficulties, mentors assist students in resolving their issues.
- Problems with relationships, health, and so forth. In addition to providing academic advice, mentors also assist

### **Workshops and Seminars**

Following One Day workshops, seminars, and competitions were conducted as under:

- Seminar on women's health/Rubella Vaccination Camp together with Rotary Club Kandivali (W)
- Seminar on career development
- Women's Day celebration
- Organ Donation seminar together with the Rotary Club
- Group discussion on "The custom of dowry"
- Essay writing on "Girl child education", "Gender inequality", "Safety of women".
- Posters making competitions
- Self-defense camp
- PCOS (Polycystic Ovary Syndrome) seminar etc.

### **Common Rooms:**

The female students have access to the Girl's Common Room, which contains a washroom just beside

and other necessities like fresh water to drink, comfortable seats, etc. In the women's restroom, the college has set up a sanitary napkin vending machine.

#### **Female Staff:**

In teaching staff has more number of female staff in comparison to female staff and non-teaching, we have more or less equal number of male and female staff.

<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>

#### **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:** B. 3 of the above

<b>File Description</b>	<b>Document</b>
Policy document on the green campus/plastic free campus.	<a href="#">View Document</a>
Geo-tagged photographs/videos of the facilities.	<a href="#">View Document</a>
Circulars and report of activities for the implementation of the initiatives document	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

#### **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

<b>File Description</b>	<b>Document</b>
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	<a href="#">View Document</a>
Policy document on environment and energy usage Certificate from the auditing agency	<a href="#">View Document</a>

#### 7.1.4

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

**Response:**

**Response:**

ADK is carrying out several projects, such as commemorating notable people's days.

National festivals, NSS, and other events of this kind foster an inclusive environment by uniting teachers and students from different backgrounds on one platform. These activities also contribute to the development of tolerance and harmony toward differences in language, culture, geography, and other aspects of communal social economics and other diversity. The purpose of the convocation address, which is given at the event, is to encourage and inspire the students for their future endeavours.

- The organization has established a code of conduct for interactions between students, faculty, and non-teaching personnel. Through events like exhibitions, webinars, and talks hosted in collaboration with other organizations, human values are promoted among students, complementing the relevant subjects taught in the Foundation Course of undergraduate programs.
- Competitions are conducted open for all and without any gender/ language barriers so that students can comfortably share their thoughts genuinely.
- All students equally benefit from mentoring and counselling during many competitions and all other activities. Everyone has an equal opportunity to showcase the diversity of their local cultures at the College. This was evident during College Week and other college programs when students from a variety of backgrounds participated passionately in all cultural events.
- The college is dedicated to helping its pupils become socially conscious and conscious of the rights, obligations, and ideals that are outlined in the Indian Constitution. Through FC of UG



programs, we give students comprehensive education about the Indian constitution.

- Essay writing, poetry readings, impromptu speeches, debate tournaments, and talks on important topics covered in the country's constitution are among the events that take place. Other relevant topics include social harmony, national integration, and fundamental rights and duties.
- The college celebrates several days, including Friendship Day, Environment Day, Yoga Day, Independence Day, Republic Day, Shivaji Jayanti, Marathi Bhasha Diwas, Guru-Purnima, Traditional Day, Navratri Days and Dahi Handi. Students compete and put up skits based on current events. Support is also extended to Swachh Bharat Abhiyaan.
- The institution's NSS Unit is dedicated to community service. It often carries out community-focused events. To raise awareness among the villagers about issues like cleanliness, personal hygiene, health, yoga, water conservation, dowry, and education, rallies, and skits. Students are allowed to practice their religion freely in NSS special camps, which fosters qualities of cooperation, harmony, coexistence, and tolerance.
- Raising awareness of the value of utilizing environmentally friendly and biodegradable materials helps to promote sustainability and environmental conservation. The organization has implemented a Green Campus Policy and a Plastic Ban Policy. There exist mechanisms for the management of many types of garbage. Adjacent to the ADK campus is a well-kept BMC garden that contributes to the development of a green campus by enhancing air quality.
- During the COVID-19 pandemic, the teaching and non-teaching staff reported to duty in a distributed manner to ensure that academic and administrative work was carried on smoothly. The institution deputed an administrative staff to render COVID-related services during the pandemic.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 7.2 Best Practices

### 7.2.1

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

**Response:**

### **Best practice 1:**

#### **Title: “Book Review”**

#### **Objectives:**

- By organizing a book review competition our goal is to inform readers about the purposes and qualities of a literary work, catering to both general and specialized audiences.
- Students should be concerned about subject matter and style as both are important factors to consider.
- Make them understand that a review is an analysis, a report, and a critical essay.
- A book review assists students in determining whether or not to pick up a specific book.

#### **The Context:**

The book review is one of the competitions organized by the ADK library department, keeping in mind that today's generation is in the era of 5G. Book reading and writing practice lagged far behind. So this is an initiative to enhance students' reading and writing habits. An evaluation of a book critically is called a book review. It typically contains the author's assessment of the book along with a synopsis of its contents. One can find book reviews online, in magazines, and newspapers. They can be written by common readers of the book, but they are frequently penned by expert book reviewers or eBook writing service providers.

#### **The practice:**

The practice started with a general notice to students of all streams and semesters to participate in the Book Review Competition. Rules for the Competition were mentioned in it. Books for Book Review, provided by the library. Students were allowed to select English, Marathi and Hindi language books for review. The Book Review required a minimum of 2 pages. They were given 4 to 5 minutes for presentation. Each review had to include: The title, author, Publisher and Year of Publication of the book, A brief description of the contents of the book, stating what type of book it is, i.e. Novel, Subject, biography, etc. Favourite characters or characters in the book, and reasons why they liked or disliked them. A description of the part of the book they liked most and why it appealed to them. All Students are requested to participate in this competition. The best reviews written by the students were shortlisted and certificates were provided for the winners. During Covid Pandemic, it gets difficult to organize this competition

#### **Evidence of Success:**

The Library members' initiative has proven to be a relative success in the regular attendance of the students. At the same time, the initiative has ensured that students started visiting the library and taking an interest in book reading. Now the students of ADK use to ask the librarian about the newly arrived books if any there. Students also showed their interest in the other library activities. So we can say that the idea has found acceptance among College students.

## **Problems Encountered and Resources Required:**

How to convince today's generation to read a full book and write a review of it is itself a big problem. The reason behind this is that they are busy watching YouTube videos and getting summarized reviews of them. Students nowadays are jumbled with multiple tasks in their minds as well. Decreasing the patience level of students is also a problem.

### **2. Best practice**

#### **Title of the Practice: "Best Entrepreneur of College"**

##### **The objective of practice:**

The goals of holding our college's "Best Entrepreneurs Competition" are diverse. It includes fostering entrepreneurship, practical experience, skill development, reward and recognition, feedback and improvement, confidence-building, inspiring innovation culture, and supporting sustainable and social entrepreneurship.

The ADK Degree College's "Best Entrepreneurs Competition" is an important tool for developing entrepreneurial talent as well as for fostering innovation and growth within the college and the community at large. Aspiring entrepreneurs can use it as a springboard to launch their businesses and have a beneficial influence on the business community. The ADK Degree College's "Best Entrepreneurs Competition" is an important tool for developing entrepreneurial talent as well as for fostering innovation and growth within the college and the community at large. Aspiring entrepreneurs can use it as a springboard to launch their businesses and have a beneficial influence on the business community. Top of Form

##### **The Context:**

Beyond the students that participate, a degree college might gain a lot by hosting a "Best Entrepreneur" competition. The competition aims to foster students' ingenuity, originality, and entrepreneurial spirit. Students can refine their business abilities, such as idea generating, market research, company planning, and presenting techniques, on this platform. We plan this competition for our children during our Cultural Week with these considerations in mind. Assist the teams that made the shortlist in honing their business plans by matching them with mentors. They were mentored by the faculty members.

##### **The practice:**

**Idea Submission:** Invite students to submit their business ideas for the competition. Encourage a diverse range of ideas across various industries.

**Selection Process:** Establish a judging panel consisting of faculty. Evaluate ideas based on innovation, feasibility, market potential, and social impact. Results are prepared after the cost and benefit analysis of candidates.

**The Event:** Organize a grand event where shortlisted teams present their business ideas with a physical stole of its product or service to the judging panel and a larger audience.

Include Q&A sessions to assess the depth of the teams' understanding of their business concepts.

Prizes: The award prize to the winning team is cash earned money selling their products and services,

Participants are being provided certificates of participation.

**Evidence of success:**

Participants acquire useful skills in presentation, business planning, and entrepreneurship. The completion promotes an innovative and creative thinking culture. By interacting with peers, judges, and mentors, students broaden their professional network. It draws attention to the college's entrepreneurial skills and fosters a positive image of the organization. The institution offers a venue for students to demonstrate their entrepreneurial abilities, which aids in the growth of an innovative and vibrant community.

**Problems Encountered:**

Low Participation because of lack of awareness or interest in students. Limited Availability of mentors due to time constraints. Teams struggled due to inadequate preparation or lack of understanding of business concepts.

**Resources Required:**

Human resources: Dedicated organizing committee members responsible for logistics and event management. Engage faculty members, judges and mentors.

Marketing and technology resources: Social media platforms and the college website for digital marketing and promotions.

Documentation and Certification: To design and print certificates for participants and winners. Document the event through photography or videography for future marketing and documentation.

File Description	Document
Best practices as hosted on the Institutional website	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</a>

**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:**

**Response:**

**Vision:**

- To provide affordable quality education.
- To make education accessible to all classes in society.
- To provide opportunities to students so they can recognize their full potential and thus shape them to become future leaders, entrepreneurs and above all good human beings.

**Mission:**

- To strive for quality and need-based education for underprivileged students.
- To emerge as a centre of higher learning, to change the social conditions through the intellectual, emotional, physical and cultural growth of students.

**Edu-Social Philosophy:** ADK's Institutional distinctiveness can be seen within our mission and vision which is also our Edu-Social philosophy. We consider education to be more than just an activity, but also a great obligation at the same time we look to it that the students are socially sensitive and they grow as a leader and learn leadership qualities which will help them to achieve their career goals. We consciously take on moral and social responsibility in all of our endeavours. We value genuine, truthful, and devoted relationships with our stakeholders. We commit to raising the bar for education and also provide a platform for students to showcase their talents in extracurricular activities like NSS, Cultural, and Sports DLLE.

**Education for All:** As stated in our vision "To provide affordable quality education". When we describe ourselves as an institution which provides Quality Education to students, we don't just talk about Edu-Social Philosophy, we also consider the financial condition of our students. The institution has the Lowest fees in the vicinity and it provides instalment facilities so the fees could not become a problem for someone from being educated. The college library also provides Book Bank Facilities to underprivileged students. Faculties have been working hard with all the support from the management to provide the best guidance to the students. The Institute has not limited itself to books but also it has provided students with Educational Lectures by experts from time to time about Time Management, How to Manage Stress, etc.

**Facilities and Infrastructure:** ADK Degree College of Arts and Commerce has self-sufficient infrastructure to cater for the needs of students and staff e.g. Sports Turf area, own fully fire-compliant college building along with all needed facilities. Providing the EduSprint college mobile app helps our students to get connected with college anytime and anywhere. Also, we are fully e-governed colleges.

**Campus Culture:** The overall atmosphere on campus, including cultural, social, and recreational aspects, plays a role in institutional distinctiveness. There is no discrimination between the students

based on any caste, creed or community. We have an equal code of conduct for all the students. The Discipline Committee is strictly working on the norms to be followed. We take care of our female students by performing many activities which provide them with knowledge and make them aware of their rights.

**Learning environment:** The organization fosters a positive learning environment for both teaching and non-teaching staff members as well as students. They have a strong desire to pursue further education. Both teaching and non-teaching staff members are encouraged to pursue further education and feel valued for doing so.

**Serving Mankind and Community Engagement:** ADK Degree College of Arts and Commerce is the least fee-collecting college in the whole suburban area. We are providing fee instalments to our students. Apart from that the institution offers extension activities like NSS, DLLE, etc. and the focus of these activities is service to mankind. Activities like Blood Donation Camp, a disaster management seminar, first aid seminar, Rubella vaccination camp, paper bag making, organ donation seminar, self-defence camp, green Mumbai initiatives, showing a short film on water conservation and safety and security of rivers and beaches, empowering female students by many efforts of our CWDC, etc. . are the highlights of such activities. The extent to which a college is involved is, that we have students from all sections/communities of society, that can contribute to our distinctiveness. This engagement goes beyond the academic curriculum and includes activities that benefit both the college and the community.

**Qualified Faculty:** The term "qualified faculty" describes teachers who have the training, experience, and character traits needed to successfully instruct students and make a positive impact on a learning environment. A college may be known for having renowned scholars or for its emphasis on research-led teaching. Our faculty holds proper educational credentials, and teaching experience, is engaged in scholarly activities and is Committed to student success. Nearly 50% of the instructors at ADK Degree College of Arts and Commerce are extremely skilled and knowledgeable. Additionally, it has extremely few problems with staff turnover as well.

File Description	Document
Appropriate web in the Institutional website	<a href="#">View Document</a>

## 5. CONCLUSION

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### **Additional Information :**

#### Additional Information

Anandibai Damodar Kale Degree College of Arts and Commerce is established under the aegis of Anandibai Damodar Kale Shaikshanic Sanstha driven by the desire to give quality education to all sections of society. The college predominantly caters to students from idle and lower-income socio-economic strata of society. Our students come from lower, and middle many of whom are first-generation learners. Faculties have been working hard with all the support from the management to provide the best guidance to the students in the overall growth of the students.

The management has a very participative approach to decision-making. The college is being self-financing college despite the budgetary constraints the management constantly strives to upgrade the facilities available in the college which is reflected in the various policies adopted by the institution

The college has formed various committees to carry out administrative and academic functions smoothly. The NSS unit of the college has enthusiastic volunteers who conduct several socially helpful programs. Students are encouraged to participate in all co-curricular and extracurricular activities and competitions. The college DLLE committee secured the first position among 19 colleges in the Poster Making Competition in the “UDAN 2023” festival organized by the University of Mumbai. The college organizes an intercollegiate fest named “ORIGIN”.

The college is fully e-governed. The college uses ERP software MICM Edusprint to digitize the work process. By providing EduSprint Plus for students and Edusprint Lite for staff, Mobile App College helps students, parents and staff connect with the college anytime and anywhere.

The college continuously strives to achieve its goals and objectives through its defined vision and mission

### **Concluding Remarks :**

#### Concluding Remarks :

Anandibai Damodar Kale Degree College of Arts and Commerce is affiliated to the University of Mumbai and adopts the syllabus provided by the University

Enrollment through a college is a transparent admission process

The college has adopted an outcome-based approach to teaching and learning.

The college library has an environment-friendly ambience with a rich collection of books.

The college has a dedicated Infrastructure Development Policy which helps in regularly updating IT facilities

which includes the upgradation of ERP systems for administrative work.

Over the years the college has upgraded to meet the changing demands arising from the nearby community and educational environment. The college focuses not only on quality but also on overall holistic education. Students joining the college with lower scores at entry level graduate with flying colours with the rent-less efforts of our dedicated faculties.

To reach the peak of the benchmark, we are focusing on areas like research, resource mobilization, and strengthening organisational internal systems and procedures through quality audits. The college is looking forward to starting new Undergraduate and Postgraduate programs. To increase Alumni engagement, the college is in the process of registering the Alumni Association.

The college is in the process of acquiring a 12b(f) certificate.

NAAC Accreditation will help us to achieve various milestones in line with our vision and mission.



## 6.ANNEXURE

### 1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																				
1.2.2	<p><b>Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years</b></p> <p>1.2.2.1. Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>47</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>84</td> <td>70</td> <td>73</td> <td>80</td> <td>163</td> </tr> </tbody> </table> <p>Remark : As per attendance sheet provided by HEI, Input modified</p>	2022-23	2021-22	2020-21	2019-20	2018-19	47	0	0	0	0	2022-23	2021-22	2020-21	2019-20	2018-19	84	70	73	80	163
2022-23	2021-22	2020-21	2019-20	2018-19																	
47	0	0	0	0																	
2022-23	2021-22	2020-21	2019-20	2018-19																	
84	70	73	80	163																	
2.4.1	<p><b>Percentage of full-time teachers against sanctioned posts during the last five years</b></p> <p>2.4.1.1. <b>Number of sanctioned posts year wise during the last five years</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>14</td> <td>13</td> <td>13</td> <td>20</td> <td>18</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>13</td> <td>12</td> <td>12</td> <td>19</td> <td>17</td> </tr> </tbody> </table> <p>Remark : As per supporting documents provided by HEI, Input modified excluding librarian sanctioned post</p>	2022-23	2021-22	2020-21	2019-20	2018-19	14	13	13	20	18	2022-23	2021-22	2020-21	2019-20	2018-19	13	12	12	19	17
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14	13	13	20	18																	
2022-23	2021-22	2020-21	2019-20	2018-19																	
13	12	12	19	17																	
3.1.1	<p><b>Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)</b></p> <p>3.1.1.1. <b>Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19															
2022-23	2021-22	2020-21	2019-20	2018-19																	

0	0	0	0	2
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Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0.5

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
4	0	0	38	19

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	20	15

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

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)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
34.74	34.05	26.48	66.23	75.78

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
16.68	14.27	30.84	32.15	44.74

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

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

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: C. 2 of the above

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

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

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: B. 3 of the above

Remark : As per documents provided by HEI, Input modified

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
62	155	198	219	254

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
31	155	192	175	99

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:

2022-23	2021-22	2020-21	2019-20	2018-19
15	9	2	17	15

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
08	05	2	11	08

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
03	05	04	03	01

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
03	01	04	03	01

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19

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**

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: C. Any 2 of the above

## 2.Extended Profile Deviations

ID	Extended Questions																				
1.1	<b>Number of teaching staff / full time teachers during the last five years (Without repeat count):</b> Answer before DVV Verification : 32 Answer after DVV Verification : 29																				
1.2	<b>Number of teaching staff / full time teachers year wise during the last five years</b>  Answer before DVV Verification: <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>14</td> <td>13</td> <td>13</td> <td>20</td> <td>18</td> </tr> </tbody> </table> Answer After DVV Verification: <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	14	13	13	20	18	2022-23	2021-22	2020-21	2019-20	2018-19					
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14	13	13	20	18																	
2022-23	2021-22	2020-21	2019-20	2018-19																	

13	12	12	19	17
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2.1 **Expenditure excluding salary component year wise during the last five years (INR in lakhs)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
35.17	37.90	59.77	73.46	76.93

Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
35.17	37.90	53.21	70.7	75.82