



Yearly Status Report - 2018-2019

Part A

Data of the Institution

Part A	
Data of the Institution	
1. Name of the Institution	INDIRA COLLEGE OF ENGINEERING AND MANAGEMENT
Name of the head of the Institution	Sunil Shantinath Admuthe
Designation	Principal
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	02114-661565
Mobile no.	9422411441
Registered Email	principal@indiraicem.ac.in
Alternate Email	sbingole1@rediffmail.com
Address	Indira College of Engineering and Management 64,65, Gat No 276, Tal. Maval, Indira College Road, Parandwadi, Maharashtra 410506
City/Town	Pune
State/UT	Maharashtra

Pincode	410506																		
2. Institutional Status																			
Affiliated / Constituent	Affiliated																		
Type of Institution	Co-education																		
Location	Rural																		
Financial Status	private																		
Name of the IQAC co-ordinator/Director	Dr. PoornaShankar																		
Phone no/Alternate Phone no.	02114661540																		
Mobile no.	8237816742																		
Registered Email	poornashankar@indiraicem.ac.in																		
Alternate Email	poornashankar07@gmail.com																		
3. Website Address																			
Web-link of the AQAR: (Previous Academic Year)	http://indiraicem.ac.in/ssr/																		
4. Whether Academic Calendar prepared during the year	Yes																		
if yes,whether it is uploaded in the institutional website: Weblink :	http://indiraicem.ac.in/academic-calendar/																		
5. Accreditation Details																			
<table border="1"> <thead> <tr> <th rowspan="2">Cycle</th> <th rowspan="2">Grade</th> <th rowspan="2">CGPA</th> <th rowspan="2">Year of Accreditation</th> <th colspan="2">Validity</th> </tr> <tr> <th>Period From</th> <th>Period To</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>B++</td> <td>2.92</td> <td>2019</td> <td>15-Jul-2019</td> <td>14-Jul-2024</td> </tr> </tbody> </table>						Cycle	Grade	CGPA	Year of Accreditation	Validity		Period From	Period To	1	B++	2.92	2019	15-Jul-2019	14-Jul-2024
Cycle	Grade	CGPA	Year of Accreditation	Validity															
				Period From	Period To														
1	B++	2.92	2019	15-Jul-2019	14-Jul-2024														
6. Date of Establishment of IQAC	16-Aug-2017																		
7. Internal Quality Assurance System																			
<table border="1"> <thead> <tr> <th colspan="3">Quality initiatives by IQAC during the year for promoting quality culture</th> </tr> <tr> <th>Item /Title of the quality initiative by IQAC</th> <th>Date & Duration</th> <th>Number of participants/ beneficiaries</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>						Quality initiatives by IQAC during the year for promoting quality culture			Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries								
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Academic audit	19-Dec-2018 2	96
ICEM Academic review	29-Jan-2018 2	96
FDP on paradigm shift	12-Dec-2018 2	95
One Day workshop on	13-Dec-2018 1	92
FDP on Microsoft One note and Sway	09-Feb-2019 1	90
View File		

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

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Mechanical Engineering	Quality Improvement Programme	Savitribai Phule Pune University	2019 2	200000
Computer Engineering	Quality Improvement Programme	Savitribai Phule Pune University	2019 2	96000
View File				

9. Whether composition of IQAC as per latest NAAC guidelines:

Yes

Upload latest notification of formation of IQAC

[View File](#)

10. Number of IQAC meetings held during the year :

8

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

Yes

Upload the minutes of meeting and action taken report

[View File](#)

11. Whether IQAC received funding from any of the funding agency to support its activities during the year?

No

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

1) Academic Audit review 2) Implementation of Outcome Based Education 3) Standardization of Documentation

[View File](#)

13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achievements/Outcomes
Student Centric Learning	Implementation of Outcome Based Education
Faculty Development	Conducted Fourteen Faculty development programmes
Academic Enrichment	academic audit and review started
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14. Whether AQAR was placed before statutory body ?

Yes

Name of Statutory Body	Meeting Date
College Development Committee	11-Dec-2018

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?

Yes

Date of Visit

09-Jul-2019

16. Whether institutional data submitted to AISHE:

Yes

Year of Submission

2019

Date of Submission

30-Jan-2019

17. Does the Institution have Management Information System ?

Yes

If yes, give a brief description and a list of modules currently operational (maximum 500 words)

Modules Implemented in Verifer ERP (ie. Campus Management System) are: 1. Online Admission Module: a. Online Admission Management. b. Document upload and verification. c. Online Payment and Id Card Generation. 2. Academic Module: a. Syllabus and Session Plans b. Timetable c. Student Attendance d. Assignment publishing e. Online Exams f. Student Feedback g. Certificates (e Certificates and printable certificates) 3. Student Module: a. Exhaustive student profile

management b. Attendance Reporting c. Assigning GFM/ Mentor to students d. Creation of Batches and assignment of optional subjects e. Creation of events and marking attendance of the same f. Native Android app for Students. 4. HR Module: a. Exhaustive employee profile management b. Employee ID card generation and Printing c. Employee Transfers and exits d. Integrated Biometric Attendance e. Leave Management, Leave application and replacements, Leave approvals f. Leave policy creation policy definitions. 5. Account Module: a. Fees Management: i. Fees head definitions ii. Waiver categories iii. Govt. Scholarships iv. Definition of Payment Schedule/s v. Fees Templates and postings vi. Generation of Invoice/Challans vii. Fees Collection viii. Fees refund Overpaid, Deposits etc. ix. Online Payment Gateway integration 6. Inventory Asset Module: a. Definition of Item types, UoM types, Locations b. Tax Master c. Assets Master, auto depreciation calculator d. Generation of Purchase requisitions Purchase Orders e. GRN, Asset transactions f. Categorized Asset Information g. Item Stock Info h. Material Issue and Receipts i. Stock Taking through android app 7. Time Table Module: a. Definition of Activities, Day Types b. Definition of Session Difficulty Levels c. Definition of Resources, Yearly Events d. Creation of Period Plan, Periodic Assignments, Subject Plans etc. e. Defining the Faculty availability (On roll visiting). f. Defining the Resource availability for optimum resource utility g. Timetable imports and exports h. Availability on Android app for Faculty and students 8. Online Exam Module: a. Defining subject wise sections, topics, sub topics b. Creation of question banks c. Creation of exam schedule d. Creating real or practice e. Upload question f. Auto Shuffling of questions to add security g. Instant result computation 9. Communication Module: a. Integrated free SMS Gateway b. Definition of messaging policies c. Flat messaging on android phone and browser d. Configurable Auto notifications for crucial functions e. Broadcasting circulars f. Publishing of notices with

attachments g. Push notifications on android app. 10. Key Performance Indicator (KPI) Module: This module is primarily developed for administrators and directors who want to have instant access to key information about institute. (Student Attendance, Staff Attendance, Fees Collection, Session Plans, Academic Health) 11. Feedback Survey Module: Define templates for various types of feedbacks and surveys. a. Create and launch feedback and/or survey b. Students are auto notified on their android app c. All the surveys and feedbacks are available on android app d. Exhaustive reporting for the feedbacks and surveys.

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

Institute is affiliated to SPPU and follows the curriculum prescribed by SPPU. Institute prepares the institute calendar in line with SPPU academic calendar and also include the inputs from various co-curricular, extra-curricular activities planned by various statutory and non statutory bodies. The suggestions given by Department Academic Advisory committee (DAAC) regarding planning of curriculum updation and co-curricular and extracurricular activities also considered while preparing the academic calendar. Institute follows the outcome based teaching learning process and Institute has a structured action plan for the effective implementation of the curriculum. HODs prepare department academic planner in line with institute calendar and allocates teaching load to faculty before commencement of the semester then Faculty prepares the course file, SIM etc. All department faculties adhere to schedules generated in teaching plans. To make the session interactive faculties follow different methodologies and use different ICT tools like NPTEL, video lectures. For the effective delivery of curriculum faculties use the smart classroom efficiently. The Institute believes in quality education and has developed a transparent and robust mechanism of internal assessment to provide that. The institute closely monitors & strictly evaluates the performance of students at regular intervals. Faculty identify the Content beyond curriculum and cover it through Guest lecture, Industry experts. To make student updated about the recent industry trends the Alumni interactions and industrial visits are organized by the institute. Students are encouraged to for internship and taking field project based on current industry requirement. Institute has effective mentoring system through which the performance of the students is communicated to their parents on a regular basis. Institute conducts parents meet in each semester in order to communicate the students' progress to their parents. Schedule of internal, external and project examinations are displayed on notice board as well as on digital board. The implementation and delivery of curriculum is monitored and reviewed by Academic Monitoring committee who prepares weekly and monthly report. Faculty members are encouraged to contribute to the revised curriculum by attending the syllabus revision workshops also support faculties to attend seminars,

conferences, FDPs, STTP to enrich their skill, competencies. It also encourage faculty for the Interaction with industries to enhance their practical knowledge. To improve the academic standard institute has its own stakeholder's feedback policy in place. Feedback taken from the stakeholders is used for the progress of the institution and the feedback regarding the curriculum are summarize and recommendations are communicated to the BOS for curriculum revision.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
No Data Entered/Not Applicable !!!					

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
BE	B.E. computer engineering	12/06/2018
BE	BE Civil Engineering	12/06/2018
BE	B.E Mechanical	12/06/2018
BE	B.E (sandwich mech.)	12/06/2018
BE	B.E E&TC	12/06/2018
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MCA	MCA	01/01/2018
MBA	MBA	01/01/2018
BE	BE Civil Engineering	01/01/2018
BE	BE Computer Engineering	01/01/2018
ME	ME Computer Engineering	01/01/2018
BE	BE ENTC	01/01/2018
ME	ME ENTC	01/01/2018
BE	BE Mechanical Engineering	01/01/2018
ME	ME Mechanical Engineering	01/01/2018
BE	BE Mechanical (S/W	01/01/2018

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	1899	0

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Aptitude	15/06/2018	742

Soft Skills	15/06/2018	768
Career Development Program	18/06/2018	60
IIT SPOKEN TUTORIAL	18/06/2018	242
ADV. CATIA V5	18/06/2018	25
ANDROID APPLICATION DEVELOPMENT	18/06/2018	17
E-TABS STAAD PRO	18/06/2018	25
Core Java Certification	18/06/2018	5
View File		

1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BE	CIVIL	5
BE	Computer	16
BE	E&TC	1
BE	Mechanical	63
BE	Mechanical Sandwich	85
MBA	MBA	60
MCA	MCA	25
View File		

1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
<p>Indira College of Engineering and Management has its own stakeholder's feedback policy in place. Feedback is taken from the various stakeholders namely, Alumni, Faculty, Employers, Students and Parents. The feedback taken from stakeholders is analyzed and the recommendation are sent to various departments and institute head for necessary remedial action required for the overall development of the institution. The recommendation received by all the five stakeholders are as mentioned below</p> <ol style="list-style-type: none"> 1. Students council should be actively involved in the institute activity 2. Extra-curricular activities need to be increased 3. Alumni are interested to visit college and interact with students. 4. Extra efforts to be taken for weaker and failure students 5. Bus facility must be provided from nearest railway station. <p>Institute use the feedback given by all the stakeholders for overall development of the institute and following action has been initiated</p> <ol style="list-style-type: none"> 1. Student council formed and actively involved in organizing various activities like Techfest, sports and various student

activities. 2. Extra-curricular activities planned like fort cleaning, session on disaster management, self-defense, yoga etc. 3. Alumni interaction session arranged. Alumni are invited to evaluate projects of final year students, invited as session chair in the paper presentation competition. 4. Extra sessions for slow learners implemented and remedial lectures for failure students conducted. 5. From Talegaon railway station free bus facility started for the students who come by local train.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BE	Civil Engineering	60	12	12
BE	Computer Engineering	120	87	87
BE	Mechanical Engineering	120	34	34
BE	Mechanical Sandwich Engineering	60	8	8
ME	Heat Power	18	1	1
ME	Computer Engineering	18	1	1
ME	Communication Network	18	0	0
MBA	MBA	60	59	59
MCA	MCA	60	40	40
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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	1221	230	86	16	102

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
102	102	6	25	3	10
View File of ICT Tools and resources					

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Mentoring is a powerful personal and career development tool that can enable the mentee to achieve or exceed their life goals and aspirations. The basic objectives of the mentoring firstly is to assist new students with adjustment to college life at ICEM, both academically and socially by understanding their needs potential. Secondly mentoring at ICEM offer students a strong support, helping them to improve their attendance, academics, personality development and enjoy their studies. Further during mentoring the academic and behavioural issues are also resolved. The mentoring at ICEM is carried out systematically with proper planning and documentation. Every student at ICEM is assured to have a mentor faculty assigned to him. Mentors are continuously in touch with the assigned mentee students and also regularly have formal as well as informal meetings with them. Documentation in proper formats and evidences are maintained by the mentors for students information, parents calling report, students attendance and performance, their achievements, activity participations, disciplinary actions etc. The report of monthly mentoring meeting is compiled by the department level mentor coordinator by taking inputs from the mentors in desired format. All the department level mentor coordinators then submit their reports to the Institute level mentor coordinator. The department level issues are resolved by the concern head of the department while institutional level and general issues are compiled systematically and submitted to the Principal for action taken. Principal directs the concern for action and the reports of the same is being filed for further communication and record. At ICEM students having poor attendance in a particular month designated as defaulter whose list is displayed in the first week of next month. This activity is regularly carried out in every semester. Mentors calls the parents of defaulter students and watch their progress throughout. There are strict rules in hostel and students are required to take prior permission before leaving campus. Further students in hostels are not allowed to stay in hostel during classes. During exam period and term work submissions library timings are extended till 10:00 pm. In short all measures are taken by the college administrations and the teachers so that students should not face any difficulties in the process of learning.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
1221	86	1:14

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
99	102	0	6	13

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2018	Prof. Priya Pise	Assistant Professor	Global Cyber Crime Helpline Award 2018
No file uploaded.			

2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year- end examination	Date of declaration of results of semester-end/ year- end examination
BE	627819110	II/IV	27/05/2019	24/07/2019

BE	627824510	II/IV	27/05/2019	24/07/2019
BE	627837610	II/IV	27/05/2019	24/07/2019
BE	627861210	II/IV	27/05/2019	24/07/2019
BE	627862510	II/IV	29/05/2019	24/07/2019
MCA	617924110	II/III	17/05/2019	04/07/2019
MBA	617910110	II/II	14/05/2019	06/07/2019
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

The Institute believes in quality education and has developed a transparent and robust mechanism of internal assessment to provide that. The institute closely monitors strictly evaluates the performance of students at regular intervals.

Continuous Internal Evaluation (CIE) for Theory subject comprise of several parameters such as Presentation/Mini-Project/Seminar/Any Other Task/Participation in Conferences / Competitions for 5 marks. Internal Tests such as Unit test/ Midterm/ Prelim/ Open Book/ Work allotment/ Practice test/ MCQ test/ Case study/ Group Discussion have the weightage of 60 marks, throughout the semester. Then the average of these 60 marks is mapped to 10 marks. Assignments have been allotted 5 marks and attendance of the student for that particular theory subject has 5 marks weightage. Continuous Internal Evaluation (CIE) for Practical Tutorial is based on assessment parameters such as timely completion of Tutorial/Practical/Experiment which carries 10 marks per Tutorial/Practical/Experiment. Then the average marks in timely completion obtained by students is mapped to 10 marks. Presentation/ Practicals / Journal/ Submission is considered for 5 marks. Practical Attendance carries 5 Marks.

Understanding the practical related concepts /Internal Oral / Any other Task/Participation in conferences/Competitions carry 5 marks weightage. Seminar Project evaluation is continuous rigorous process for UG as well as PG. Timely progress reviews are recorded for each student based on their Understanding of problem/ Knowledge, Design, Presentation skills, Timely submission/ Attendance and Research Publications, Outcome Results.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

Before the commencement of new Academic Year, the Institute prepares Institute Calendar in line with university's academic calendar. Every semester, all academic activities are planned executed as per guidelines schedule provided by University. The dates for commencement and end dates of teaching, Internal exams, project reviews, seminar reviews etc. are outlined in Institute calendar. University exams being the most important event of every semester, the calendar includes dates of In-semester, Online phase and End-semester examinations, Practical – Oral examinations etc. Every department in turn prepares its department planner in line with the Institute calendar which includes the schedule of all continuous internal evaluations. Mock practical examinations and schedule of project reviews are reflected in the department academic planner. This academic planner is conveyed to students through student information manual (SIM), that contains the schedule of CIE in the department..

Institute calendar includes National Festivals celebration Days, National Leaders Birth /or Death anniversary, Cultural Festivals celebration etc.

Various student development activities, such as Value added programs, Professional body association programs, Additional Certification trainings, Research activities, Interdepartmental Expert lectures, Medical Check-up, career awareness/ competitive cell sessions, annual gathering Sports days, Tech-fest and CSR activity etc are also involved in Institute calendar and/or Department planner. For academic excellence, DAAC meetings, Mentor sessions,

Additional remedial/make-up lectures for slow learners, Project/Seminar reviews, Industrial Visits, IIT Spoken Tutorials, Internal Project Exhibitions, Alumni Interaction, parents' meet, University Graduation/Convocation ceremony these events are incorporated in Institute calendar and/or Department planner. Thus, the institute adheres to the academic calendar for conduct of exams, CIE and all other activities during the semester.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<http://indiraicem.ac.in/basic-engineering-2/co/>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
627819110	BE	Civil Engineering	59	41	69.49
627824510	BE	Computer Engineering	116	114	98.27
627837610	BE	Electronics & Telecommunication	24	16	66.67
627861210	BE	Mechanical Engineering	110	106	96.36
627862510	BE	Mechanical Sandwich Engineering	45	39	86.66
617924110	MCA	MCA	26	19	73.07
617910110	MBA	MBA	60	59	98.33
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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<http://indiraicem.ac.in/AOAR/>

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Students Research Projects (Other than compulsory by the University)	365	ICEM	570000	570000
Industry	365	Gautami	0	0

sponsored Projects		Engineering Work		
Industry sponsored Projects	365	Quadbitz Technologies	0	0
Industry sponsored Projects	365	Yeshwant Udyog	0	0
Industry sponsored Projects	365	Protech smart Solution Company	0	0
Industry sponsored Projects	365	JCB India Limited	0	0
Industry sponsored Projects	365	TATA MOTORS PVT LTD	0	0
Industry sponsored Projects	365	Integrity Technosys Pvt. Ltd.	0	0
Industry sponsored Projects	365	Quantaflux Technology Solutions Pvt. Ltd.	0	0
Students Research Projects (Other than compulsory by the University)	365	Onwards Technologies, IAI Joinflex, Awate Autos, TMS	190000	190000
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3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Sanshodhana :A Quality Research: Tools Techniques	Computer Engineering	15/09/2018
Incubation – Seminar on Innovation	Institute level	02/08/2018
Incubation – Seminar on IPR	Institute level	19/09/2019

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Global Cyber Crime helpline award	Priya Pise	DTF legal services LLP and Cyber crime helpline	15/12/2018	Individual
Smart India	Jagannath	Ministry of	31/03/2018	Individual

Hackathon 2018	Pidaparthi	HRD, GOI and AICTE, New Delhi.		
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsered By	Name of the Start-up	Nature of Start-up	Date of Commencement
0	0	0	0	0	31/12/2019
No file uploaded.					

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
1	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
0	0

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
International	Computer	2	0
No file uploaded.			

3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Computer	1
Mechanical	1
No file uploaded.	

3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
No Data Entered/Not Applicable !!!						
No file uploaded.						

3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
No Data Entered/Not Applicable !!!						
No file uploaded.						

3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	0	22	0	11
Presented papers	19	4	0	70
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3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
No Data Entered/Not Applicable !!!			
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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Blood donation	Appreciation	Acarya Anandrishiji, Blood Bank, Pune.	109
NSS	Appreciation	Grampanchayat, Pimploli, Dist Pune	25
No file uploaded.			

3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
No Data Entered/Not Applicable !!!				
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3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Student Exchange Program	16	Nottingham University, Malaysia	15
No file uploaded.			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry	Duration From	Duration To	Participant

		/research lab with contact details			
No Data Entered/Not Applicable !!!					
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
No Data Entered/Not Applicable !!!			
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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
472.9	331.53

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Laboratories	Newly Added
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
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4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
Slim-21	Fully	3.6	2017

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	26269	9148226	2937	1472687	29206	10620913
Reference Books	259	853326	58	102806	317	956132
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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
No Data Entered/Not Applicable !!!			
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4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	747	639	100	0	0	38	70	100	0
Added	37	0	0	0	25	0	12	0	0
Total	784	639	100	0	25	38	82	100	0

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

100 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
No Data Entered/Not Applicable !!!	

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
55.85	90.02	213.75	166.93

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

<p>Institute has appointed external agencies for maintenance and repair of infrastructure and other facilities. Adequate staff through external agencies are employed to meticulously maintain hygiene, cleanliness on the campus so as to provide a congenial learning environment. Housekeeping and 24X7 security facilities are provided at institute campus by external agencies. The gardeners are appointed for overall maintenance and care. EPBX system, air conditioners and water coolers are maintained with the help of external agencies. In order to provide potable drinking water to the students, fully automated drinking water treatment plant is installed. Water coolers are provided in each department and cleaning is done periodically by the maintenance department.</p> <p>Institute has appointed technical staff for maintenance and cleaning of laboratory instruments and equipment's on regular basis. The purchase committee handles the repair/maintenance/calibration request appropriately by placing order to the respective external agencies. Facilities in laboratories such as water taps, gas pipelines and electrical fixtures are regularly checked by the respective laboratory and maintenance of the same is done with the help of a technical person. Facilities like Fire extinguishers are checked regularly and their refilling is done before their expiry date. For maintenance of fire extinguishers and generator we have AMC's. The institute adopts standard established systems and procedures for maintaining the physical, academic and support facilities as mention below: Laboratory Maintenance: In case of Repair Maintenance the concerned laboratory assistant sort out the repair and maintenance. If it is beyond his scope, he reports to Head of Department</p>
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through laboratory in charge. With prior approval from Head of Department the concerned laboratory calls for quotations and prepares a comparative statement of 3 or more quotations. This comparative statement along with requisition form is forwarded through HOD to Hon. Principal for approval. After approval from Principal the equipment maintenance work is assigned to third party through Central Store committee. These experts carry out the repair/maintenance of the equipment. For procurement of new equipment's as per budget provisions similar methodology as mentioned above is followed. Library Maintenance: Maintenance of Hardware is taken care by IT support through e-ticketing Library automation Software is maintained through AMC by external agency. As per budgetary provisions, purchase of new books, journals, magazines etc. are carried out as per centralized purchase procedure. Maintenance of Computers: In case of Repair / Maintenance of computers, peripherals software's the concerned laboratory assistant's reports to IT support cell through e-ticketing which is sorted out by IT support cell. If it is beyond scope of IT support cell, then the problem is sorted out by the external agency with prior approval from Principal. Maintenance of Institute Infrastructure: The infrastructure maintenance includes maintenance of civil works, electrical maintenance, maintenance of fire extinguishers, STP and WTP, water coolers, garden, plumbing maintenance, gym sport complex etc. In case of any maintenance, concern department head forwards the requisition to Dy. Admin. With approval from Principal, Dy Admin gets the work done through respective maintenance team.

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CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Indira Sustainable Maharashtra Initiative (ISMI) Scholarship	5	357781
Financial Support from Other Sources			
a) National	Government of India	934	55186281
b) International	0	0	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Mentoring	18/06/2019	1221	Mentors
Remedial Coaching	24/09/2018	82	Teaching staff
Softskill	18/06/2019	768	Indira Talent management team ,
Yoga	21/06/2019	42	Yoga teacher
Aptitude	18/06/2019	742	Indira Talent management team
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2018	Aptitude training	742	430	0	0
2018	Soft skill training	768	510	0	0
2019	Aptitude training	630	610	0	0
2019	Soft skill training	605	450	0	0
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
0	0	0

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
No Data Entered/Not Applicable !!!					
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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2019	1	Undergraduate	Civil	University of East London	MSC Structural Engineering
2019	1	Undergraduate	Mechanical	College of Engineering, Pune	Post Graduate program in Electric Mobility
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
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GATE	2
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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Poem competition	Institute	13
Sketch competition	Institute	22
Quiz competition	Institute	42
Antakashri competition	Institute	30
Singing competition	Institute	14
Football competition	Institute	110
Kabaddi competition	Institute	144
Box cricket	Institute	220
Table tennis competition	Institute	36
Badminton competition	Institute	88
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5.3 – Student Participation and Activities

5.3.1 – 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	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
No Data Entered/Not Applicable !!!						
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

The Students' Council (SC) is the representative body of the entire student community of the Indira college of Engineering and Management, Pune. Mission of student council is to encourage and promote the values that represent good character in all students and build responsible leaders within student's community. Student council elections are held every year during first term As per the Section 40 (2) (b) of Maharashtra Public Universities Act, 1994. Different committees are formed from elected students as per their interest, communication skills and active participation in various events. It consists of male and female student representatives. Also students are involved in various academic and administrative committees of the college. Following is the narrative of functions and events conducted by various Committees of the institutions driven by the students: 1. College Development Committee: As per the statute of university act two students are nominated in college development committee to actively contribute in college development plan, academic activities, to make specific recommendations concerned to teaching learning, academic courses and other activities of the institutes. 2. Student affairs committee: The purpose of student affairs committee is to provide broad oversight and policy guidance to promote a safe and supportive learning environment that encourages student academic success, growth and personal development. 3. Student Grievance: This committee addresses student grievances and maintains harmony and discipline among the students. 4. Anti-Ragging: This committee ensures zero ragging incidents in the Institute and also spreads

awareness among students against any type of ragging activities. 5. IQAC: Two student representatives are a part of IQAC cell to participate in quality initiatives to ensure the effective teaching learning process. 6. Hostel: The team holds the responsibility of keeping the check on the hostel infrastructure, quality of the mess and other housekeeping issues. 7. Cultural: Rangkarmi is the cultural group of the students which organizes and promotes various cultural activities throughout the year. 8. Sports: This Committee organizes annual sports events. Our students actively participate in various sports in intercollegiate, interuniversity, and state. 9. NSS: This Committee is active in carrying out different social and extension activities such as Blood donation Camp, Swachha Bharat Abhiyan, Yoga day, Tree plantation, Plastic free campus, Road safety awareness, Fire safety awareness etc. In addition to students representation in academic and administrative bodies various committees (students associations) are functional at respective departments and carry out various activities such as Paper Presentation, Technical Quiz, Robot War, Model Making, Programming, Designing, technical sketching etc.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

Good alumni relationships bring many aids to both the institution and the alumni. Keeping this in mind, institute seeks to develop everlasting relations with our alumni which in turn will give rise to mutual benefits. Institute has alumni association as Indira College of Engineering Management Alumni Association registered with Charity Commissioner, Pune, with Registration No. MAH/ 1582/ 2011/ Pune, dated 26/08/2011. There are structured ways to network and collaborate with alumni of the Institute. The alumni of Institute is guiding and nurturing our students to become engineering, managerial professionals and entrepreneurs. The contribution of the alumni to the institute plays a vital role in the development of the institute. The objective of the alumni association is to support the institute's goals and strengthen the ties between the Institute and Alumni. Annual alumni meet is organized by the alumni association every year and provides opportunity to the academic heads, faculty and students to interact with the alumni in person and seek guidance in career progression, employment opportunities and current trends in industries. Alumni engagement is done through emails, Face book, WhatsApp and LinkedIn which helps the institute in enhancing the bond of alumni with their Alma matter. The activities and achievements of the Institute are communicated to alumni on a regular basis by the alumni committee. Alumni are the members in the College Development Committee, IQAC and Departmental Academic Advisory Committee of the institute. These members get an opportunity to express their views on curriculum enrichment, academic growth and overall development of the institute. The alumni are invited to deliver guest lectures and also as resource persons for workshops and seminars and conferences on recent trends in technology. They also share their professional experience and motivate and encourage the students. The alumni actively participate as judges in various technical and non-technical competitions organized at the institute. Regular interaction with alumni helps the students to know about the employment opportunities and technical advancements in the Industry. The alumni are the Brand ambassadors and significant stakeholder of the Institute who contribute relentlessly for the overall growth of the Institute. Our alumni groups often support recent alumni and provide a forum to form new friendship and business relationship with the people of similar background. The alumni feedback is solicited during Alumni meet and convocation day. This feedback helps the institute to bring out new reforms in structuring the program and improving the academic system.

5.4.2 – No. of enrolled Alumni:

1337

5.4.3 – Alumni contribution during the year (in Rupees) :

24800

5.4.4 – Meetings/activities organized by Alumni Association :

One alumni meetings is organized by the alumni association to provide opportunity to the academic heads, faculty and students to interact with the alumni in person and seek guidance in career progression, employment opportunities and current trends in industries. The alumni are invited to deliver guest lectures and also as resource persons for workshops and seminars and conferences on recent trends in technology. The alumni actively participate as judges in various technical and non-technical competitions organized at the institute. Total 24 alumni interaction activities are conducted during A.Y. 2018-19.

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

Institution has a belief on decentralized system with definite inter-relationships. Governing Body and CDC meetings are held for the future plans and Development of the Institute. The head of department manages the day to day activities of the department by assigning different portfolio to faculty and keep track of curricular, co-curricular activities in the department. Following are the practices implemented through participative management. Case study: 1) Budget Planning and Execution. The budget cycle consists of different phases such as preparation, submission, approval, execution, audit and evaluation. A Budget committee constituted at the group level of IGI, seeks the operating budget for a financial year from the respective Principal. The Principal discusses with all HODs to submit a budget proposal by taking into consideration of library books, laboratory equipment, Guest lectures /Workshop, Honorarium to visiting faculty, FDP, RD expenses, Accreditation expenses, CDP, Student welfare, Industrial visits, Laboratory consumables, Student activities, Repairs Maintenance, furniture, Computer Hardware software, office equipment, Journals, Sports Equipment, College Promotion expenses, Membership, activities, Printing, Stationery, Xerox, Newspaper and periodical, etc. Head of every departments in coordination with their faculty staff review the available resources, identify the required commodities/equipment's/components along with their market costs and prepare the annual budget of the department and submit to the Principal before the beginning of every financial year. Principal reviews and finalize the budget in consultation with Sr. accountant and present the proposed budget in front of the budget committee with proper justifications. The Management and budget committee assess the budget requirement and approve the annual operating budget of every institute. After the approval from management every head receives copy of the approved budget through Principal for the utilization. Head of the departments consumes the budget which is duly approved by Principal throughout the year as and when needed. 2) Enterprise resource planning (ERP) With an aim to streamline all the academic and administrative processes, Management information system (MIS) for the institute as a step towards realization of Enterprise Resource Planning Verifer software has been implemented. This ERP ensures the effective management of the entire administration, campus operations, and academic management and archives the database of the institute in an efficient way.

Major functions currently carried by ERP software are: • Students (Online admission, Student Data with uploading of documents, Mobile app) • HR (Employee data, Profile, Biometric attendance, leave management, salary TDS) Finance (Online fees payment invoice generation) • Academics (Course allotment, Timetable, Teaching Plan, Assignment, Attendance, Feedback) • Library Inventory (Requisition, Purchase order, Existing stock) • Communication (SMS, Alert mails) This ERP has largely reduced the paper based manual work and manages the faculty, students, course, teaching learning process very efficiently. The timely generation of various reports helps in effective monitoring and controlling. The institute experienced a rise in the efficiency, transparency, and improvement in academic and administration processes through the implementation of this ERP and a step towards green initiative.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Admission of Students	The students are admitted to the institute through the guidelines laid down by the DTE after qualifying in several entrance exams namely CET, CAT etc.
Industry Interaction / Collaboration	A senior faculty of the institute have been appointed as the Dean R D Dean Industrial relations to execute RD and Industry activates respectively. For the effective planning in teaching learning, many reforms have taken place in the course planner of the faculty by introducing the initiatives such as content beyond syllabus, "one faculty one industry visit per month", guest lectures etc.
Human Resource Management	Service rules, recruitment, promotional policies are followed as per directives from AICTE, UGC and University, which are published in IGI policy manual.
Library, ICT and Physical Infrastructure / Instrumentation	Central library headed by librarian is stocked up by reference and text books, e-books and online journals for growth and development of the students. In addition to it every department has its own library with adequate resources. ICT tools are used by the faculties while imparting education to the students. State of the art laboratories with good infrastructure and latest instruments are made available for the students in the campus.
Research and Development	Guidance is given to faculty members to pursue Ph.D. programs, to file IPR, publish research articles and present research papers at seminars and

	conferences through Sanshodhana research series for faculty members.
Examination and Evaluation	Chief Examination officer is appointed for the planning and smooth conduction of online, in-semester and end semester examinations of the institute under the SPPU guidelines.
Curriculum Development	The institute implements the syllabus laid down by the SPPU. To bridge the gap between the curriculum and the industry the institute runs several programs like scholar club, training and placement programs, etc. The Scholar club is initiated for the holistic development of outstanding students, by imparting training in the latest technologies and professional skills. The Dean of Talent of Corporate Relations conducts various training for personal and professional development placement. With a dedicated team of soft skill and aptitude trainers, the talent management cell facilitates the required training to students for "job-readiness".
Teaching and Learning	Institute calendar and departmental academic calendars are designed to plan in advance at the start of every semester several academic activities. The Head of the department, Academic Monitoring Committee and academic coordinators' monitor and enhance the teaching learning process by performing the academic audits on a regular basis. Execution of academic planner and lectures conducted are prepared by department academic coordinators and submitted to Institute level coordinator through HOD for corrective measures. The Principal conducts monthly meeting with academic monitoring committee (AMC) and reviews the academic planning, execution and suggests necessary activities to be implemented for improvement.

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
Planning and Development	Governance in Planning development is achieved by Academic module which includes: 1. Subject Teacher Mapping 2. Session Plan 3. Timetable Planning 4. Session Completed Report 5. Student Attendance Report 6. Defaulter List
Administration	Governance in Administration is achieved by HR Administration Module

	which includes: 1. HR functions such as Employee Role creation 2. Leave Management 3. Inventory Management 4. Biometric attendance integration.
Finance and Accounts	Governance in Finance Accounts is achieved by Finance Module which includes: 1. Fees Structure Creation 2. Fees Allotment as per Category 3. Fees Payment Outstanding Report 4. Fees Collection Report.
Student Admission and Support	Governance in Student Admission Support in ERP is achieved by Student Academics Module which includes: 1. Online Admission 2. Online Payment 3. E-Certificates such as Bonafide Certificate etc. 4. Class Division Allocation 5. I-D Card Generation 6. Student Promotion Demotion. 7. Assigning Mentors
Examination	Governance in Examination is achieved by Exam Module which includes: 1. Online Exam Scheduling 2. Question Bank Creation 3. Randomization of Question 4. Instant Exam Report

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
No Data Entered/Not Applicable !!!				
View File				

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
No Data Entered/Not Applicable !!!						
View File						

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
No Data Entered/Not Applicable !!!				

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
63	102	58	83

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
<p>Teaching staff - Employee's provident fund scheme is applicable to all teaching employees in institute. Gratuity is payable to employees after five years of permanent service after relieved from service. After completing Ph.D. in service, employee is eligible for three increments. After five years as assistant professor AGP changes from rupees 6000 to rupees 7000. Maternity leave is applicable as per policy rules.</p> <p>Institute facilitates group Mediclaim. Employee can attain higher education to improve qualification. Through scrutiny, institute selects and appreciates best teaching staff. Institute promotes teaching faculty to participate in workshops/ seminar/conference with necessary fund. Institute encourages for sport.</p> <p>Institute celebrates Navratri Utsav and Ganesh festival, organises professional drama / play. Institute serves tea twice a day to all employees.</p>	<p>Non Teaching staff - Employee's provident fund scheme is applicable to all non-teaching employees in institute. Gratuity is payable to employees after five years of permanent service after relieved from service. Maternity leave is applicable as per policy rules.</p> <p>Institute facilitates group Mediclaim. Employee can attain higher education to improve qualification. Through scrutiny, institute selects and appreciates best non-teaching staff. Institute encourages for sport. Institute celebrates Navratri Utsav and Ganesh festival, organises professional drama / play. Institute serves tea twice a day to all employees. Diwali bonus and uniform to class IV employees.</p>	<p>Students – ISME- Indira sustainable Maharashtra initiative scheme for poor students of farmer who did suicide. Earn and learn scheme is available for all students. Book bank facility is available for all students.</p>

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

Our Society has maintained a very transparent financial system in the Institutions. College conducts the internal as well as external/statutory financial audits regularly. An internal approval system for all expenses is in

place. Accordingly bill/voucher is recommended by the Head of the Department and are approved by the Principal. Proper record of all the expenses is maintained by the accounts department. The internal financial accounting is completed every month. The internal auditor appointed by the institute cross checks and verifies Books of Accounts (Bills/Vouchers, Bank Reconciliation, etc.) and also finds out the shortcomings / errors. These errors and/or shortcomings are explained to the institute Accountant and the principal by the internal Auditor. The errors/Shortcomings in the accounts are rectified as per the instructions of the internal auditor immediately. For external/statutory audit Institute has appointed Chartered Accountant M/s Shashank Patki and Associates. They visits the institute twice every year for external audit and checks the books of accounts and then prepares his audit report audited statements which is presented to management. The shortcomings and errors/rectifications in the audit are enlisted in the report of the external/Statutory auditor's report. Finalization of the account is completed and audited statements are prepared signed by the Principal, and chartered accountant. So far, no major objections are found in the audit by the statutory auditors and minor audit suggestions are compiled as per procedure.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
No Data Entered/Not Applicable !!!		
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6.4.3 – Total corpus fund generated

No Data Entered/Not Applicable !!!

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	1. Dr.Karjinni Vilas, 2. Mr.Mahesh B. Shinde Kolhapur Institute of Technology.	Yes	IQAC Members
Administrative	Yes	IGI IQAC member Dr.Anagha Joshi, and Executive Director, Admin HR Mr.Sandeep Gaikwad	Yes	IQAC Members

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

1. Parent Teachers Meet (PTM): Parent-teachers meeting is organized between parents and students teacher to discuss students progress in college. A meeting is arranged for their low attendance and to discuss about their problem areas and academic progress. It is been conducted on 25th August 2018 in SEM I and 23rd Feb of 2019. 2.. Departmental Academic Advisory Committee (DAAC): Arranged DAAC for bringing industry standards in academic in order to bridge gap between

industry and academics. It is arranged for improving department by its structure and its academics by understanding the current and former students need by their parents and alumni respectively . It is been conducted on 25th August 2018 in SEM I and 7th March of 2019. 3. Parent Support in referring the companies for placements, internships and industry visits

6.5.3 – Development programmes for support staff (at least three)

1. FDP on Paradigm Shift : The programme enabled participants to develop competence in teaching-learning process, interpersonal relationship, as well as in time management and team building. The programme is conducted on 12 and 13 December 2018 for non-teaching staff. 2. FDP on Communication skills : The programme enabled the supporting staff to understand the importance of enhancing the communication skills. The interpersonal skills and general etiquettes required in the organisation were also taught. 3. FDP on financial awareness and tax filing : The programme covered the necessity of savings and online procedure of Income Tax – e-filing.

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Staff Development Cell : It aims for overall holistic development of staffs through different welfare schemes. It also provides a channel for increase in interaction with each other for the benefits of staffs. 2. Art Club : The Art club aims at promoting inspirational art , thereby giving all students equal opportunities to contribute to the college through their artistic talents. 3. ISTE Chapter and Activity : Main objective of ISTE is to provide quality training to teachers for timely up gradation of knowledge in their specific area. It also provides a platform for personality development and skills learning. 4. College Magazine committee: College magazine ASHWATH capitulate expressions for all tasteful readers. It showcases the literary expressions, social awareness and recognition to all academic and extra-curricular activities achievers.

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	Yes
c) ISO certification	No
d) NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
No Data Entered/Not Applicable !!!					
No file uploaded.					

CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Computer Society of India (CSI)	22/09/2018	22/09/2018	24	28

Student Annual Convention - 2018				
Introductory Sessio under EDC by NSDC	18/09/2018	18/09/2018	28	32
MCA Yoga Session	23/08/2018	23/08/2018	10	28
Interdisciplina ry projects in Engineering	13/08/2018	13/08/2018	28	32
Poster Exhibition on Swach Bharat Abhiyan	07/08/2018	07/08/2018	12	20
Opportunities in higher education in abroad	19/07/2018	19/07/2018	34	42
Creative Thinking	14/07/2018	14/07/2018	32	46
Linkedln Profile and Email Etiquates	14/07/2018	14/07/2018	28	34
Womens Helath Awarness Program by Dr. Pramod (ENT) & Pooja (Gynac)	07/07/2018	07/07/2018	38	6
International Yoga Day Celebration	21/06/2018	21/06/2018	28	44
EDC - 2 day workshop	28/12/2018	29/12/2018	40	38
FE Induction Training Progarm	23/07/2018	04/08/2018	24	48
Teaching and Research Methods	18/07/2018	23/07/2018	26	30
Smart India Hackathon 2019	02/03/2019	02/03/2019	4	6
Gate Awarness Talk	07/11/2018	07/11/2018	8	20
SPPU Power Lifting Tournament One Page Report	26/10/2018	26/10/2018	26	60
Sanshodhana - " A Quality	15/10/2018	15/10/2018	38	44

Research - Tools & Techniques "				
Environmental Campaign	29/09/2018	29/09/2018	24	40

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
Nil

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	0
Provision for lift	Yes	1300
Scribes for examination	Yes	1
Braille Software/facilities	Yes	0
Rest Rooms	Yes	0
Ramp/Rails	Yes	0

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
No Data Entered/Not Applicable !!!							
View File							

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Code of Conduct for students	15/06/2018	Code of Conduct for the students is shared to every students joined in new batch of admission every year at the time of induction program. The same information is made available to the students and parents through website
Code of Conduct for staff	30/05/2018	Code of Conduct is shared to the staff at the time of joining and inform them through website on 24x7 manner.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
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No Data Entered/Not Applicable !!!

[View File](#)

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Green landscaping: Institute is cognizant of the need for keeping the campus green and eco- friendly. The greenery of the campus is maintained extensive green coverage has been created. The extensive growth of trees in the campus is ample proof of the intent of the institute to make the campus eco-friendly 2. Vanmahotsav: Institute has a NSS cell which persistently carries out Tree plantation activity every year. 3. Plastic free campus activity: Institute encourages use of non-plastics items in the campus through awareness programs. Institute has taken a special plastic free campus drive. During different functions in the institute, we prefer to use glasses in place of plastic bottles. 4. Project Development: Civil engineering students have developed projects using plastic waste. To promote eco-friendliness. 5. Notices are circulated on LED display units and through ERP software. 6. Paperless office: To make paperless office Institute is using ERP system (website mobile APP) and office365 for all the inter office communications, academic and administrative work. In addition to that institute encourages vendors to send purchase orders and invoices via email as PDFs. Wherever there is necessity of hard copy, we prefer one side used paper 7. Vehicle pooling to reduce air pollution: Institute motivates students and staff members to use common bus facility which is available from almost every corner of the Pune city. Staff members and students those are residing at similar locality use carpooling system and share their vehicle to reach college 8. Liquid Waste Management: Institute has STP plant for waste liquid management. The waste from the wash rooms, hostels, laboratories and canteen is treated with a full-fledged STP, and the treated water is extensively used for gardening to maintain greenery in the campus. Periodical maintenance of the STP is done, So that it functions efficiently throughout the year without interruption. 9. E-waste management disposal: Time to time a status report is prepared in each department for all computers, supporting devices and lab set ups. After studying the report, concerned authorities takes necessary actions regarding repairing and scrapping of outdated electronic gadgets. E-waste disposal is done by handing over it to E-waste recycling agencies for proper dispose

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

1.Liasoning with Industry: 2. Objectives : 1. To bridge the gap between the curriculum and industrial practices. 2. To expose the students to industrial environment through in-plant training, internships, field visits etc. 3. To provide a platform for industry to interact with our students who propose solutions to the industry problems through sponsored projects 3. The Context The industry trend and technology changes at a faster pace, however curriculum for the courses are upgraded after periodic interval as the institute is affiliated to university, which generates gap between industry and academia. Hence, in order to bridge the gap it is essential to give the industrial exposure to the students. Institute has a vision to develop successful Engineers, managers and entrepreneurs who are technically competent, having right attitude and socially responsible citizens. It is intended that, the students should have an application based approach to the domain knowledge, from laboratory to Industry. Students can relate the class room teaching with the practical problem skills by doing projects based on industry problem statements. Along with the students, faculties are also required to get updated with the recent industry trends. The institute hence focusses on having a sound interaction with the industry to provide our faculties a chance to upgrade

their technical skills as per the changing industry trends. 4. The Practice Industry representatives are invited to deliver expert lectures for the students, to update them with content beyond syllabus. Institute organizes workshops for the students to give hands on practice on latest technological trends. Regular industrial visits for the students are planned to give them practical exposure to the industrial applications and technologies. Final year students' work on the problem statements given by the industry in the form of industry sponsored projects. Institute has signed MoUs with core and other industries to provide benefits of technical sessions, sponsored projects and industry Visits. The institute has also adopted the practice for teachers to visit the industry regularly. Each faculty visits industry once in a semester with a group of students from their respective departments. The experience and knowledge gained by the faculty is also discussed with the students during their regular teaching sessions. At every department, there is representation from industry in academic advisory committee. Institute conducts Value Added Programs (VAP) comprising of additional technical sessions to cater the need of industry. The students are provided with certification programs on latest industry trends of different domains to enhance their skills and compete with the global market. This also strengthens their resumes while appearing for placements. Students are groomed and kept updated as per industry standards by arranging industry expert lectures regularly. Students are connected with the industries for in-plant training/ Internship for a duration ranging from one month to one year, where the students get on site application based experience.

5. Evidence of Success Institute has organized more than 21 technical and domain based workshops by industry experts. Around 138 Industries have been visited by the 8164 students across all streams. In last five years more than 463 students went to industry for in-plant training for a period of one year during their study. More than 996 students underwent internships in industry and more than 626 students completed industry sponsored projects. The continuous focus on industry-institute Liaisoning has resulted in 18 MOU's with the various domains of industry. Around 150 faculty members got exposure to the industry due to the one faculty one industry initiative by the institute. This has benefitted the faculties to enrich their practical skills and share their knowledge effectively in teaching learning process. The suggestions from DAAC (Departmental Academic Advisory Committee) constituted at each department has helped to enrich the curriculum. Around 500 Students received national and international certification on latest domain specific industry trends. Such practices at the institute help student to solve real life problems of the industry which leads to enhance their technical, management and leadership skills. 2. Scholar Club: 1. Title: Scholar Club 2. Objectives of the Practice:

1. To improve the versatile skills of the students not only in good academics but also a global citizen by imparting trainings on etiquettes professional ethics. 2. To enhance skill of students to empower them to meet the industry needs and to be recognized globally through group discussion and mock interview

3. To determine scholars and groom them. 4. To excel scholar students with technical education in latest subject areas and interpersonal skills 3. The

Context: As students are from village areas they were trained to improve English Communication skills such as grammar, passage writing and telephonic conversation. These practices not only improve professional English

Communication but also build their confidence to face an interview. SPPU syllabus is revised frequently so to cope up and to bridge the gaps hands on trainings certification programs have been organized for students faculties. Training programs are conducted to groom them beyond basic subject knowledge.

And help students to become ready to work by improving subject knowledge, personality, aptitude soft kills. 4. The Practices: Students Selection Process for Scholar Club: SE/ TE/ BE students who are toppers in university results in last academic year, who are also best in extra-curricular activities get chance to become part of this club to avail numerous advantages under this club such

as , 1. Soft skill training certification programs like Trinity Grade Certifications 2. Book bank from college library as well as dept. library 3. Language certification programs like Autodesk, Catia, C, Java, Python, STAAD.PRO, PLC- SCADA and ETABS. The domains for certification programs are identified with respect to the trends demands in the industry by the respective depts. activities are planned accordingly. Renowned personalities from the respective domains are invited to deliver the hands-on session .Scholar club organized various domain specific activities to technically equip students as follows: 1. Programs for creating a business centric apps and gaining extended leads in the form of new customers. As customers are embracing the method of interacting with the business through their smartphones, it is more than essential for business owners to have their own Android mobile apps, R, Hadoop, and Postgres. 2. STAAD.PRO is a structural analysis and design program with applications primarily in the building and Real-estate industry- like commercial buildings, bridges and highway structures, industrial structures, chemical plant structures, dams, Turbine foundations, culverts, other embedded structures etc. 3. ETABS is a highly efficient analysis and design program developed especially for building systems. It is loaded with an integrated system with an ability to handle the largest and most complex building models and configurations. 4. STAAD. PRO is a new tool for Civil Engineering Students which is in huge demand now a days. 5. Students getting more hands-on practice of different Mechanical softwares like Autodesk, Catia, etc 6. E TC student were exposed to PLC-SCADA handson training programs on the industry tool kit. The details of the soft skill training program are as follows: • The students were trained for the international Graded Examination in Spoken English (GESE) by Trinity College, London. • Total 57 students were selected for the scholar club. 50 students enrolled for the certification, 27 for Grade 4 and 23 for Grade 5 during academic year 2014-2015, 2015-16. 5. Evidence of Success: Over 350 students were certified for 10 certification programs in different domains by the experts during last five academic years. Year No.of students identified Name of certification program organized Resource Person/Organization Department

2018-19	25	Staad Pro	E-Tab	Apollo Technologies, Pune	Civil
2017-18	25	Staad Pro	E-Tab	Sky Leap Technologies LLP, Pune	Civil
2016-17	15	Staad Pro	E-Tab	Apex Consultant, Pune	Civil
2015-16	54	Staad Pro	E-Tab	Hitesh Lahoti Associates, Pune	Civil
2018-19	25	Android App Development		Mr. Rahul Patil	Computer
2017-18	25	Data Science and Big Data Analytics		Internal Faculty Members (who were Trained by Mr.Ravichandiran)	
2016-17	32	Android App Development		Mr. Siddharh Garg	Computer
2015-16	30	Spoken English		Mrs. Zulekha Merchant	
2015-16	35	Diploma in Android App Development		Mr.Rahul Patil	Computer
2014-15	13	Spoken English		Mrs. Zulekha Merchant	
2014-15	5	BSNL Certification		BSNL Chinchwad	EnTC
2015-16	75	ARM training in embedded systems		Eduvance, the educational arm of Vanmat Technologies Pvt. Ltd.	
2017-18	6	PLC Automation		SKADA Technology Solution Private Limited	
2015-16	37	CATIA V5 Matrix Design Training		Institute Mech	
2015-16	31	AutoDesk Inventor		2015 Professional Impetus IT Service	
2014-15	49	CATIA Brilliant CAD Services		6. Problems Encountered and Resources required	

1. One of the challenge was to accommodate this activity during routine timetable so extra hours are devoted in time table 2. Scholar students are only the parts of this activity, they were less in number hence industry wasn't ready to come on campus to train them hence we sent students to industry.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<http://indiraicem.ac.in/scholar-club/about-scholar-club/>

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

1. **Talent Management** The Talent Management is one of the most distinctive features of Indira College of engineering and Management (ICEM). The Talent Management cell works under the Training and Placement Department of the institute. It is a team of in-house, dedicated Soft-Skill and Aptitude trainers, which trains the students of Engineering, MBA and MCA domain. The institute provides these trainings entirely free of cost to the students. The institute is situated in a countryside due to which the majority of the intake students belong to the surrounding rural areas. These students didn't have the opportunity of growing up in English- speaking schools. Our objective at Talent Management is to make these students "job-ready" by training them from the basics and horn their skills for the holistic development by improving the communication skills and soft skills. Realizing the needs of the skills requirement, the Institute initiates the skill development training under the talent management cell in the beginning of every academic programme which is the unique feature. Talent management is equipped with high learning-training resources, and sophisticated language lab with advanced software that helps to train students effectively. Highlights of Talent Management Cell: • Aptitude training • Soft skills • Communication Skills • Vocabulary enrichment • Spoken English practice through Language Lab • Group Discussion • Mock Interviews • Personal Interview • Personality Development The team of Talent Management sensitizes students on various selection processes of the corporate world- Specifically Group Discussions and Personal Interviews. We identify the required skill gap of the students for the elite top-notch companies through various classroom activities, conduct trainings on bridging the skill- gap and also help students enhance the pre-requisite skills in them. Communication, friendliness, optimism, can-do attitude, soft skills that include aptitude training can be taught and strengthened through training. Since the majority of students in the institute belong to the rural backgrounds, the effective English speaking skills and Mother Tongue Influence (MTI) have always been the major challenges in imparting soft-skills training. Therefore the trainings are designed in a customized manner where besides learning English vocabulary and improving English speaking skills , the student is able to shed his/her shyness, hesitation, angst, stress and associated signs that are manifested in the form of fumbling, getting blank and nervousness. Besides communication skills , the team imparts trainings on the areas of Personality Development, Power Dressing, Body language, confidence building, Self -management , Team Building skills Training, Grooming etc Both soft-skills and aptitude trainings are imparted two hours per week to each class along with extra lectures during placements. The soft-skills training starts from the 2nd year where the Savitribai Phule Pune University (SPPU) syllabus is followed. The focus at Talent management for the 3rd year and 4th year engineering students along with MBA and MCA, on the first -hand is to strengthen their communication where the students are being trained on their grammar, vocabulary, speaking and writing skills.

Provide the weblink of the institution

<http://indiraicem.ac.in/activities/talent-management/>

8.Future Plans of Actions for Next Academic Year

1. To increase Industry Institute Interactions. 2. To prepare for apply for NBA accreditation for at least one program. 3. To increase MOUs with foreign universities. 4. To establish a center of excellence.