



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

<b>1.Name of the Institution</b>	
	KCES's Institute of Management and Research , Jalgaon
• Name of the Head of the institution	Prof. Shilpa Kiran Bendale
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	0257 2254912
• Mobile no	9423973215
• Registered e-mail	info@imr.ac.in
• Alternate e-mail	director@imr.ac.in
• Address	IMR Campus , Behind D. I. C. , N. H. 6.Jalgaon 425001
• City/Town	Jalgaon
• State/UT	Maharashtra
• Pin Code	425001
<b>2.Institutional status</b>	
• Affiliated /Constituent	affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	<b>Self-financing</b>				
• Name of the Affiliating University	<b>KBC North Maharashtra University , Jalgaon.</b>				
• Name of the IQAC Coordinator	<b>Mrs Tanuja Kisan Fegade</b>				
• Phone No.	<b>0257 2251282</b>				
• Alternate phone No.	<b>0257 2254912</b>				
• Mobile	<b>09860736351</b>				
• IQAC e-mail address	<b>tanujamahajan18@gmail.com</b>				
• Alternate Email address	<b>tanujafegade@imr.ac.in</b>				
<b>3.Website address (Web link of the AQAR (Previous Academic Year)</b>	<a href="https://imr.ac.in/IQAC/document/KEIMR%20AQAR-2019-20.pdf">https://imr.ac.in/IQAC/document/KEIMR%20AQAR-2019-20.pdf</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	<b>Yes</b>				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://imr.ac.in/Documents/Academic_Calender/Academic_Calender_20_21.pdf">https://imr.ac.in/Documents/Academic_Calender/Academic_Calender_20_21.pdf</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 1</b>	<b>Nil</b>	<b>2.39</b>	<b>2018</b>	<b>02/11/2018</b>	<b>02/11/2023</b>
<b>6.Date of Establishment of IQAC</b>			<b>23/04/2016</b>		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			<b>Yes</b>		
• Upload latest notification of formation of IQAC			<a href="#">View File</a>		

<b>9.No. of IQAC meetings held during the year</b>	<b>4</b>	
<ul style="list-style-type: none"> <li>• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	<b>Yes</b>	
<ul style="list-style-type: none"> <li>• If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded	
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	<b>No</b>	
<ul style="list-style-type: none"> <li>• If yes, mention the amount</li> </ul>		
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>		
1. Submission of NBA accreditation report for MBA Program		
2.International Conference.		
3.Submission of AQAR 2019-20.		
4. Collection and analysis of Feedback from all stakeholders and action taken for improvement.		
5. Academic and administrative audit.		
<b>12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year</b>		

Plan of Action	Achievements/Outcomes
1. Organization of International Conference	International Conference was organized on 28th October 2020
2. Effective implementation of Standard Operating Practices	The SOP'S for key areas of functions were defined and implemented effectively
3. Organization of Faculty Development Program	FDP on How to publish quality research papers was organized on 26th October 2020
4. Organization of Administrative and Training Program	Organized administrative Training Program on
5. Organization of webinars and workshops	Webinars and workshops were organized .
6. Collection of feedback from various stakeholders	Feedback was collected from all stakeholders and analyzed.
7. Academic and administrative audit	Academic and administrative audit was conducted and the actions are taken for improvement.
8.Mentor Mentee meetings	Effectively implemented mentor mentee system for all programs .
9. Introduction of Certificate Programs	Eight certificate courses are conducted successfully

<b>13.Whether the AQAR was placed before statutory body?</b>	<b>Yes</b>
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<ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>
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Name	Date of meeting(s)
IQAC	11/01/2022

<b>14.Whether institutional data submitted to AISHE</b>
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Year	Date of Submission
2020-21	16/02/2022

## Extended Profile

1.Programme	
1.1	<b>341</b>
Number of courses offered by the institution across all programs during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
2.Student	
2.1	<b>1413</b>
Number of students during the year	
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
2.2	<b>300</b>
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
2.3	<b>369</b>
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
3.Academic	
3.1	<b>46</b>
Number of full time teachers during the year	
File Description	Documents
Data Template	<a href="#">View File</a>

3.2	53
Number of sanctioned posts during the year	

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

#### **4.Institution**

4.1	27
Total number of Classrooms and Seminar halls	
4.2	182.95
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	395
Total number of computers on campus for academic purposes	

### **Part B**

#### **CURRICULAR ASPECTS**

##### **1.1 - Curricular Planning and Implementation**

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

- The institute ensures effective curriculum delivery through a well-planned and documented process.
- Being affiliated to the KBC North Maharashtra University, the Institute adopts their curriculum. All programs and program specific outcomes are clearly stated and aligned with the Vision and Mission of the institute.
- Understanding the challenges of students especially in rural area, Institute focuses and emphasizes on improving English language and Communication Skills of students
- In Under Graduate programs various specializations are offered which are practical and create employability skills.
- The Institute adopts various measures for the improvement of the students with focus employability, innovation and research by inputs from various stakeholders.
- The Institute prepares academic calendar which gives a clear picture of the activities to be conducted around the year and also ensures proper teaching learning process as well as

continuous evaluation. Session plans are prepared that includes course objectives,

- The institute ensures effective curriculum delivery through a well-planned and documented process. The students receive integrated, coherent learning experiences contributing towards their personal, academic, professional learning and development to contribute at local, national and global level.
- .ll programs and program specific outcomes are clearly stated and aligned with the Vision and Mission of the institute.

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

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

Being an affiliated Institute IKBC NMU , our institute prepared academic calendar which is in tune with the affiliating university's :

- Preparation and Adherence of Academic Calendar: The Academic Calendar gets prepared by IQAC every year at the beginning of the semester in advance. The academic calendar covers the list of examination dates, seminars, conferences, guest lectures, workshops, industrial visits, holidays, vacation dates, festivals, etc.
- Preparation and Adherence of Session Plan: The concern faculties prepare session plan for their respective subjects. These teaching hours are distributed among class room teaching, case studies, role play, workshops and lab session as per the subject requirements.
- Internal Examinations- The internal examinations dates are mentioned in the academic calendar. Accordingly examination schedule is announced.

IQAC has introduced following reforms:

- After the evaluation of the internal examination the answer sheets are shown to the students after for their information which provides transparency in the evaluation process.
- After the evaluation, their performance is discussed by mentors with the students. This reformation has been accepted

on the experimental basis to achieve the best results.

- Some sample answer sheets are preserved for three years and documented for further clarification and use.

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

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

A. All of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

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

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

02

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



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

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

02

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

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

111

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

## 1.3 - Curriculum Enrichment

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

The curriculum effectively integrates cross-cutting issues relevant to gender, environment sustainability, human values and professional ethics for strong value-based holistic development of students. Activities are organized throughout the year in this endeavour. However, due to the pandemic lockdown the enrichment activities of institute were restricted to online mode. Hence, there was limitation in organizing the ritual curriculum activities in the institute.

- For Gender Sensitization, International women's day is observed in the institute. Under 'YuvatiSabha' awareness in women about cyber-crime & security was organized.
- A workshop on "Emotion Management" was organized on World Mental Health Day and "REBT technique" was introduced.

- IMR participated in seminar, poster model presentation competition initiated by ASSOCHAM on the occasion of National Integration Day.
- A course on Environment studies is included in UG programmes. The curriculum includes aspects of Environmental Studies, Moral values, Business ethics and CG.
- Institute conducts programs for awareness, generation and sensitization among studentson issues of social significance like Tree Plantation, Covid awareness quiz, Biscuit distribution for animals, Tea distribution in slum areas for legal awareness policies program.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

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

10

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

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

571

File Description	Documents
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

### 1.4 - Feedback System

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

A. Feedback collected, analyzed and action taken and feedback available on website

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

### TEACHING-LEARNING AND EVALUATION

#### 2.1 - Student Enrollment and Profile

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

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

545

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

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

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

339

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

## 2.2 - Catering to Student Diversity

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

At the beginning of teaching session, the subject teachers interact with students; identify their performances in presentations, class participation, scores in exams. The students are also identified through their performance in curricular, co-curricular, extra circular and extension activities. For Slow Learners institute provides:

- Personal counseling
- Home assignments
- Extra lectures
- Tests/Tutorials
- Audio/video sessions
- Question Bank
- Remedial coaching
- Study Material
- Expert guidance
- Sessions to improve soft skills and English proficiency
- Opportunities to the students are provided to participate in the organization of Institute level events,

- seminars and workshops.
- For Advanced Learners Institute encourage participation in:
- AVISHKAR Research Competition.
- SWAYAM -NPTEL online courses.
- Departmental/ intercollegiate level Essay, elocutions, debates competition.
- Training program for software development
- Various seminars, conferences, education fairs etc.
- Organizing various events like IT\_Festa, Managers Day, and Entrepreneur Day and develop their
- event management skills.
- Advance learning through subscription of N-List, Delnet and other reference sources.

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

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

Number of Students	Number of Teachers
1413	46

File Description	Documents
Any additional information	<a href="#">View File</a>

### 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

The Institute focuses on providing innovative methods for elevating the learning experience. The methodologies include guest lectures, field work, case-studies, project-based-methods, experimental methods. The Institute provides an effective platform for students to develop their soft skills, knowledge, attitude, values and Ethics thereby shaping their personality.

**Experiential Learning:**

The institution imparts the following experiential learning practices to enhance creativity and cognitive levels of the students -

- The faculty members foster learning environment by engaging in experiential content of teaching through experimentation, demonstration, organizing exhibitions and visual aids.
- Practical Sessions are conducted even beyond the syllabus
- Industrial visits are organized.
- Certificate Courses under the guidance of experts.
- Actual Field work.
- The case study method.

**Participatory Learning:**

- Students are encouraged to participate in activities where they can use their specialized technical and managerial skills.
- IT-Festa ,Techzion Managers Day events organized every year.
- Power Point Presentations
- NPTEL and Swayam lectures.
- Participation of Students in Academic, Co-Curricular and Extra Curricular Activities

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

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

- At the beginning of the academic year, after the completion of the admission process, the teachers prepare the session plan according to the academic calendar of the Institute which includes the mapping of course content with the course objectives. It also displays the teaching pedagogy and activities to be undertaken during the teaching and learning process.
- ICT based teaching aids are implemented which includes methods like Interactive boards, PowerPoint presentations, Internet, Projector, Google Class Room, Microsoft teams, You- tube and ERP are being used to make students understand the courses and enhance their learning experience.

- The institute focuses on Continuous Evaluation which includes assignments, written tests, presentations etc. which enable the students to learn more and gain knowledge thereby accelerating their creativity and potential.
- In today's modern competitive era, the students have to prepare themselves to face the corporate world.
- Use of teaching aids and tools like computers, audio-visual multimedia, etc. enhances knowledge of the students about their subjects.
- The information regarding various educational websites like SWAYAM, NPTEL, YouTube channels on related subjects, etc are provided to the students to enhance their skills and knowledge.
- The computer labs with internet facility are provided to practice computer related subjects.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

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

#### 2.3.3.1 - Number of mentors

46

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

### 2.4 - Teacher Profile and Quality

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

46



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

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

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

**15**

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

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

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

**304**

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

**2.5 - Evaluation Process and Reforms**

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

- Institute is affiliated to North Maharashtra University, hence has initiated continuous and robust evaluation according to



norms and guidelines of the KBC North Maharashtra University, Jalgaon.

- Institute has the examination committee that prepares the internal theory and practical time table as per academic calendar of the Institution and is communicated to the students through notice board. .
- The benchmark of the evaluation includes tests, tutorials, attendance, practical, field projects, presentations, assignments, case studies, seminars and the score secured in the unit tests.
- The internal examination committee looks after effective monitoring and timely implementation of the internal examination and procedure of evaluation.
- The syllabus for the internal examination is communicated to the students in advance by the concerned subject teacher.
- The university guidelines related to internal examination pattern are communicated to the students well in advance through subject teachers in classrooms.
- Marks lists of the students are prepared after the evaluation and documented for the further clarification. To ensure the transparency, the internal examination committee displays class wise mark lists on the central notice board.
- At the end of each semester the director, academic dean and HOD's verifies the internal marks of all the students.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	Nil

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

- The Institute has a transparent evaluation system for internal examination. The internal marks are displayed soon after the exams and the students are welcome to approach the concerned faculty member in case of any grievance or doubt.
- Grievances occurring to external examination results follow the set guidelines and procedure laid one by the affiliating University. Applications in prescribed forms are collected and forwarded to the concerned authorities. The staff members are very helpful in guiding the students on the various options available.
- If students have any doubts regarding assessment of answer sheets, then he/she can demand the photocopy of assessed

answer sheet. Students can apply for online photocopy within 10 days after the declaration of the result.

- The benefit of revaluation is given to a candidate if the original marks and the marks obtained after revaluation exceed by 10% or more of the maximum marks as per university norms. Internal assessment of practical work is a continuous evaluation process.
- Any grievance related to the university question paper like out-of-syllabus, repeated questions, improper split of marks, marks missed, wrong question number during semester exams are addressed to the Director in turn he/she proceeds the same to the university immediately.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	Nil

## 2.6 - Student Performance and Learning Outcomes

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

Program outcomes are clearly stated and aligned with the vision and mission of the institute. Each courses have course outcomes aligned and mapped with program outcomes. The questions in internal examination are mapped with course outcomes.

Program Outcomes (PO's), Program Specific Outcomes (PSO's) and course outcomes (CO's) are communicated to the stake holders of the program by the following procedures:

- PO's and PSO's are approved by the Academic Dean through IQAC.
- PO's and PSO's are available in the ERP and Institute website ([www.imr.ac.in](http://www.imr.ac.in)).
- PO's are kept in prominent locations of the campus for staff, students and public view.
- parents during Parents Teachers Meeting.

Course Outcomes (CO's) are framed at faculty meeting. Academic Dean in the Faculty meeting defines course outcomes with the help and guidance of subject experts for each courses with course handlers. The course outcomes and their mapping with program outcomes and program specific outcomes are elaborately discussed and derived in the faculty meeting.

- CO's along with session plan are available to students in ERP.

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

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

The attainments of course outcomes are calculated for each individual course by concerned subject teacher. The assessment tools for the course outcome attainment are internal examinations, end semester university examination and teacher's continuous internal evaluation through assignments and activities like participation in class discussion, case studies, guest lectures, group presentations etc. This is done for all the courses.

- Course Outcome attainment:

Since Institute is an affiliated Institute, The University prescribes the guidelines for assessments of all courses which are divided in three broad components, Internal Assessment, Teacher's Assessment and End Semester University Examination; weightage is in the ratio 40:60 respectively.

- Summer Internship Program and Field Work/ Survey Assignment

Evaluation of Course Outcome:

The following assessment tools are used:

1.Internal Examination.

2.Teacher's assessment through Assignment and Continuous Internal Assessment.

3.End Semester University Examination.

**Indirect tools for CO attainment:**

At the end of the course individual faculty collects feedback on attainment of CO from the students.

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

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

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

344

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

**2.7 - Student Satisfaction Survey**

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

[https://imr.ac.in/IQAC/document/202021/2\\_7\\_1\\_Student%20Satisfaction%20Survey.pdf](https://imr.ac.in/IQAC/document/202021/2_7_1_Student%20Satisfaction%20Survey.pdf)

**RESEARCH, INNOVATIONS AND EXTENSION**

**3.1 - Resource Mobilization for Research**

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

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

1.7

File Description	Documents
Any additional information	<a href="#">View File</a>
e-copies of the grant award letters for sponsored research projects /endowments	<a href="#">View File</a>
List of endowments / projects with details of grants(Data Template)	<a href="#">View File</a>

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

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

8

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

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

1

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	<a href="https://www.aicte-india.org/">https://www.aicte-india.org/</a>

## 3.2 - Innovation Ecosystem

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

**The Institute has an active Innovation Ecosystem with adequate**

space, infrastructure and mentoring.

Rich saga of activities-

The events like Manager's day, Entrepreneurs Day, IT\_Festa&Techzeon have created their trademarks amongst the peers.

Smart India Hackathon (SIH): IMR participates in SIH regularly since its launching. In 2020, internal SIH was conducted for encouraging good representation from different classes.

Institute Level Avishkar: This competition has been started from year 2018 preceding to university level Avishkar for better representation.

To support innovation and incubation activities following are available platforms :

Research and Incubation Center

Institutions' Innovation Council-

Institute's Entrepreneurship Development Cell-

Linkages and Collaborators-

KCIIL-Innovation and Entrepreneurship Development Cell (K-IEDC).

Institute Industry Interaction

Innovation and Startup Policy-

Institute's Achievements-

First prize in Make-intern National level B-plan competition held in IIM Kozhikode.

Second prize to B-plan of Akansha Jain for her Plasol project in "Triveni Summit", held by University and has received appreciation by Investors from industry.

The idea of BCA student Mr. Amit Jain and Mr. Jay Patel "Audio Book Publication House", has been selected for the incubation by University's KCIIL.

Many Students have started their own business and have innovated in

their family business after graduation from the institute.

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

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

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

9

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

### 3.3 - Research Publications and Awards

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

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

26

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

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

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



16

File Description	Documents
Any additional information	<b>No File Uploaded</b>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

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

32

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

**3.4 - Extension Activities**

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

**Nil**

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

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

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

0



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

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

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

**13**

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

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

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

**1894**

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

**3.5 - Collaboration**

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

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

4

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

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

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

5

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

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

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

- The Institute has state of the art infrastructural facilities like adequate classrooms, laboratories, computing equipments, faculty rooms, seminar hall conference hall, smart class room, reading rooms, ramps, first aid cum sick room and toilet

facility for the physically challenged students.

- Institute has sufficient number of classrooms and seminar halls to accommodate the teaching learning process effectively. As per the requirement 23 ICT enabled classrooms are available in the institute, which are ergonomically designed, well furnished, well ventilated and have access to natural light. Auditorium is fully furnished around 150 seating capacity. The institute has 4 number of fully ICT enabled seminar halls to organized students seminar. 4 faculty rooms have been provided facility of lockers, computers and printers. The departments are equipped with computers, LCD projectors, scanners, LAN and Wi-Fi connectivity.

#### Laboratories:

Total 7 computer labs and incubation Center of the Institute are fully equipped with advanced equipments.

Computing Equipments: The Institute has 405 computers in all, out of these 313 computers are for the educational use for the students and 45 for the faculty. All the departments and computer labs are connected with more than 75 Mbps bandwidth and Wi-Fi.

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

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

- The KCE Society has established a centralized sport facility named the EklavyaKridaSankul with necessary sports equipment and infrastructure that includes International olympic standard swimming pool, standard badminton, table tennis courts and a gymnasium with modern equipment.
- Theinstitute has a fulltime physicsldirector and faculty coordinators..
- The students represent the institute in inter institute, interstate, university level, national level. In sports like khokho, karate, squash, cricket, weight lifting, badminton, football, volleyball, rifle shooting, chess, archery, table tennis, lawn tennis to name a few.
- The institute organizes intra- institute and inter-institute

sports event KRIDA VEDH,a sports event every year where cricket, football, volleyball, basketball, table tennis and badminton competition are held in the Month of Feb-March to strengthen the sports skills of students.

- Students are encouraged to participate in various other sports events such as walkathons, Jalgaon run (Marathon) to support various causes.
- The institute has centralized separate yoga and meditation centre located in Khandesh college education society's premises for the benefit of students and staff. A well-equipped gymnasium centre is functioning in Khandesh college education society's premises having 1794 sq. ft. areas.
- Institute also organizes annual cultural function SYNERGY faculty makes the students to participate.

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

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

27

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

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

109.50

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

## 4.2 - Library as a Learning Resource

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

The library is the prime learning resource of the Institute and is fully automated through Integrated Library Management System (ILMS) designed by SOUL- 2.0.0.12, which contains functions like acquisition, circulation, cataloguing. This software consists of modules such as Book Management, Barcode Facility, Book Accession, Membership, Circulation, OPAC, Catalogues, and Administration etc. The Library has more than 31,412 books and subscribes to national and international journals. Library has been automated with the help of Bar Code System. The library provides open access to students. Through posters the Institute familiarizes the students about the library and the e- services provided by it.

At present in library, six computers for administration and 10 computers with internet facility for student's access is available. Books and students' identity cards are bar-coded. CCTV surveillance cameras are installed.

the following facilities are available :

1. Free WI-FI, internet access, download and printout facility have been provided.
2. Reprographic facilities.
3. Organization of Book Exhibitions/Display of new books.
4. Proper system of feedback from users to improve library services.
5. System of recommendation for purchase of books through Departments.

Open Public Access Catalogue (OPAC):

N-List and DelnetFacility

**Book Bank**

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

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

**A. Any 4 or more of the above**

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

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

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

**2.14**

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

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

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

292

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

### 4.3 - IT Infrastructure

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

The Institute upgraded its IT facilities including Wi-Fi as per the needs and requirements during the last five years. The Institute has upgraded internet connection bandwidth to 85 Mbps with a campus Wi-Fi facility. The Institute has updated its IT facilities with increasing the number of computers, printers, scanners, smart boards, interactive LCD projectors, Photocopy machines, online admission process, dynamic website, and various software. T

LAN: Total broadband connection of 85 MBPS capacity is spread over the campus. All the computers are connected through wired and wireless Campus Area Network and the internet access is controlled through a firewall.

#### Computer and Hardware:

Institute has Total 405 computers with licensed operating systems and necessary software. T

The Institute also has 19 scanners, 40 printers, 24 UPS, 32 LCD projectors, 5 K-YANS, 17 Headphones, 12 Web Cameras, 6 Mobile stands, 8 Wi-Fi access points .

Licensed Software: The Institute has subscribed to Microsoft licensed software and it receives academic versions of the licensed software released by Microsoft from time to time.

Efforts towards ICT based teaching and learning: The Institute has setup five smart classrooms which have advanced audio visual equipment such as K-YAN.



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

#### 4.3.2 - Number of Computers

395

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

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

A. ? 50MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

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

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

51.56

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



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

#### Infrastructure

The administrator of the institute looks after the maintenance on daily basis. The housekeeping facility is run by a professional contractor who is responsible for the cleanliness of the institute premises, washrooms, classrooms and administrative sections.

#### Laboratory

The computer Technicians are responsible for the maintenance of computers, networking and other IT facilities in the institute.

#### Library

The library focuses on accessing the materials in digital formats together with the other collection. In order to provide suitable atmosphere for reading, cleanliness is maintained inside and outside the library. The maintenance and utilization of library includes maintenance and organization of collections, bar-coding, repair and rebinding of damaged books.

#### Generator Facility

To ensure the uninterrupted power supply generators with 125 KV capacity is available in the campus.

#### Class Rooms

The availability and state of the classroom plays a key role in facilitating the teaching-learning process.

#### Water Cleaning Facility

The drinking water with water purifier and water coolers facility is available on every floor. The water tanks are cleaned on regular basis .

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

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

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

282

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

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

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

32

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

<p><b>5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills</b></p>	<p><b>B. 3 of the above</b></p>
--	---------------------------------

File Description	Documents
Link to Institutional website	<p align="center"><a href="https://imr.ac.in/naacdocs/naac2021/513StudentActivity.pdf">https://imr.ac.in/naacdocs/naac2021/513StudentActivity.pdf</a></p>
Any additional information	<p align="center"><b>No File Uploaded</b></p>
Details of capability building and skills enhancement initiatives (Data Template)	<p align="center"><a href="#">View File</a></p>

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

**373**

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

**373**

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

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<b>No File Uploaded</b>

## 5.2 - Student Progression

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

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

**113**

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

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

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

**16**

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

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

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

0

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	No File Uploaded

**5.3 - Student Participation and Activities**

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

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

17

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

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

Students act as representatives on various administrative bodies of the institute. The Institute also encourages involvement and participation of students at almost all the levels of planning and

organization of academic and administrative, co-curricular and extracurricular activities and procedures. student representative worked in the following committees : IQAC Internal Complaint Committee (ICC) Anti-Ragging Committee

Grievances Redressal Committee: Library Committee Student Rotract Club Student Rotary club of Jalgaon actively organizes various socially relevant programs. Synergy & Kridavedh: The Institute gives an opportunity to the Students to organize Annual Social Gathering 'Synergy' and Annual Sports event Kridavedh. ' IT Festivals - IT Festa&Techzeon : The students of the Institutes organizes IT Festival to provide the platform for students to show their talent through the various competitions like Website Development, IT Quiz, Programming Contest etc. Management Festivals - Entrepreneurs Day & Managers Day: Entrepreneurs Day is celebrated to promote the entrepreneurship qualities among the students. Managers day is organized in the institute to develop communication, Coordination and Team Building skills amongst students. It consists of Business Quiz, Case Study Competition and Management Games.

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

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

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

11

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

#### 5.4 - Alumni Engagement

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

IMR alumni association is registered as a trust in the name of "IMR Alumni Association Jalgaon". The institute also has a dedicated interactive alumni portal for its alumni. Some of the contributions of the alumni are mentioned below- Alumni Involvement in placements at IMR Alumni involvement as Resource Persons- Alumni inputs in the Curriculum- The Alumni of the institute also represent as BOS members in the syllabus restructuring activity. Alumni interaction with present students - The alumni are regularly being invited to interact with the present students- This is done by inviting alumni for conferences, workshops etc. and also by involving them in the IQAC, and College Development Committee. The institute organizes Guest Lectures by alumni for their valuable inputs to bridge the gap between the demands of the corporate and academic inputs provided to the students and to propose quality enhancement measures. Prominent Entrepreneurs who are the alumni of the institute are regularly invited to share their success stories and inspire the young students to be entrepreneurs. The alumni of the institute are also very active on the social media through a separate Facebooks page.

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

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

**B. 4 Lakhs - 5Lakhs**



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

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

- **Nature of governance:**
- The governance of Institution is well planned and managed professionally and holds regular meetings of Governing body, CDC, IQAC, Academic Committee.
- The activities of the institute are governed further by various committees like Library, Research, Sexual Harassment, Anti-ragging, Grievance Redressal, discipline, examination, and admission committees.
- The faculty of the Institute is appointed to the Senate, Academic Council, Board of Studies, API, and Budget Committee, and so involved in University decision-making processes.
- Faculty are assigned as event Coordinators for various academic and extracurricular activities like Alumni, Placement, Student Counseling, Sports, Internal Examination, Annual gathering-Synergy, etc.
- Event and activities are planned through discussion in faculty meetings and executed through student committees.
- For academic governance regular meetings of HODs with faculty in respective subject areas are held.
- The institute promotes culture of participative management. All decisions are taken by institution through various bodies which find representation of faculty, staff, students, alumni, management etc.
- Besides the institute has various committees. Faculty coordinators are also given autonomy to draw funds for functioning and various activities as per budgets allocated after approval of Director.



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

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

The Institute promotes a culture of decentralization of management through functionally decentralized structure of decision making and implementation.

- Program Coordinators:

Academic responsibilities are divided among all the program coordinators and faculties. The coordinators monitor the functioning of their respective program. Each program has a separate faculty coordinator.

- Faculty Coordinators for Various Activity:

Each activity is coordinated by a faculty. T

- Committees:

The Institute has various committees for the academic, co-curricular and extra-curricular activities. t

College development committee (CDC) is the best example of decentralization and participative management. Functions are:

1. Prepare an overall comprehensive development plan of the Institute regarding academic, administrative and infrastructural growth, and enable Institute to foster excellence in curricular, co-curricular and extra-curricular activities.
2. Decide about the overall teaching programmes or annual calendar of the Institute.
3. Decide about introducing new academic courses and the creation of additional teaching and administrative posts.
4. Make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the Institute.
5. Make specific recommendations to the management to encourage

the use of information and communication technology in teaching and learning process.

6. Make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the Institute.

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

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Perspective /Strategic plan sets out a framework of priorities for the Institution Departments. . The following plans are proposed on the basis of analysis, assessment and estimates.

#### Strategic Plan

- Planned for expansion of existing infrastructure.
- Promoting Research and Consultancy
- National and international collaboration
- Planned to Increase intake of computer based courses
- Planned to introduce new management courses.

#### Activity successfully implemented based on the strategic plan:

- As the strength of the Institute is increased the infrastructural development is planned and accordingly the expansion of infrastructure is completed as per the requirement.
- University has granted two research centers one for commerce and management and other for computer science and application.
- Institute has signed various MOU's with national and international industries and academic organization. Under this collaboration Institute organizes various activities.
- As per demand of community undergraduate courses BBA (Management) and BCA (Computer) programs are commenced in the Institute from the academic year 2019-20.
- AICTE granted permission for increase in intake of MCA program from 60 intake capacity to 120 from the academic year 2020-21.

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

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

The Institute has a clearly defined organizational structure for smooth conduction of decision making processes that are consistent with its purposes and supports effective decision making.

#### Various Bodies and Its Functions

- **Management Council:**

The Management Council is responsible for the overall planning and decision-making of the trust on behalf of the members. T

#### College Development Committee:

College Development Committee (CDC) prepare comprehensive development plan of the Institute regarding academic, administrative, and infrastructure growth and enable institute to foster excellence in curricular, co-curricular and extra-curricular activities.

- **IQAC Cell:**

IQAC promotes measures for institutional functioning towards quality enhancement.

- **Academic Committee**

Academic committee alignsthe academic and administrative aspects to improve the overall quality of the institutional provisions.

- **Recruitments and promotion policies:**

- **Appointment and Service Rules:**

The Institute has well defined service rules which are printed in the appointment letter.

• Grievance Redressal Mechanism:

The Institute has various bodies for grievance redressal.

• The anti-ragging committee:

This committee takes care of any complaint related to ragging and its functions as per AICTE and UGC guidelines.

• Sexual Harassment of Woman committee:

The prevention of Sexual Harassment of Woman committee is constituted.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	<a href="https://imr.ac.in/Documents/IMROrganogram.pdf">https://imr.ac.in/Documents/IMROrganogram.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

A. All of the above

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

**6.3 - Faculty Empowerment Strategies**

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

**Medical leave :**The teaching and Non-Teaching staff is granted medical leave. Three months maternity leave facility is provided for female staff.

**Study leave:** Study leave is granted to teaching and non-teaching staff for their research work and for further up-gradation.

**Provident fund:**Provident fund facility is available to all the employees of the Institute.

**Mother Teresa Health Centre:** A centralized medical facility located at M.J. College campus is made available to all the institutes under the umbrella of the parent Khandesh College Education Society.

**EklayaKridaSankul:** Gymnasium, Olympic size swimming pool and all sports facilities are available to teaching and non-teaching staff and their family members. \

**Family get-together and trips** are arranged for the staff.

**Accidental Insurance scheme :**Faculty members are covered under Accidental Insurance scheme.

**LWP:** Faculty is provided Leave without Pay (LWP) for a needed period of months in case of family emergencies.

**Loan Facility:** Staff members can avail advance loan facility without interest for financial emergency.

**Additional Income for Staff:** Staff members are paid in addition with salary for examination, online tests, external exams, practical exams, involvement in admission

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

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

**6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops**

**and towards membership fee of professional bodies during the year**

22

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

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

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

11

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

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

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

18

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

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

Institute follows the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff together with all AICTE norms for its teaching and non-teaching staff. T

The salient features of the performance appraisal system are as follows:

#### Teaching Staff

a) The performance of each faculty member is assessed according to the Annual Self-Assessment for the Performance Based Appraisal System.

b) The institute undertakes a wide range of activities besides academics, for which faculty members are assigned additional duties and responsibilities, which are mostly voluntary.

c) The performance based appraisal proforma filled by the Faculty Member is checked and verified by the Heads of the Departments, followed by the Academic Dean, IQAC and the Director.

#### Non-Teaching Staff

All non-teaching staff is also assessed through annual confidential reports evaluated by Director.

The various parameters for staff members are assessed under different categories such as Character and Habits, Departmental Abilities, Capacity to do hard work, Discipline, Reliability, subordinates, colleagues, students and public, technical abilities



etc. Report is graded on a Five -point scale, i.e. Excellent, Good, Satisfactory, Average and Poor. On satisfactory performance, staff are granted promotions and financial up gradation.

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

#### 6.4 - Financial Management and Resource Mobilization

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

The Institute conducts both internal and external financial audits regularly. The audit and inspection procedure adopted in the Institute are as under: 1. Statutory Audit : The statutory Auditor appointed by the K.C.E. Society conducts the audit of accounts of the Institute every year, which is presented for approval before the Governing body of the Institute. 2. Internal Audit: The internal audit is conducted quarterly every year. The internal auditor appointed by the K.C.E. Society cross-checks and verifies the records and suggests rectifications and course correction, if needed. The internal auditor submits his report to the Governing Council of the Institute periodically.

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

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

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

0

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

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

**Resource mobilization policy:** The institute is purely a self-financing institute. It does not receive any funding from any agency such as the UGC and other governmental bodies.

**Procedures of the Institution for Mobilization of Funds and optimal utilization of resources:**

- The primary source of funds for the Institute is through the fees received from the students.
- The Institute also receives consultation projects from various individuals, organizations and agencies.
- The Institute organizes various conferences/workshops every academic year, for which Institute has received funds from the North Maharashtra University, Jalgaon, and AICTE New Delhi etc.
- The alumni of the Institute also contribute generously to the Institute.
- The expenses incurred for day-to-day academic and administrative operations are under the discretionary powers of the Director of the Institute.
- A major amount is utilized on payment of the salaries of the staff. The other major expenses include maintenance and up-gradation of infrastructural facility.
- The Institute also provides funds to the teaching-staff for attending conferences, seminars and workshops organized at national and international levels by other institutions.
- To ensure the effective, transparent and fair utilization of the resources, the accounts of the Institute are audited by statutory auditors.

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

### Best Practice I

#### Research Facilitation Centre -

- Due to the initiative taken by IQAC, the Institute is having two KBCNMU recognized Research Centers for Commerce & Management and Computer science & Applications.
- We have set up of 60 computer lab meant for research software's.
- To train the faculty members for the use of research software various training programs were conducted by the Institute.
- The Institute decided to organize more short term training for the faculty and research scholars.
- Institute has organized International Conference .

### Best Practice II

#### Implementation of Standard Operating Processes-

IQAC has defined standard operating procedures for various activities. The purpose of a SOP isto provide detailed instructions on how to carry out a task so that any staff member can carry out the task properly every time to maintain quality of the work. The following SOP's are implemented:

Sop for Effective Quality Assurance Cell for Academic Audit (Internal and External) & Feedback of Stakeholders:

SOP For Effective Teaching -Learning In Classroom:

SOP for Curriculum Benchmarking

Sop for Institutional Social Responsibility

Sop for Student Mentoring

Sop for Student's Cultural, Sports Club and Forums

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

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

**IQAC monitors and review the teaching-learning process regularly. . The improvements implemented based on feedback are:**

The standard methods of teaching, learning, and evaluation are being followed.

- **Academic Calendar:** Based on the KBCNMU Academic Calendar the Institute schedules the academic calendar well in advance at the start of the year.
- **Preparation of session plan for each Semester**
- **Attainment of Outcomes:** The Program Outcomes (POs) are accomplished through curriculum. Course Outcomes (COs) are defined for each course and they are mapped to POs.
- **Evaluation of teachers by students**The institution has a feedback system in ERP to evaluate the teachers by students.
- **Student mentorship:** The Institute implemented a mentor-mentee program. Every faculty is been assigned group of students to council them as a mentor. Mentor faculty is responsible for conduction of regular meetings with the student.
- **Student learning outcomes:** The institute monitors the performance of the students regularly.
  
- **Regular class tests and interactions**
- **Midterm and continuous evaluation comprising of internal tests, assignments, group discussions, and seminar presentations.**
- **Remedial classes for weak students to solve their problems.**

- **Effective internal examination and evaluation systems**
- **Students' result analysis**

File Description	Documents
Paste link for additional information	<a href="https://imr.ac.in/IOACMeeting_Minutes_ATR.php">https://imr.ac.in/IOACMeeting_Minutes_ATR.php</a>
Upload any additional information	No File Uploaded

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

**A. All of the above**

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

## **INSTITUTIONAL VALUES AND BEST PRACTICES**

### **7.1 - Institutional Values and Social Responsibilities**

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

**Institution has carried out following initiatives and programs towards gender equity and sensitization:**

- **Patriotic song competition**
- **Entrepreneur's day**

- KridaVedh
- Synergy
- Yuvati Sabha Health awareness program

#### Safety & Security

The campus of the institute is completely under CCTV Surveillance.

- A Security guard 24/7, looks after the premises .
- The helpline numbers for ensuring safety of girl's are displayed at the common places, ladies room, verandas, offices, staffroom, etc.
- The Institute provides separate hostel accommodation with all safety measures for the girl students.
- The Institute's discipline committee looks after the girl's safety.
- Each floor has an attendant to keep an eye for any disturbances or unlikely occurrences.
- The girls are also taught about their legal rights and how to use social media responsibly through guest lectures, workshops, and other activities.

#### Counseling:

- To address the problems of faculty and female students, an Anti-Ragging Cell and a Woman Anti-Harassment Committee have been established. These cells ensure that any untoward incidents do not occur.
- The Institute has separate "Internal Complaint Committee" for all the students where the difficulties of the girls are addressed.

#### Common Room:

- Institute has common room facility for girl students.
- Washrooms are equipped with sanitary napkin vending machine.

File Description	Documents
Annual gender sensitization action plan	<a href="https://imr.ac.in/naacdocs/naac2021/711ActionPlan.pdf">https://imr.ac.in/naacdocs/naac2021/711ActionPlan.pdf</a>
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://imr.ac.in/naacdocs/naac2021/711Safety_and_security.pdf">https://imr.ac.in/naacdocs/naac2021/711Safety_and_security.pdf</a>

<b>7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment</b>	<b>B. Any 3 of the above</b>
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File Description	Documents
Geo tagged Photographs	<b>No File Uploaded</b>
Any other relevant information	<a href="#">View File</a>

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

- 1. Solid waste management**
- Waste like plastic, metals, glass, cardboard, newspaper and stationery are systematically collected, segregated and transferred to our parent society for its recycling, while computer hardware, which is designated as e-waste, is transported to the Society's premises for centralized disposal.
  - Institute adopts paperless concept by digitization of office procedures through electronic means via WhatAppas , email and Microsoft Teams .
- 1. Liquid waste management**
- Because the institute lacks a scientific lab, liquid waste is minimal and consists primarily of excess water and normal drainage.



- Uniform distribution of water and best efficiency is adopted through sprinkler irrigation.

#### 1. E-waste waste management

- The majority of electronic devices are serviced on a regular basis to ensure efficient use by our lab technician, while the remainder is replaced under the supplier's buyback programme.
- If any elements are determined to be helpful in other systems, they are saved for later use. Electronic trash, such as scrap computers, is given to the KCE Society to be refurbished through an appropriate organization.

Waste recycling system- There is no system of Waste recycling in the Institute. However, there is rain water harvesting system.

Hazardous chemicals and radioactive waste management-.There is no hazardous waste generated at the Institute.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

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

A. Any 4 or all of the above

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

#### 7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

**1.Restricted entry of automobiles**

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

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

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

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

**A. Any 4 or all of the above**

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

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

**B. Any 3 of the above**

**Human assistance, reader, scribe, soft copies of reading material, screen reading**

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

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

The initiatives are to promote better education, economic upliftment of the needy and setting communal harmony.

- The Institute keeps into consideration the rural background of the students and their socio economic status, thus any activity on event conducted gives sufficient weightage to the above values.
- The Institute also considers the diversity of the student community and accordingly honors their sentiments, tradition and culture. Certain religious communities adhere to their customary dress which is duly accepted and permission is given to them to avoid wearing the formal dress code prescribed for all other students.
- The institute also keeps a record of the various types of student learning process and accordingly the different learning needs of students are met.
- Institute adopted "pokhari `village in Jalgaon district to conduct activities for their socio-economic development. Institute has conducted lectures in these villages for increasing their environmental and ethical awareness. Institute has conducted a free eye check up and medical camp for the benefit of villages. Special awareness campaign regarding covid-19 and precautions to be taken was also conducted.
- Blanket Distribution to needy people has been conducted in the area of Bhusawal to raise socio economic upliftment.

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

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

- The Institute organizes various programs from time to time for the promotion of Constitutional values, rights, duties, and responsibilities of citizens.
- The Institute celebrates Independence Day on the 15th of August every year. The day marks the importance of freedom, on this day, Flag hoisting ceremony is organized followed by recitation of the National Anthem. A prominent personality or a member from the college development council is invited to speak and share their thoughts on the occasion.
- Different cultural programs and events are performed which aim at highlighting the constitutional spirit of liberty equality justice and fraternity. Patriotic singing competition is held and participants render patriotic songs to spur the love for the motherland.
- Every year on 26th January, the Institute celebrates Republic Day in its campus with great gratification to honor the date on which the constitution of India came into effect. This day highlights the importance of constitution. Flag hoisting ceremony is organized followed by recitation of the National Anthem. A prominent personality or a member from the college development council is invited to speak and share their thoughts on the occasion
- The institute celebrates Constitutional Day every year on 26th November to commemorate the adaptation of the Constitution of India. The day highlights the efforts of the makers of constitution. The faculty and students take an oath on this day to ensure that constitutional values and rights are preserved for the betterment of the country.
- The Institute also celebrates Vijay Diwas to commemorate Indian victory in the Kargil war. Eminent guest from the armed services is invited to speak and share the experience of being a part of the Indian army.
- The Institute organizes a Blood Donation Camp every year on the death anniversary of the former Director of the institute

Dr Shyamkant Deshpande. Many teachers and students donate blood to ensure that precious lives are saved.

- Women's Day is celebrated to mark the achievements of women throughout the history.
- There is also a legal aid campaign for the girl students to make them aware about their fundamental rights and other rights in the society
- The Institute has displayed core values to be practiced by the students very prominently in the lounge, which constantly remind students to be moral and ethical.
- Postgraduate students have the Research methodology subject as a part of curriculum with the objective to acquaint with the ethics in research in connection with their contributionsociety.
- Guest lectures and workshops are arranged by eminent personalities to deliver lectures on ethics, values, duties, and responsibilities and on saving the environment. Ethical Values, rights, duties, and responsibilities of citizens.

Hence in this way, the institute ensures that the Constitutional values, rights, duties, and responsibilities of citizens are promoted and served.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://imr.ac.in/naacdocs/naac2021/719Values.pdf">https://imr.ac.in/naacdocs/naac2021/719Values.pdf</a>
Any other relevant information	Nil

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

**A. All of the above**

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

- Institute organizes the various activities to inculcate and nurture the principles like truth, righteous conducts. Love, non-violence and peace. Human values, National integration, communal harmony and social cohesion, Ecological consciousness,, Equality, Sacrifice, Dedication, Devotion, Struggle, Patriotism, Nationality, Social justice to inspire the faculty and students for meaningful life.
- The National and International commemorative days like Independence Day, Republic Day and Labor day, International Women's Day, world Economic Day activities are celebrated to stimulate various aspects of life among students. . These activities bind the people of different cultures and religions into a bond of unity.
- Apart from this the Institute celebrates birth and death anniversaries of famous personalities such as Dr.Sarvepalli Radhakrishnan, Mahatma Gandhi, Kaviyatri Bahinabai, Swami Vivekananda and ChatrapathiShivajiMaharaj, Dr. B. R. Ambedkar. These celebrations help inspire the students about the sacrifices and contribution of these great leaders towards nation building, social justice and social reforms.

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



## 7.2 - Best Practices

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

### Best Practice 1 - E-Governance Initiatives

1. Title of the practice: SHSS - This is an initiative taken by the management of the Institute to encourage working from home and not expose the students and faculty to the deadly coronavirus,
2. Goal: The goal of this initiative is to ensure smooth and efficient running of the academic, curricular and extra-curricular activities, without any disturbance to student and faculty participation.
3. The Context: The onset of Covid 19 early March 2020 receiving orders to shut physical operations from the 20th of March.
4. The Practice:

1. Establishing an ideal platform:. The Institute procured an official version of Microsoft Teams software, and issued Login and Passwords for each and every student.
2. Creating Teams: Each faculty member created a team of his concerned subject adding all the students of the course for participation.

1. Evidence of success:The students have totally accepted the practice, with great enthusiasm, and have given excellent patronage to the service.
2. Problems encountered and Resources required: The challenge involved creating login IDs and Passwords for each and every student of all the courses,

### Best Practice 2 - Abhyas

Abhyas: A knowledge based practice to improve the students' quest for answers to their overall development.

1. Title of the Practice - Abhyas: The practice comprises of five major activities namely- Granth Pradarshan, Book Review, Readers Club, Writers Club, A display shelf on 'Books-Must Read'

2. Goal

The goal of the project is to ensure students to refer to the traditional means of learning in place of the current trend of



finding everything on google and the cell phones. T

### 3. The Context

It is observed that the student community have almost forgotten the need to refer the hard copies of books either for general reading or for their academic reference.

### 4. The Practice

a. Granth Pradarshan: Reputed publishers and distributors of the region are encouraged to display copies of latest arrivals, bestselling titles (fiction and non-fiction), and academic books.

b. Book Reviews: this is an exercise given to the management students wherein the students are given books on both fiction and non-fiction including autobiographies.

c. Readers club: Students are encouraged to form a group of members who are interested in reading and their common interests are shared in the forum.

d. Writers Club: Students who believe in expressing their ideas and feelings are encouraged to put them in the form of comprehensions, short stories, articles and poems.

e. Books-Must Read: A huge display shelf is created in the lobby of the institute to high light on motivational & inspirational books, spiritual books and Autobiographies of eminent personalities.

### 5. Evidence of Success

The Students who are actively involved in initiating and participating in above activities have developed an inclination towards academics and its importance it has also led to significant contributions to our annual publications 'Vyavasthapan'

### 6. Problems Encountered and Resources Required

The activity does not involve huge budgetary requirements as it is voluntary in nature and students participate with a lot of enthusiasm. I

File Description	Documents
Best practices in the Institutional website	<a href="https://imr.ac.in/naacdocs/naac2021/721BestPractices.pdf">https://imr.ac.in/naacdocs/naac2021/721BestPractices.pdf</a>
Any other relevant information	Nil

### 7.3 - Institutional Distinctiveness

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

The Institute has established an ERP system that incorporates all administrative and teaching learning process procedures. Session plan, student attendance, provision for uploading study content, video lectures, and online submission of assignments are all included in the ERP, as well as administrative components such as employee biometric timing details, leave application, and leave sanctioning online.

The traditional chalk-and-talk teaching method has been displaced by state of the art computerized PowerPoint and digital presentations. NPTEL video lectures of famous teachers from prestigious national institutions are shown.

Faculty at the institute urge students to produce creative multimedia content as assignments to present in class as part of the interactive teaching process. During the academic year 2021-22, the institute purchased an official version of Microsoft Teams software to enable all academic activities to be conducted online as well as offline.

The Institute also organizes international conferences, webinars, and training programmes for students and professors via the internet. The institute has installed a 50" LCD TV with Tata Sky connection in order to instill the habit of staying up to date with current events. The television is tuned to national and international news networks, as well as some business channels, to keep up with the latest news and events in the country and around the world, this exercise has also shown a lot of improvement in the student's ability to communicate in English.

The institute also provides free copies of Economic Times to MBA students in order to encourage them to be informed about the current industry situation.

Every year in the month of March, eminent chartered accountants hold an interactive session on budget to help students grasp the economic survey and tax consequences of the new revisions.

Our institute's students have access to the society's integrated sports complex, which includes facilities for both indoor and outdoor activities and sports, as well as an Olympic-size swimming pool.

The institute equally cares about the society around apart from the direct stake holders. It conducts several programs of social relevance and invites the community around to participate. The most recent activity of the institute being a special vaccination drive in order to mitigate the effects of the deadly pandemic covid-19.

The institute regularly organizes programs for the benefit of girl students such as sessions on self defence, Yuvati Sabha, Health awareness lectures by Doctors. Apart from this Eye-check-up, camp, blood donation camp is regularly conducted. The senior police officials of the district visit the campus and appraise the girl students and other students about various safety measures to be taken.

There is also a legal aid campaign for the girl students to make them aware about their fundamental rights and other rights in the society.

The institute is a pioneer in organizing and participating in various cultural activities, including Theatre and art. The number of awards received by the institute and displayed prominently in the lounge is a testimony to the efforts put in by the faculty.

The institute also boasts of a MOU with Make-intern Corporation, and is a zonal center, which conducts workshops on topics ranging from Personal branding to E-business by reputed trainers affiliated to the Indian Institute of Management (IIMs). The meritorious students selected get an opportunity to present their Business Plans in the International Business plan competition conducted at any of the IIMs across India. The students of the institute have been awarded First place in such competition at IIM-Kozhikode in the year 2019.

The institute celebrates the birth and death anniversaries of famous personalities and organizes programs related to the occasion. The majority of the students are from rural background and hence the platform provided by the institute serves as a mantle in the success of the student.

The institute's campus is under the security surveillance 24 x 7, and hence the students and faculty feel safe. The mentoring program of the institute also helps students overcome their weaknesses and discuss openly with the friendly faculty who are the mentors. The mentors take all efforts to ensure that the students' issues are duly addressed and are satisfied with the solutions provided.

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

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

1. It is proposed to establish MOU's, related to Resource sharing, establish MOU's with reputed organizations at a global level for placement. Program and course exchange opportunities
2. Introduction of job oriented skill based Programs
3. It is proposed to identify activities which reflect social responsibility, inculcate a sense of patriotism
4. It is proposed to encourage such faculty to attend international Seminars / conferences / workshops in addition to extending a facility to attend academic related events abroad.
5. Offer consultancy services to local Industries, Entrepreneurs, and thereby focus on obtaining clientele from various places across India.
6. Upgradation of infrastructural facilities.
7. NBA accreditation of MBA program.
8. Reaccreditation of NAAC for grade improvement .