YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1.Name of the Institution Rajeev Gandhi College of Management Studies

- Name of the Head of the institution Dr. Dinesh Gabhane

- Designation Professor

- Does the institution function from its own campus? Yes

- Phone no./Alternate phone no. 9967759617

- Mobile no 8976583396

- Registered e-mail director@rgcms.edu.in

- Alternate e-mail naac@rgcms.edu.in

- Address Plot-1, Sector-8, Ghansoli

- City/Town Navi Mumbai

- State/UT Maharashtra

- Pin Code 400701

2.Institutional status

- Affiliated /Constituent Affiliated

- Type of Institution Co-education

- Location Urban

- Financial Status **Self-financing**

- Name of the Affiliating University **Mumbai University**

- Name of the IQAC Coordinator **Dr. Radhika Wadhera**

- Phone No. **9967759617**

- Alternate phone No. **8976583396**

- Mobile **9967759617**

- IQAC e-mail address **iqac@rgcms.edu.in**

- Alternate Email address **radhikawadhera@rgcms.edu.in**

3.Website address (Web link of the AQAR (Previous Academic Year) — https://www.rgcms.edu.in/about-us/accreditation-and-affiliation/

4.Whether Academic Calendar prepared during the year? — **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: — https://www.rgcms.edu.in/wp-content/uploads/2024/Academic-Calendar-22-23.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**A**	**3.17**	**2022-2023**	**07/02/2023**	**07/02/2028**

6.Date of Establishment of IQAC — **01/07/2016**

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

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

8.Whether composition of IQAC as per latest NAAC guidelines — **Yes**

- Upload latest notification of formation of IQAC — View File

9.No. of IQAC meetings held during the year   **6**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?   **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report   No File Uploaded

10.Whether IQAC received funding from any of the funding agency to support its activities during the year?   **No**

- If yes, mention the amount

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

1. College was Awarded NAAC "A" grade. NAAC efforts was lead by IQAC

2. Various MoU's were signed in Academic year 2022-2023

3. RGCMS Alumni was registered as "Trust" under BPT Act of 1950 and as "Society" under Societies Act of 1860 on 21 September 2022

4. RGCMS attracted highest package of 8.70 LPA

5. To encourage Research culture – Virtual National Conference on "Future Trends in Business management: Challenges and sustainability" was jointly organized successfully with MGMIMSR(Mahatma Gandhi Mission Institute of Management Studies and Research)

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

Plan of Action	Achievements/Outcomes
1. Training in corporate by faculty members	Training amounting to Rs 1,50,000 was conducted by Faculty members
2. Students' publications to encourage Research culture	40 Student Research Papers in pipeline for publication in peer reviewed journal
3. Involvement of industry professional as members of various academic bodies	Industry Representative & Alumni as members of APRC and T&P committee
4. Non- Teaching soft skills Training	Training from 2 Professionals organized for Non-Teaching staff

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

- Name of the statutory body

Name	Date of meeting(s)
Governing Body	15/01/2024

14.Whether institutional data submitted to AISHE

Part A
Data of the Institution

1.Name of the Institution	Rajeev Gandhi College of Management Studies
• Name of the Head of the institution	Dr. Dinesh Gabhane
• Designation	Professor
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	9967759617
• Mobile no	8976583396
• Registered e-mail	director@rgcms.edu.in
• Alternate e-mail	naac@rgcms.edu.in
• Address	Plot-1, Sector-8, Ghansoli
• City/Town	Navi Mumbai
• State/UT	Maharashtra
• Pin Code	400701

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• Type of Institution	Co-education
• Location	Urban
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• Name of the Affiliating University	Mumbai University
• Name of the IQAC Coordinator	Dr. Radhika Wadhera
• Phone No.	9967759617

• Alternate phone No.	**8976583396**
• Mobile	**9967759617**
• IQAC e-mail address	**iqac@rgcms.edu.in**
• Alternate Email address	**radhikawadhera@rgcms.edu.in**
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• if yes, whether it is uploaded in the Institutional website Web link:	https://www.rgcms.edu.in/wp-content/uploads/2024/Academic-Calendar-22-23.pdf

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

- Name of the statutory body

Name	Date of meeting(s)
Governing Body	**15/01/2024**

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2024	**25/01/2024**

15.Multidisciplinary / interdisciplinary

The Vision of National Education Policy, to provide high quality education to develop human resources in our nation as global citizens, is well taken. A discussion among the faculty members was initiated on the key principles of NEP such as diversity for all curriculum and pedagogy with technological innovations in teaching and learning, encouraging logical decision making and innovation, critical thinking and creativity. In view of the NEP, academic programmes may be redesigned to include Multidisciplinary / Interdisciplinary courses as electives so that students get maximum flexibility to choose elective courses offered by other Departments. It can be said that the University is proactively working towards implementation of the suggestions given in the NEP.

16.Academic bank of credits (ABC):

Under the university, the institute will also offer an online repository for all academic awards under the Digital India Program. Our Institute is working towards the nad.digitallocker.gov.in platform in which the National Academic Bank of Credits (ABC) portal will be integrated. The institute is already following a choice-based credit system for all of its programs and will follow the process related to the ABC as directed by the Academic Council of University of Mumbai. The institute facilitated students to register in the ABC portal as of 2022-23.

17.Skill development:

Institute focuses on skill development of students and has

introduced various Value Added Courses to enhance student employability as per the industry's current human resources requirements. These programs are designed and delivered based on formal and informal feedback from employers as well as need assessment of the students.

Various skill enhancement programs like Advanced Excel, Digital Marketing, French Language, Universal Human Values etc were conducted based on the feedback and need assessment

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

The institute is of the opinion that the inclusion of knowledge from ancient India to modern India will clear the sense of India's future aspiration about education, health, and the environment. RGCMS also promotes learning of Indian Culture through various extra curricular activities such as cultural programs and celebration of Indian traditional functions (Navratri, Holi etc)

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

The institute has implemented outcome-based education with clearly stated Program Outcomes, Program Specific Outcomes, and Course Outcomes. All courses are designed with outcomes based on cognitive abilities namely Remembering, Understanding, Applying, Analysing, Evaluating, and Creating.

All Courses are evaluated based on Course Outcomes. Lesson plan, assessment strategy are all based on Course Outcomes. Students performance are evaluated through direct and indirect attainment as per course outcomes. These attainments are compared with the target which are set for the course. Gaps are identified and action plans are implemented to address the Gap.

Course Outcomes are then used to calculate Program Outcomes attainment based on the mapping strength for the entire program. Gaps in Program attainment based on set target are identified and actioned upon.

20.Distance education/online education:

Due to Covid -19 pandemic, educational institutions in the country have increasingly evolved in using digital platforms for engaging classes, conducting conferences and meetings. Due to the experience gained during the closure period of Covid-19, access to online resources by educators and students will not be a

constraint anymore. Institute has successfully imparted all its course content delivery in online mode during the Pandemic (COVID-19) and also conducted online examinations successfully. This practice has been in continunance since and studnets are provided with online teahcing material and make up lectures are conducted as and when needed on Google Classroom and Google Meet.

Extended Profile

1.Programme

1.1	**58**
Number of courses offered by the institution across all programs during the year	

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

2.Student

2.1	**123**
Number of students during the year	

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

2.2	**96**
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

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

2.3	**111**
Number of outgoing/ final year students during the year	

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

3.Academic

3.1	**13**

Number of full time teachers during the year	

File Description	Documents
Data Template	View File

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

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**5**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**8,750,444**
4.3 Total number of computers on campus for academic purposes	**100**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

RGCMS, affiliated with the University of Mumbai, adheres to the university's prescribed syllabi. The Academic Performance and Review Committee (APRC) establishes an annual Academic Calendar outlining major events, timelines, and activities. Faculty receives course allotments at each semester's outset, determined by the Director in consultation with faculty based on cadre and specialization. Faculty flexibility is encouraged in lesson planning, submitted in a prescribed format, allowing varied pedagogical approaches and cognition levels. Course Outcomes are derived from lesson plans and cognition matrices, subject to APRC approval and subsequent dissemination to students through the website and Google Classroom. Semester timetables are created based on Mumbai University's hourly requirements for each subject.

Eminent figures from academia and industry contribute through guest lectures, emphasizing practical industry insights. Student feedback on teaching is collected online, providing faculty with constructive insights. Continuous internal assessment follows the university's guidelines, with assessments aligned to Course Outcomes for eventual calculation of CO Attainment. This systematic approach ensures effective course delivery and quality maintenance.

File Description	Documents
Upload relevant supporting document	**No File Uploaded**
Link for Additional information	https://www.rgcms.edu.in/wp-content/uploads/2024/AQAR/AQAR_2023_CR_1.1.1.pdf

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

The academic calendar is a crucial schedule encompassing key events for an academic year, aiding students, faculty, and staff in staying organized. The planning process involves: i) Director's approval of listed vacations, aligning with university holidays. ii) APRC collaboration with the examination committee to determine term dates and Internal & end term exam schedules, ensuring compliance with the university calendar. iii) Faculty addresses syllabus gaps from the prior year, planning expert lectures to enhance course outcomes. iv) The institute identifies and addresses curriculum gaps, aligning short-term courses to bridge program outcome quality gaps. v) Committee coordinators submit preplanned events. vi) APRC reviews dates, avoiding overlaps and clashes with exams. vii) APRC compiles all dates into the Academic Calendar Template. viii) Director and College Development Committee approve the calendar, with the Director having authority for unavoidable deviations. ix) The approved calendar is shared on the college website. x) The calendar is disseminated to faculty, staff, and coordinators for easy access and updates. xi) Deviations are noted and analyzed for continuous improvement at the academic year-end

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	**Nil**

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	**C. Any 2 of the above**

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

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

16

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	**No File Uploaded**
Institutional data in prescribed format (Data Template)	View File

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

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data

requirement for year: (As per Data Template)

4

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

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

114

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

RGCMS adheres to the University of Mumbai's curriculum, actively incorporating cross-cutting themes like gender sensitivity, environmental sustainability, human values, and professional ethics. Awareness programs, including seminars, workshops, discussions, and student-driven activities, are conducted to address these issues.

- **Gender Sensitization: The institute promotes gender sensitivity through the Women's Development Cell, ensuring a safe environment. Guest talks, International Women's Day celebrations, and an Internal Complaint Committee address issues related to women at the workplace.**
- **Environment and Sustainability: RGCMS emphasizes sustainability skills and environmental awareness through activities like tree plantation drives, Swachch Bharat Abhiyan, and study tours exposing students to sustainable business practices.**

- **Human Values: Courses such as Personal Effectiveness and Effective Management Communication instill values, aiming to shape students into responsible corporate citizens. Faculty attends Universal Human Value training sessions organized by AICTE & impart the same as a value added program.**
- **Professional Ethics: Regular interactions with professionals from diverse fields sensitize students to professional ethics. In response to recent ethical concerns, the institute plans to implement a plagiarism policy, ensuring project authenticity through software checks.**

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.	View File

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

27

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

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

111

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	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	View File
Any additional information	No File Uploaded

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	View File
URL for feedback report	Nil

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

123

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

48

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners Actions taken for Advanced learners: – They are encouraged to publish papers and participate in seminars, workshops, and conferences. – They are encouraged to take up certification courses and are also offered certification courses. – Challenging tasks are given by the faculty to the bright students to prepare them to score well in the external exams. Actions taken for Slow learners: – The students who are weak in English due to their regional medium of instructions in their graduation are provided with language lab facilities & are encouraged to use the same for their betterment thereby helping them develop the confidence to do well. – Regular mentoring is given by their mentors to help these students to overcome their personal and professional challenges. – Tutorial classes are mandated for the slow learners. – The attendance of these students is monitored, and they are encouraged to be regular in their classes that will help them in maintaining the continuity with the course.

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

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

Number of Students	Number of Teachers
234	**13**

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

RGCMS employs outcome-based, learner-centric active teaching strategies, adaptable to course goals. Techniques include: Experiential Learning: Students engage in internships, academic projects, and live projects for two semesters. Presentation of assimilated knowledge fosters critical thinking, creativity, and communication skills. Industry Visit Study Tours: Visits to industries expose students to real-world work environments and processes. Interaction with managers enhances concept clarity and provides career insights. Study tour reports contribute to knowledge assimilation. Presentation Skills: Students prepare individual or group presentations on specific topics. Common presentation activities cover current topics, trends, and innovation, improving public speaking skills. Role Play: Role-playing scenarios develop critical, logical, and analytical thinking. Encourages introverted students to express themselves. Participative Learning: Group discussions ensure active student contribution, shaping analytical abilities and communication skills. Problem-solving through multidisciplinary case studies bridges the gap between theory and practice. ICT Integration: Wi-Fi-enabled institute with a 100 Mbps internet connection facilitates access to e-resources. Four ICT-enabled classrooms/tutorials use projectors, PCs, and visual aids for engaging lecture delivery. G-suite management serves as an LMS, supporting assignments and course material dissemination. Interactive sessions incorporate videos, animations, software

demonstrations, enhancing engagement. Online databases and research tools provide easy access to relevant literature for students and faculty.

File Description	Documents
Upload any additional information	View File
Link for additional information	**Nil**

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

At RGCMS Google classroom is used for the access of the course material and for submission of assignments. G-suite management serves as an LMS for record keeping & dissemination purpose Wi-Fi-enabled institute with a 100 Mbps internet connection facilitates access to e-resources. In the classroom projector with Wifi is used for teaching and making session more interactive. Interactive sessions incorporate videos, animations, software demonstrations, enhancing engagement. Online databases and research tools provide students and faculty with easy access to relevant literature, fostering a research-oriented academic environment.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	**No File Uploaded**

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

2.3.3.1 - Number of mentors

13

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

13

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	**No File Uploaded**
List of the faculty members authenticated by the Head of HEI	View File

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

3

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

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

2.4.3.1 - Total experience of full-time teachers

54

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

Students are informed about the evaluation process – 60%:40% pattern of Examination during orientation program – 60% weightage (60 marks) Semester End Examination (SEE) and 40% weightage (40 marks) Continuous Internal Evaluation (CIE).

Different criteria for Continuous Internal Evaluation (CIE) are also communicated to the students during orientation program.

1. All the respective subject faculty members communicate the students about their respective Continuous Internal Evaluation (CIE) assessments and Course Outcomes (COs) during their first session.
2. The Continuous Internal Evaluation (CIE) tools comprise of:
   1. Attendance and classroom participation – 10 marks compulsory
   2. Minimum 3 criteria to be picked from below list:
      - Internal Test (Minimum 1)
      - Group Presentations
      - Role Plays
      - Assignments
      - Case Studies
      - Quizzes
      - Projects
3. Internal Test 1 is conducted after completion of atleast 30% syllabus.
4. Google Classroom is widely used for conduction of Continuous Internal Evaluation (CIE).
5. Semester End Examination (SEE) is conducted at the end of semester consisting of 60 marks.
6. All the course outcomes are mapped in the Semester End Examination (SEE) Question Paper.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	**Nil**

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

If a student is not satisfied and has grievance with marks allotted to him/her, he/she approaches exam head and discuss the problem. The Examination Head, after verifying the facts ask the students to give in writing areas where he/she feels that he/she deserve more marks. Concerned faculty re-counts and re-verifies answer. Any rectification in marks is communicated to student. Examination committee tries to resolve issues within a reasonable time period.

In the matter of grievance related to the hall ticket, mark sheet like printing of wrong name, the Examination Committee immediately investigates the matter and takes necessary actions. In the case of re-verification or re-counting of University of Mumbai result, the University of Mumbai needs to be contacted, a standard fee is collected by the University of Mumbai. Upon receiving the fee, the college in-charge follows the issue with University of Mumbai till it is resolved. The University of Mumbai then re-evaluates the student's performance and communicates their decision. All grievances are, therefore, solved with utmost care to the student's satisfaction. This procedure (SoP) is documented in Examination SoP document and is available to students on internal google drive as well as website.

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

Dissemination through Display:

Course Outcome statements, Program outcome statements, Program

Educational Objectives (PEOs), , Program Specific Outcomes (PSOs) along with Vision & Mission statements are displayed on the institute website and around places like campus Corridor, Classrooms, Library, Director's cabin etc.

Course Outcome statements are even posted on respective Google classrooms for easy referral for students while studying.

Communication Mechanism:

The course outcomes are framed by the respective faculty members. The course outcomes thus framed are based on levels of knowledge and level of cognition taken from Bloom's taxonomy.

All the faculty members maintain course outcomes in their course files.

Whereas the Course Outcomes are discussed by faculty members in the respective classrooms during the introductory lectures of respective Subject /Course.

Later; on initiation of every module/unit faculty members ascertain the students' perspective along with the course outcomes

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

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

Method of Measuring PO, PSO, and CO Attainment: The attainment of various outcomes like Course Outcomes, Program Outcomes, Program Specific Outcomes are carried out in four stages namely: Planning, Implementation, Evaluation and Action Taken.

1. Planning:

Various outcomes are defined and a correlation is established between outcomes and tools used. A mapping matrix is prepared in this regard to syllabus, CO, PO and PSO in the program for all courses offered under MMS program.

2. Implementation:

At course levels faculty members use different direct assessment tools like Class Tests, Assignments, Presentations, Case studies , Projects etc., for the evaluation of Course Outcomes (COs). POs and PSOs are evaluated based on Course Outcome Attainment & CO-PO mapping strength.

Indirect assessment tools like course exit surveys at course levels whereas at program level feedback from program exit surveys, various value added programs & guest lectures etc.

3. Evaluation:

Attainment of all outcomes are calculated and compared with Target level of attainment for COs, POs, PSOs

4. Action Taken:

If attainment calculated for respective COs, POs & PSOs exceeds targets; targets are increased for next batch

& in vice versa situation the target level remains same for next batch in case of deviation; necessary corrective actions like arranging expert lectures, more tutorials etc. are initiated to improve the outcome as per expectations.

File Description	Documents
Upload any additional information	View File
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

68

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	*View File*
Upload any additional information	*View File*
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://www.rgcms.edu.in/wp-content/uploads/2024/AQAR/AQAR_2023_CR_2.7.1.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)

–

File Description	Documents
Any additional information	**No File Uploaded**
e-copies of the grant award letters for sponsored research projects /endowments	**No File Uploaded**
List of endowments / projects with details of grants(Data Template)	**No File Uploaded**

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

1

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

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

3.2 - Innovation Ecosystem

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

Research and Development Committee and Entrepreneurship committee has been constituted to create conducive ambience, infrastructure, resources, confidence for enhancement of the capability of students and teachers in research and innovations. Institute has applied for ISSN No. These committee conduct various activities to nurture and nourish youth's minds. This helps students to understand various problems and enables them to resolve the same.The academic calendar is prepared at the beginning of every academic year for effective planning of students and / or faculty members. The college also takes efforts to create research awareness among the students. Various research activities are organized in the college to inculcate research culture and increase research aptitude among the students. The college has introduced many Short Term Value Added Programs / Certificate Courses for enhancement of the skills and employability of the students. Student Development programs are arranged by institute wherein students prepare & present on Topics like – "Google Form-A

digital data collection tool", "Designing effective PowerPoint presentation". Entrepreneurs are calledas Guest speakers to create an ecosystem of innovation and incubation. Libraries are well equipped with resources to cater to research activities. College is a registered IIC member and conducts all activities as per IIC guidelines.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.rgcms.edu.in/placements/entrepreneurship/events/

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

57

File Description	Documents
Report of the event	View File
Any additional information	**No File Uploaded**
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

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

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

2

File Description	Documents
URL to the research page on HEI website	https://www.rgcms.edu.in/academics/research-and-publication/
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	**No File Uploaded**

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

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

8

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

3

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

In view of its social accountability, the institute, through Student Body committee, has made efforts to sensitize its faculty

and students about their social responsibilities through their participation in several direct or indirect activities associated with relevantsocial issues. The institute, since its inception over the period, has developed a sense of responsibility and culture which promotes holistic development of the students by engaging them in various activities. This leads to development of social responsibility and concern towards healthcare and community services.

Major extension activities undertaken in the year 2022-23 are: Organ & Skin donation awareness camp, Thalassemia awareness seminar & testing camp, Organ Donation Seminar, Swatch Bharat Abhiyan activities, Unnat Bharat Abhiyan program, 'Walk for Soil' Awareness event, Meditation way to distress seminar, Road safety awareness program, gender sensitization webinar, etc. The institute ensures the students' involvement in various social movements / activities that promote citizenship roles through continuous monitoring.

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

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

3

File Description	Documents
Any additional information	**No File Uploaded**
Number of awards for extension activities in last 5 year (Data Template)	[View File](#)
e-copy of the award letters	[View File](#)

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

3

File Description	Documents
Reports of the event organized	View File
Any additional information	**No File Uploaded**
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

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

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

221

File Description	Documents
Report of the event	**No File Uploaded**
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

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

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

3

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

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

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

7

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

Rajeev Gandhi College of Management Studies (RGCMS) is located at Ghansoli, Navi Mumbai with 3.5 Acres land including built up area of 1986 Sq. Mtr. to provide state of art infrastructure and learning resources.

The Infrastructure Facilities provided are as follows

- **4 CLASSROOMS / TUTORIAL ROOMS**
- **LIBRARY AND READING ROOM**
- **TUTORIAL ROOM**
- **COMPUTER CENTRE**
- **MULTIPURPOSE HALL**

- **CAFETERIA**
- **GIRLS COMMON ROOM**
- **EXAM CONTROL ROOM**
- **FACULTY ENCLAVE**
- **DEPARTMENT OFFICE**
- **BOARD ROOM**
- **BOYS COMMON ROOM**
- **DIRECTOR ROOM**
- **PLACEMENT OFFICE**
- **OFFICE AND ACCOUNTS**
- **AUDITORIUM**
- **SEMINAR HALL**

– Class rooms are equipped with whiteboards, notice boards, air conditioning, and latest presentation tools. Classrooms offer recording facilities, backup supply, and comfortable seating arrangements.

– The entire campus is Wi-Fi enabled.

Following Computing Equipments are available to aid teaching learning

- **Number of Desktops : 100Nos**
- **No of Laptops: 01**
- **No of Printers : 07**
- **Scanners : 02**
- **LCD Projector: 06**
- **Internet Bandwidth : 100 MBPS**

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

Institute believes that outdoor play keeps students active and can boost their physical stamina and fitness.Playing outdoor games inculcates team spirit, sportsmanship, fair play, leadership qualities, etc. There is dedicated ground for playing cricket and

football within the campus. Students are even encouraged to play Lawn Tennis and Basketball at YCEMS, Koparkhairne campus.Members of Students' Body organizes various cultural activities as per dates proposed in "Academic Members of StudentsBody" organizes various cultural activities as per dates proposed in Academic Calendar. It provides the platform for students to show their talent in on-stage activities like Dance, Singing, Drama etc. Institute promote students to participate in Intercollegiate, Intra-collegiate, University, State and National level cultural competition every year. The Institute has a dedicated common area for playing indoor games equipped with Chess, Carrom, Ludo and Table Tennis.

File Description	Documents
Upload any additional information	View File
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.

5

File Description	Documents
Upload any additional information	View File
Paste link for additional information	**Nil**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

8,750,444.00

File Description	Documents
Upload any additional information	**No File Uploaded**
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

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

Library Management System Institute library is automated with (LMS) E- Granthalaya Software, version 3.0. E- Granthalaya is a database administration module designed and developed by NIC for automation & development of Indian libraries. The software provides Online Public Access Catalog (OPAC) used to locate books from library collection by Title, Author, Publisher and Accession Number. The software is featured with the following 6 modules to facilitate all the essential functions of the library in a computerized environment. • Acquisition • Catalogue • Circulation • OPAC • Serials controls • Administration

File Description	Documents
Upload any additional information	View File
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	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals

during the year (INR in Lakhs)

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

88071

File Description	Documents
Any additional information	View File
Audited statements of accounts	**No File Uploaded**
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

35

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

Computational Facilities – Summary

- **Desktops = 100 Nos**
- **Laptops = 1 Nos**
- **Printers = 7 Nos**
- **Scanners = 2 Nos**
- **LCD Projectors = 6 Nos**
- **Network Switches = 8 Nos**
- **Internet Bandwidthc = 100 MBPS**

All IT infrastructure is maintained and updated regulary by Lab Assistant. Any repair work (minor or major) is performed after proper approvals. Old instruments are discarded as per E-Waste policy and replaced with new, as and when needed.

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

4.3.2 - Number of Computers

100

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

4.3.3 - Bandwidth of internet connection in the Institution	**A. ? 50MBPS**

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

61,94,627.69

File Description	Documents
Upload any additional information	**No File Uploaded**
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

Organization structure of RGCMS is set up to facilitate how activities such as tasks allocation, coordination and supervision are directed towards the achievement of organization goals.

Matrix organisation of RGCMS is designed to be agile with clearly defined policies and standard operating process.

Policies and Procedures are drafted by IQAC as part of internalization of quality processes and also audited for intended execution. IQAC periodically takes feedback from all the stake holders and updatesthis document as and when needed.

IQAC has representation of various stake holders (Management, teaching staff, non-teaching staff, alumni, industry experts etc) to get a wider and deeper perspective of policy implication.

RGCMS Policies and Procedure document is published on website as well as on Google Drive for ready reference and access

There are established system andSoPs (Procedures) for following

- Research & Development Policies and SOP
- Academic Performance and Review
- IQAC Policies and SOP
- Examination
- Office and Administration
- Library Polices and SOP
- Laboratory Policies and SOP
- Admission Policies and SOP
- Digital Media / IT Services
- Industry Visits
- Student Welfare Policy and SOP
- Student Body
- Alumni Association Rules and regulations
- Women Development Cell
- Infrastructure Maintenance
- Grievance Redressal

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://www.rgcms.edu.in/wp-content/uploads/2024/RGCMS-Policies-and-SOP-Final.pdf

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

124

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

37

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	**A. All of the above**

File Description	Documents
Link to Institutional website	**Nil**
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

123

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

123

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

5.1.5 - The Institution has a transparent mechanism for timely redressal of student	**A. All of the above**

grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	**No File Uploaded**
Details of student grievances including sexual harassment and ragging cases	**No File Uploaded**

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

65

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

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

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of student progression to higher education	**No File Uploaded**

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

34

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

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.

1

File Description	Documents
e-copies of award letters and certificates	View File
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)	View File

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

To facilitate and support the all-round development of students, RGCMS offers different platforms through multiple academic and non-academic events where students bring forth their talents and prove their managerial skills. Students are encouraged to participate in all events to improve their leadership skills.

Student body plays an important role in coordinating and organizing management, academic, technical and other events.

Students are encouraged to conceptualize, coordinate, and manage different activities at the institute, as well as take responsibility for the execution. All these activities help them to sharpen their leadership, coordination, managerial skills and improve their decision-making capabilities and team building skills that leads to holistic development. These events are designed to help students build on industry interaction, learn from practitioners, get contemporary insights on corporate happenings and enhance their organizational and management skills.

All the committees of RGCMS have student members who are part of Student Body to facilitate organization and communication.

File Description	Documents
Paste link for additional information	https://www.rgcms.edu.in/wp-content/uploads/2024/AQAR/AQAR_2023_CR_5.3.2.pdf
Upload any additional information	**No File Uploaded**

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

12

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

5.4 - Alumni Engagement

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

Alumni's are part of RGCMS Committees like Co, Academic Planning and Review Committee IQAC and Training and Placement committee. As a part of Academic Performance & Review Committee, Alumni helps institution to get in touch with industry perspective. Alumni plays an important role selection of Value added courses and take expert sessions wherever course gap is identified as part of RGCMS Curricula enrichment involvement. Alumni involvement in IQAC brings a perfect blend of industry perspective as well as students perspective to implement quality initiatives. Alumni being a part of Training and Placement committee helps channelize employment and training opportunities to RGCMS students.The Alumni also engage in various activities that groom students for the placement processes. They include alumni conducting training sessions and mock GDs and PI's based on their domain knowledge and expertise. These help the students to gain a practical experience of the processes and work on enhancing their skills and improving focus areas for the final placement preparation. They also prepare students through Sectoral briefing and interacting with students and guiding them about the different job profiles available in that sector

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

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

File Description	Documents
Upload any additional information	**No File Uploaded**

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

The objective of RGCMS Governance is to improve service delivery, stakeholder participation in decision making process making institution accountable, transparent and effective. This is achieved through well-defined organization structure with Committed leadership. The culture is People focused with emphasis on flexibility, high collaboration, decentralization.

Most of the work and activities are delegated to committees who report directly to Director. These committees have roles and responsibilities with adequate financial powers to aid execution. The committees present annual reports based on activities conducted throughout the Academic year. After analyzing reports, IQAC prepares comprehensive Institution's Annual Performance report. This report is presented to CDC and Governing Body who determine how institute is functioning as per the Strategic Plan for further action

The highest policy making committee is Governing Body which is entrusted with monitoring of academic and administrative functions. It is responsible for final approval of the budgets, staff selection, policy updates and provides leadership and makes sure that institute is functioning as per the set vision and mission.

College Development Committee takes care of planning, sanctioning,

**monitoring and evaluating academic and administrative wings'
working.**

**The college governance attains the vision and mission through
Strategic Plan document.**

File Description	Documents
Paste link for additional information	https://www.rgcms.edu.in/wp-content/uploads/2024/Committee-Manual-Final.pdf
Upload any additional information	**No File Uploaded**

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

**Organization structure of RGCMS is set up to facilitate how
activities such as tasks allocation, coordination and supervision
are directed towards the achievement of organization goals. RGCMS
organization structure facilitates better cooperation, flexibility
and decentralization to provide best of the strategic management
alignment. The institute has well defined processes and Policies
to promote efficiency and reduce ambiguity. Most of the work and
activities (academic, administrative, co-curricular etc.) are
delegated to committees who report directly to Director. These
committees have clear mandates and roles and responsibilities with
adequate financial powers to aid execution. There is staff,
students and various other stakeholders like alumni, parents,
industrialists etc. participation in the committees, thus
promoting participative decision making. This results in
accountability, transparency, responsiveness and participation in
governance. For financial matters the Director and various
committees hold the responsibility of management and monitoring.
In all these matters, there is adequate representation of the
teaching and the non-teaching staff, and in some cases, of
students and alumni. The planning and decision making at all
levels is collective and collaborative. The teaching staff also
contributes to various administrative responsibilities. The
committee coordinators of various committees take the
responsibility of the activities and manage their affairs.**

File Description	Documents
Paste link for additional information	https://www.rgcms.edu.in/wp-content/uploads/2024/Committee-Manual-Final.pdf
Upload any additional information	**No File Uploaded**

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

One area of RGCMS distinctiveness is "Planning, Execution and monitoring of overall Institution performance, as per its vision, mission, core values and Focus Areas in an organized, systematic way through transparent roadmaps and feedback systems."

This is achieved through comprehensive 5 year "Strategic Plan" which was drafted by Strategic Planning and Accountability Task Force and approved by Governing Body.

The Strategic Plan provides a comprehensive road map that will lead the college forward for the next five years—serving as a blueprint for our future, supporting the college Vision, mission and values. Strategic Plan consists of aspirations (Institutional Goals — IG) of the leadership team for the institute categorized in various Focus / Thrust areas or Themes (FA). In-order to achieve the Institutional Goals (IG), they are further subdivided in Objectives which can be tracked by their Planning (P), Implementation (I) and Monitoring (M) Phases year over year.

Thrust Areas (FAs) to achieve its vision and mission, are as follows

Academic excellence;Institutional Effectiveness;College Relations Employment, Innovation and Entrepreneurship;Student Support and Holistic Growth

Every year all the activities of the institute are measured against Objectives and Institutional Goals of Strategic Plan. Activities are updated as implementation plan.

File Description	Documents
Strategic Plan and deployment documents on the website	**No File Uploaded**
Paste link for additional information	https://www.rgcms.edu.in/about-us/vision-mission/
Upload any additional information	**No File Uploaded**

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

- **RGCMS has a well defined organization structure to facilitate how activities such as tasks allocation, coordination and supervision are directed towards the achievement of organization goals.**
- **At the top of the organizational structure, there is a parent trust and Governing Body (GB) and College Development Committee (CDC). The strategic plans and decisions are taken by these bodies.**
- **Most of the work and activities are delegated to various other committees who report directly to the Director. These committees have clear mandates and roles and responsibilities along with adequate financial powers to aid execution. Roles, responsibilities, functions, membership, tenure etc are clearly documented in Committee Manual**
- **At the end of the year, IQAC compiles report as Institute Annual Performance Report which is presented by Director in CDC and submitted to Governing Body. This report highlights significant achievement and developmental goals, and alignment with strategic plan.**
- **Policies and Procedures:A clearly documented Policies and procedure document (RGCMS Policies and SOP) help these committees to execute their respective work**
- **Appointment and Service Rules:HR policies are stated in the RGCMS HR Policy document. Staff members are familiarized with these policies at the time of orientation and as and when policies are updated**

File Description	Documents
Paste link for additional information	https://www.rgcms.edu.in/wp-content/uploads/2024/RGCMS-HR-Policies-Final.pdf
Link to Organogram of the institution webpage	https://www.rgcms.edu.in/about-us/organization-structure/
Upload any additional information	**No File Uploaded**

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	**A. All of the above**

File Description	Documents
ERP (Enterprise Resource Planning)Document	**No File Uploaded**
Screen shots of user inter faces	**No File Uploaded**
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

Institute organizes training programs as per the need for skill development of teaching and non-teaching staff. They are encouraged to participate andorganizetraining events. For Teaching staff, the following welfare measures are taken

- **Motivateand deputefaculty for pursuing higher education.**
- **Encouragement for the faculty for attending workshops, conferences, seminars, short term courses and faculty development program.**
- **Encourages the faculty to become members of professional bodies and to participate in the activities organized by them along with financial support.**
- **Encourages the faculty to undergo industrial training and visit the industry of their domain.**

- **Encourages the faculty to receive research grants for their projects and provides support.**
- **Promotes and motivates the faculty to use the ICT tools in their teaching-learning process.**
- **Encourages the faculty for publication of research papers in reputed Journals/conferences along with financial support.**

The other welfare provisions made for both faculty and staff as described as below: 1. Provident Fund 2.Fees concession and priority in admissions to the wards of faculty and staff. 3.Leaves (Casual, Earned, Medical, Vacation) as per University norms. 4.Maternity leaves for female faculty and staff. 5.Medical Facility/ First Aid. 6.Group medical Insurance. 7.PF and Gratuity as per government norms.

File Description	Documents
Paste link for additional information	https://www.rgcms.edu.in/wp-content/uploads/2024/RGCMS-HR-Policies-Final.pdf
Upload any additional information	View File

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

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

7

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

12

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	View File
Upload any additional information	**No File Uploaded**
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

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

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

15

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	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

RGCMS has a effective performance appraisal system in the form of Faculty Performance Appraisal Report for teaching staff and Non-

Teaching Appraisal Form. The form is reviewed and revised every year post feedback from all stakeholders. It is established to provide annually, a planned, scheduled, opportunity for the employee and supervisor to meet and mutually identify, discuss, and document the demonstrated job performance and accomplishments of the employee during a specified rating period. The evaluation process is conveyed at the beginning of the Academic year that consists of 4 parameters for teaching staff- Academic Performance Index, Institute Development Index, Research Contribution Index and special awards & achievements. All teaching staff are expected to complete Self Performance Appraisal Report at the end of academic year. Based on the Self appraisal report and performance, Faculty Performance Appraisal Committee will evaluate the faculty based on the criterial and marks indicated in the F-PAR (Faculty Performance Appraisal Report). All non-teaching staff are evaluated based on "Non-teaching Appraisal form" which is completed by Director based on the administrative duties assigned. Any future promotions / increments will be based on the evaluation. These evaluations also become part of permanent record of the staff personal files.

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

6.4 - Financial Management and Resource Mobilization

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

The budget estimates and audited statements are prepared regularly. The internal and external audits are carried out to ensure effective and efficient use of financial resources. There is a proper allocation and utilization of annual budget.

Institution Internal Audit –

Internal financial audit is the continuous process and accounts officer mainly handle it. Internal audit is carried out annually.

Institution External Audit:-

Every year a group of external auditors comprising a team of

chartered accountants perform the auditing of the institute's financial records and book as per guidelines of the income tax department. For external audit,Management has appointed chartered accountant Mr. Santosh Ingale and Associates who takes care about external audit at the end of every financial year.

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

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

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

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

- **The institute is self-financing and the main source of the income is tuition fees and development fees. As per the annual requirement, proposed budget is prepared by Director and account officer with the help of various committee coordinators considering previous year actual expenditure and future plans.**
- **Proposed budget is finalized in meetings with College Development Committee and presented to Governing Body for approvals. Deficit, if any, is taken care by management through bank loans or advances from the parent trust.**
- **IQAC is been tasked with reviewing and documenting the budget utilization by each committee as per its Annual Performance report, which is then presented to College Development Committee and Governing Body for appropriate**

- **action.**
  - **As part of budgetory process, CDC and Governing Body review the budget presented to it, referencing the past utlization and strategic plan.**

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

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

IQAC is constituted to develop a quality system for conscious, consistent and catalytic programmed action to improve the academic and administrative performance of the College and promote measures for institutional functioning towards quality enhancement through internationalization of quality culture and institutionalization of best practices. IQAC has played an active and significant role in institutionalizing the quality assurance strategies and process through

1. Implementation of Outcome based education

2. Review and revision of documents – Committee manual, SoP and procedure document, HR Policy document

3. Conduction of Audits and follow ups on action taken

4. Preparation and presentation of Annual Institute Performance Report

5. Working on Developmental goals

6. Review and Revision of Research Policy in order to encourage Research culture

7. Feedback culture for continuous improvement

8. Collaboration with other Institutes for quality related seminars

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

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

At RGCMS we believe that continuous improvement in quality is achieved by outcome attainment Gap Analysis as well as regular Academic Audits. IQAC Cell of RGCMS is entrusted with facilitating and coordinating all types of Audits, where as Academic Planning and Review Committee (APRC) performs regular academic audit.

The purpose of an academic audit is to encourage the institution to regularly and continuously evaluate the quality of education and to enable the faculty to improve the quality of teaching and learning on an ongoing basis.

Apart from doing regular academic audit, the overall functioning of the academic delivery is also audited by IQAC to provide reasonable level of quality assurance.

Regular structured Review by APRC gives a good level of quality assurance in academic delivery. These reviews are scheduled at least 3 times a semester, where various check points, based on assessment criteria are reviewed.

- **Start of Semester Checklist**
- **Mid Semester Checklist**
- **End of Semester Checklist**

At various pre-decided time lines, IQAC performs Academic and Administrative Audit to provide reasonable level of quality assurance. Gaps, issues and best practices are identified and acted upon in monthly meetings, Scheduled External Audit and annually as part of Institute Annual Performance Report

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

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)	**C. Any 2 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	**Nil**
Upload e-copies of the accreditations and certifications	**No File Uploaded**
Upload any additional information	*View File*
Upload details of Quality assurance initiatives of the institution (Data Template)	**No File Uploaded**

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

Women's Development Committee is entrusted with promotion of general well-being of female students teaching and non-teaching women staff on the campus. It is also responsible to undertake the awareness programmes on gender sensitization, women rights and women empowerment in campus. Institute pays attention to provide equal chances to all for the activities which include their personal developments, higher education, extra-curricular and co-curricular activities. Female students and staff have given equal representation on various committees formed at department as well as institute level. Institute has formed women's grievance cell to sort-out the issues raised.

Security and Safety:

Institute is very much serious about security and safety. 24*7 high security is provided by security team to all staff members and students in institute campus. CCTV cameras are installed near the office. Institute is also having floor-wise fire extinguishers at appropriate places. Institute gives equal chance to both girls and boys to participate in college as well as inter collegiate activities.

Counselling:

Faculty membersare appointed as mentors to the group of students who take care of growth and safety of their students.

Common Rooms:

Well-furnished and spacious common rooms for Girls and Boys is allotted separately.

File Description	Documents
Annual gender sensitization action plan	https://www.rgcms.edu.in/wp-content/uploads/2024/AQAR/AQAR_2023_CR_7.1.1.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	**Nil**

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	**C. Any 2 of the above**

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

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 and liquid Waste Management

College has own facility to handle the canteen waste and used as a manure in garden.The total solid waste collected in the campus is 12 kg/day. Waste generated from tree droppings is a major solid waste in the campus. The waste is segregated at source by providing separate dustbins for Bio-degradable and non-Bio-degradable waste. Segregation of solid waste generated in all labs is also practiced. Single sided used papers reused for writing and printing in all departments. Important and confidential reports/ papers are sent for recycling after completion of their preservation period to Local raddi center. Metal waste and wooden waste is stored and given to authorized Scrap agents for further processing.

2. E-Waste Management

The E-waste are stored into the scrap yard of college and stored. E-waste generated in the campus is very less in quantity. The college has total of 100 computers and 5printers in working condition. The cartridges of laser printers are refilled outside the college campus. . The E- waste and defective item from computer laboratory is being stored properly.

3. Waste Recycling

Sewage Treatment Plant is used for treating and recycling sewage waste

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

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

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

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

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	**No File Uploaded**
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	**C. Any 2 of the above**

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**B. Any 3 of the above**

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

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

The Institute provides education to all students irrespective to their culture, region, community, socio economic background and gender. The Institute has faculty and staff members from different culture, region and community. The Institute provides same platform to all students, irrespective to their culture, region

and community. All students participate together in all activities of the institute like Sport, Cultural and student body activities.

The Institute organizes various activities in the campus for inculcating values for being responsible citizens .

The Institute celebrates Independence Day on 15th August and Republic Day on 26th January every year. Various types of pledge taking activities, as per Government directives, are also organized from time to time in the Institute.

The Institute organizes Swachh Bharat Campaign for the awareness about Swachhata in the neighbourhood. Programs imbibing Human Values and Professional Ethics are also organized regularly in the Institute under extension activity cell. Institute also celebrates Birth/ Death Anniversaries of national leaders like

1.Gandhi Jayanti 2.Ambedkar Jayanti 3.Shivaji Jayanti.

For every Local, Vidhan Sabha and Lok Sabha election holiday was given tothe students andstaff to caste the vote, as well as awareness of voting is also spread in neighbourhood.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

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

The Institute organizes various activities in the campus for inculcating values for being responsible citizens .

The Institute celebrates Independence Day on 15th August and Republic Day on 26th January every year. Various types of pledge taking activities, as per Government directives, are also organized from time to time in the Institute.

The Institute organizes Swachh Bharat Campaign for the awareness about Swachhata in the neighbourhood. Programs imbibing Human Values and Professional Ethics are also organized regularly in the Institute under extension activity cell. Institute also celebrates

Birth/ Death Anniversaries of national leaders like

1.Gandhi Jayanti 2.Ambedkar Jayanti 3.Shiv Jayanti.

For every Local, Vidhan Sabha and Lok Sabha election holiday was given for the students and staff to caste the vote, as well awareness of voting is also spread in neighbourhood.

As part of raising awareness of Constitutional Obligation, Institute also organizes workshops / seminar. On April 29th 2023, a workshop on "Constitutional obligations: values, rights, duties and responsibilities of citizens" was organized which was lead by eminent speaker Dr. Aejaz Shaikh, Principal S P College of Law.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.rgcms.edu.in/wp-content/uploads/2024/AQAR/AQAR_2023_CR_7.1.9.pdf
Any other relevant information	**Nil**

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

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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

Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals:

National and international commemorative days: 1.Independence Day 2.Republic Day 3.International Women's Day 4.Teachers Day (Dr. Sarvapalli Radhakrushnan Birth Anniversary) 5.Library Day (Dr. S. R. Ranganathan Birth Anniversary) 6.Engineers Day (Sir M Visvesvaraya Birth Anniversary) 7.Yoga Day Birth/ Death Anniversaries: 1.Gandhi Jayanti 2.Ambedkar Jayanti 3.Shiv Jayanti

Events: 1.Annual Sports 2.Annual Cultural 3.Student Body Activities

Festivals: 1.Diwali 2. Navratri 3.Christmas 4.Eid

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.2 - Best Practices

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

Best Practice – I:Spreading Awareness About Various Scholarships

Schemes of State and Central Government.

Objective:

To increase number of students post graduating in management field by spreading awareness about various scholarship schemes of state and national government.

The Context:

To provide the right of education to economically backward students who stays away from education stream because of lack of awareness about various schemes of government related to scholarships.

The Practice:

The various activities to make students aware about scholarship schemes of state and central government has been conducted as well as students were guided about do's and don'ts of scholarship form filling. Institute is witnessing increase in reserve category students' admissions as well as economically backward students every year.

Best Practice – 2: Feedback & Continuous Improvement

Objective:

To take regular feedback from the stakeholders and systematically act upon in by tracking actions of improvement

The Context:

Initiatives implemented constitutes cost and other resources. Feedback of initiatives, help continous improvement

The Practice:

The feedback policy aims at identifying the gaps with regards to curriculum, teaching, events, infrastructure, computer lab, Library, website, value added courses, projects guided, examination etc. Students are encouraged to give structured & unstructured feedback.

File Description	Documents
Best practices in the Institutional website	https://www.rgcms.edu.in/wp-content/uploads/2024/AQAR/AQAR_2023_CR_7.2.1.pdf
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

One area of RGCMS distinctiveness is "Planning, Execution and monitoring of overall Institution performance, as per its vision, mission, core values and Focus Areas in an organized, systematic way through transparent roadmaps and feedback systems."

This is achieved through comprehensive 5 year "Strategic Plan" which was drafted by Strategic Planning and Accountability Task Force and approved by Governing Body.

The Strategic Plan provides a comprehensive road map that will lead the college forward for the next five years—serving as a blueprint for our future, supporting the college Vision, mission and values. Strategic Plan consists of aspirations (Institutional Goals – IG) of the leadership team for the institute categorized in various Focus / Thrust areas or Themes (FA). In-order to achieve the Institutional Goals (IG), they are further subdivided in Objectives which can be tracked by their Planning (P), Implementation (I) and Monitoring (M) Phases year over year.

Thrust Areas (FAs) to achieve its vision and mission, are as follows

Academic excellence;Institutional Effectiveness;College Relations Employment, Innovation and Entrepreneurship;Student Support and Holistic Growth

Every year all the activities of the institute are measured against Objectives and Institutional Goals of Strategic Plan. Activities are updated as implementation plan.

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

7.3.2 - Plan of action for the next academic year

Action Plan as per strategic Plan for next academic year is as follows:

1.Academic excellence

– NBA – Industry Consultancy – Research Centre

2. Institutional Effectiveness – ERP – Teaching Learning IT Infrastructure

3. College Relations – International Connect – Industry Academia Interaction – Through IVs, Guest Session

4. Employment, Innovation and Entrepreneurship – Entrepreneurial Eco System though IIC – MoUs with industry for internship and placements

5. Student Support and Holistic Growth

– PO related activities – Strong Student Body – Involvement of students in organizing professional activities