YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	J. Watumull Sadhubella Girls College
• Name of the Head of the institution	Dr. Vasant Pandit Mali
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02512705387
• Mobile no	9421281551
• Registered e-mail	sadhubella@gmail.com
• Alternate e-mail	vasant.mali@rediffmail.com
• Address	Near Government Dispensary
• City/Town	Ulhasnagar
• State/UT	Maharashtra
• Pin Code	421001
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Women
• Location	Urban

• Financial Status	**Grants-in aid**
• Name of the Affiliating University	**University of Mumbai**
• Name of the IQAC Coordinator	**Dr. Dattatraya Kalbande**
• Phone No.	**02512705387**
• Alternate phone No.	**9403773528**
• Mobile	**9403773528**
• IQAC e-mail address	**iqacsadhubella2018@gmail.com**
• Alternate Email address	**kalbanded@gmail.com**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://sadhubellacollege.org/wp-content/uploads/2021/01/Sadhubella-AQAR-2019-20.pdf
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://sadhubellacollege.org/wp-content/uploads/2022/04/02_Academic-Calender-2020-21.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**C++**	**66.00**	**2004**	**03/05/2004**	**02/05/2009**
Cycle 2	**B+**	**2.67**	**2021**	**06/12/2021**	**05/12/2026**

6.Date of Establishment of IQAC	**07/12/2021**

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	**4**
• 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. Online Teaching Learning method implemented effectively. 2. IIQA Submitted to the NAAC 3. 4 Days Online Leadership Training Program organized in collaboration with Monaried Consulting LLC Virginia, USA. 4. One day Online Industrial Visit to Bombay Stock Exchange on 3rd June 2021. 5. Training Program on Development of Employability skill organized in collaboration with Edubridge and Standard chartered Bank

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
Arranging Various Training Programmes	1. Training Program on Development of Employability skill organized in collaboration with Edubridge and Standard charter 2.Employability Training Skills 3. Leadership Training Programme 4. Online Industrial Visit to Bombay Stock Exchange.
Conduct of Quality Audits	Green Audit, Environmental Audit, Energy Audit & AAA of the Campus was conducted, deficiencies were identified for future progress
To organize Seminar/ Webinar.	1. Aptitude Preparation 2. Chartered Accountants (CA) as a Career 3. Webinar of Preparation of Project Work 4. Webinar on Consumerism & Financial Literacy 5. Career options after Graduation
Collaboration	Edubridge and Standard charter
Campus Placement Drive	Campus Placement Drive was conducted by Online and 33 Students were placed.
To create Linkages with Institution/ Industries for Internship.	1. 46 students attended internship at Bombay Stock Exchange, Mumbai from 03-08-2020 to 31-12-2020

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

- Name of the statutory body

Name	Date of meeting(s)
Management	08/04/2022

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	06/04/2022

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	154

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	576

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	99

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	215

File Description	Documents
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	15

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	**16**

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**18**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**242619**
4.3 Total number of computers on campus for academic purposes	**32**

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

This Institution is permanently affiliated to the University of Mumbai. The curriculum is designed and developed by the Board of Studies, University of Mumbai and for the effective curriculum delivery following measures are taken.

1. **Subject teachers prepare teaching plan.**
2. **Academic calendar is prepared.**
3. **The teachers maintain teaching notes.**
4. **The teachers followed online teaching methods.**
5. **After the completion of each lesson/topic, a question bank is given to the learners.**
6. **A class test is also taken by the concerned teachers.**
7. **In the beginning of the year, an orientation programme is arranged.**

8. Learners are given the details of the Institution, rules of discipline, rules of attendance, evaluation system, infrastructure etc.
9. Syllabus Completion Report counter signed by few students is taken for each subject.
10. Slow learners and advance learners were identified.
11. Feedback is taken from the learners regarding completion of syllabus and effective teaching.
12. Question bank is given to the learners prior to the commencement of semester end examination.
13. The examination results are properly analyzed by the IQAC.
14. Feedback is taken from other stakeholders like parents, alumni regarding the effectiveness of teaching and quality of teaching.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/1.1.1.pdf

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

The institution conducts a continuous evaluation to assess the academic performance of the learners. The continuous evaluation includes class tests, semester-end examination, project evaluation, internal test, asking questions on the topics taught, etc.

The institution prepares Academic Calendar at the beginning of academic year and implements the same as far as possible. The schedule of class tests, the semester-end examination are included in the academic calendar. A copy of the calendar is issued to the learners, teachers, non-teaching staff, and other stakeholders.

However, the schedule of class tests, project assignments, oral tests, etc. are determined by the subject teacher in consultation with the head of the department or coordinator and the evaluation schedule of these tests are not shown in the academic calendar as some of these tests are conducted on the spot without prior notice to assess the real performance of the students.

The Semester End Exam (I to VI) is conducted by the college, by inculcating the necessary changes issued by the University of Mumbai

from time to time. The schedule for the same is not included in the academic calendar as it is finalized and conveyed by the University.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/1.1.2.pdf

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

B. Any 3 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

4

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	View File
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)

2

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	View File
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

83

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

The Institution brings together all developmental initiatives which have a positive effect on issues such as gender equality, environment, human values and professional ethics into the curriculum.

As this college is a girls college, gender issues do not play a dominant role. 99% of the employees are females who look after teaching and administration of the college efficiently and smoothly.

The learners are taught various concepts of environment like causes of degradation, conservation, non-conventional energy sources, waste management, organic farming and business projects for a green future under Environmental Studies in Commerce and BMS.

The College has installed Solar panel on the terrace to generate electricity as non-conventional sources of energy.

Human values and professional ethics like Gandhian Trusteeship Principle and Corporate Social Responsibility, business ethics etc are included in the curriculum of all programmes.

The Institution undertakes various activities like Tree Plantation drive, Public Awareness Campaign on COVID-19 like Mask Distribution, No Honking Day, Webinar on Environmental protection to inculcate the sense of human values.

Birth and death anniversary programmes of National Leaders have been organized.

Programmes on Women Empowerment like Skill and Personality Development have been organized.

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

7

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
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

324

File Description	Documents
Any additional information	No File Uploaded
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	**B. Any 3 of the above**

File Description	Documents
URL for stakeholder feedback report	https://sadhubellacollege.org/important-information/feedback-forms/
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	https://sadhubellacollege.org/important-information/feedback-forms/

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

576

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

24

File Description	Documents
Any additional information	No File Uploaded
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

Every subject teacher is expected to maintain the student profile of the students he/she teaches. After a week’s regular teaching, a common test was arranged by the respective department. Based on the performance of this test, the learners are divided into - Slow learners, Medium Learners and Advanced Learners. The department then prepares a list of slow learners and advanced learners based on the performance in the common test.

Advance, Medium and Slow Learners are informed to attend/participate in various e-seminars, e-workshops and webinars connected with their curriculum. Periodical reviews are taken to assess the progress of their performance.

Continuous observation is maintained to ascertain their progress in attendance, performance in the test and semester examination and proper analysis of the performance is done. The parents are also informed about the progress of the learners periodically. This

process is continued till the learner completes the programme.

Following activities are undertaken:

Slow learners: 1. Individual counselling. 2. Simple notes. 3. Group discussion session. 5. Internal examination process. 6. Encouragement in self development activities.

Advance learners: 1. Advance notes 2. Webinars 3. Participative learning sessions 4. Experimental learning sessions i.e. Online Industrial Tour 5. Projects 6. Assessments 7. Group discussion.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/2.2.1.pdf
Upload any additional information	No File Uploaded

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

Number of Students	Number of Teachers
576	14

File Description	Documents
Any additional information	No File Uploaded

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

This institution has changed the pattern of teaching and learning from teachers centered teaching to students centered learning.

1.Lecture Method:- Online Lectures were conducted. During the course of the lecture, the learners take down the main points in their notebooks. They ask questions in case of any confusion/ lack of understanding of the topics/subtopics. The teacher teaches the learners intensively till the learners are satisfied.

2.Interactive Method:- Presentations, questions and answers on current affairs have been undertaken.

3.ICT Enabled Teaching:- During the regular lecture, subject synopsis, topics, subtopics, etc are displayed on the screen and proper explanation is given on each topic and sub-topic.

4.Project-Based Learning:- Students are given subject related projects which enables them to develop creativity and critical thinking.

5.Internship:- Students are given an opportunity to undergo an online internship which will help them to understand the working of the industry/organization.

6.Industrial Visit:- Over and above the classroom teaching, students were given opportunity to attend online Industrial Visit. Bombay Stock Exchange was visited virtually by the students as a part of their learning.

7.Seminar/ Workshops:-As a part of learning, students are made to attend various Webinars and online workshops.

File Description	Documents
Upload any additional information	**No File Uploaded**
Link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/2.3.1.pdf

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

The Teachers used following ICT tools for Effective Teaching-Learning process.

A] Use of E-mail : Learners are given projects as a part of their curriculum. Students/ student groups prepare the project and store it digitally. They forward such projects to the teachers for corrections and suggestions through Email. Teachers send back such projects, with suggestions and recommendations to the students/students group by email. In this case, data is transferred digitally.

B] Cell Phones : The teachers collect various video clips connected with the subject to be taught and along with oral explanation, learners are shown the video clips for better understanding.

C] Students presentation : The topics are given to the students to prepare and present the same online.

D] Use of Social Media : Teachers use WhatsApp, Facebook, Telegram, YouTube, etc. for effective communication / to send messages concern with the lectures, assignments, and other related subject matters.

E] Use of Video Conferencing tools/ applications: Teachers use Zoom, google meet for online teaching and learning process.

F] Google Tools: Teachers use free Google tools like Google Forms, Google Docs, Auto proctoring, Google Sheet, Gmail, Google Drive, Google Meet, YouTube, etc for effective teaching and learning.

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

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

10

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

16

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

2

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

114

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.

The system of internal assessment has been followed by this institution as per the directives of the University of Mumbai.

1.The learners are issued the prospectus that gives full detail of the subject taught and system of evaluation.

2.The schedule of examinations to be held in each semester is displayed on the website and shared in whatsapp groups.

3.Class tests are a part of internal assessment, are taken after 45 days of the starting of the semester and the semester-end examination is taken after 90 days of classroom teaching.

4.The result of semester-end examination is displayed on the website.

5. The learners are made aware of the paper pattern and marking scheme.

6.The examinations are conducted strictly as per university norms. Question papers are set at the University level/ college level for semester-end examination. However, question papers for internal exams are set at the college level.

7.In case of using unfair means during the examination by the students, the matter will be dealt with as per university guidelines.

8.The project works are strictly monitored by the subject teachers.

The methods of internal examination and evaluation include:

- **Multiple choice question tests**
- **Home Assignments**
- **Webinars**
- **Class test**
- **Project report**
- **Viva-Voce**

File Description	Documents
Any additional information	**No File Uploaded**
Link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/2.5.1.pdf

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

In the academic year 2020-21 all examinations were conducted by the college as per the directives of the University. In this period University has issued new rules and regulations for the Online Examinations.

Hence Online Examination Committee constituted, deals with online examination related grievances like examination timings, Technical Problems, mistakes in the question papers, availability of ICT tools and infrastructure, online assessment of answer papers, declaration of results, etc. Due to the Objective type of question papers as well as online examination the learners were not allowed forrechecking of marks and /or to get a photocopy of the assessed answer papersas per university norms.

The students have the freedom to send their grievances by email to put in a note of dissatisfaction with the internal examination mechanism. The Principal keeps an eye on the overall procedure by conducting the online meetings with the examination committee. This indicates that the mechanism is transparent and necessary efforts are initiated by the online examination committee for the declaration of the results as prescribed by the University of Mumbai.

File Description	Documents
Any additional information	**No File Uploaded**
Link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/2.5.2.pdf

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.

Commerce

1.CO1:- The learners opting for this course and completing three years integrated programme would gain a thorough knowledge pertaining to commerce, accountancy, finance etc.

2.CO3:- The programme offers job oriented and value-based subjects to get specialised knowledge and training in commerce.

BMS

1.CO1:- Acquire knowledge about management practices that facilitate them to become effective professionals.

2.CO2:- The Programme enables them to pursue higher studies.

BCBI

1.CO1:- Create an additional avenue of self-employment and benefit banks, insurance companies and industries.

2.CO2:- The Learners become capable of exploring opportunities in the field of banking and insurance.

M.Com.

1.CO1:- To acquaint a student with conventional as well as contemporary areas in the discipline of commerce.

2.CO2:- To enable the student to get well versed in national as well as international trends.

Detailed COs Displayed on HIEs Website.

Teachers:- The teacher is given a copy of the course outcomes of the programmes he/she teaches. The Head of the Institution also communicates the course outcomes to the teachers in the staff meeting.

Learners:- The subject teachers communicate the course outcomes and the objectives of the programme to the learners at the beginning of the academic year in the orientation programme for all new entrants.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/2.6.1_1.pdf
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.

This institution enrols students for 04 programmes and each programme has its own programme outcome, programme specific outcome

and course outcome. The PO and CO are made known to the learners at the beginning of each programme and periodically they are evaluated.

Learners are evaluated on10 point grading system consisting of external and/or internal assessment which includes class test, asking questions on the topic, home assignments, presentation etc.

After the declaration of results of the semester examination, the subject-wise performance of the learners is evaluated by the department and students with low/unsatisfactory performance are identified and chalk out desirable intervention to achieve better outcomes. So also, a Class test, projects, presentations, assignments are conducted for the students with an objective to assess their learning outcomes. The outcome of such tests is used for taking suitable remedial measures.

After the completion of the programme, the institution evaluates the learners by collecting information about their progression to ascertain the attainment of course outcome. This year who has passed out the programme are contacted and details are collected regarding their placements/engagements. It is observed that 95% of the students of this institution who have completed the programme are placed/engaged.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/2.6.2.pdf

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

147

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	No File Uploaded
Paste link for the annual report	https://sadhubellacollege.org/wp-content/uploads/2022/04/2.6.3.pdf

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://sadhubellacollege.org/important-information/feedback-forms/

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)

00

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)	View File

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

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
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

The college has “Aspiring Mind Cell” established mainly to trained and

develop the youth.

The college has taken initiative to organize skill and personality development programmes, training programmes and certificate courses by Edubridge, Bombay Stock Exchange.

The College has a Placement Cell to bridge the industry-academia gap. The college arranges online industrial visits, campus placements etc.

Under the faculty development programme members of teaching staff are deputed to undergo Orientation and Refreshers Courses.

This college is a Commerce college and therefore there is less scope

for the students to get acquainted with environment and nature. The Nature Club has taken various initiatives to enhance the knowledge of the learners.

The learners are given practical Knowledge of Rain Water harvesting and Compost Pit.

The college promotes students participation in extension activities, cultural and co-curricular activities, etc. The college IQAC plays a dominant role in undertaking various programmes and activities for the benefit of the learners and promotes the use of ICT resources in teaching and learning process. The Cell encourages the faculty members to undertake research activities.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/3.2.1.pdf

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

1

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

4

File Description	Documents
URL to the research page on HEI website	https://sadhubellacollege.org/research-papers-publications/
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	View File

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

5

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

00

File Description	Documents
Any additional information	No File Uploaded
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

Tree Plantation :

This activity sensitizes them towards the maintenance of a clean environment, soil conservation, preserve groundwater, etc.

No Honking Day :

This activity sensitizes to students and neighbourhood community to abstain fromNoise Pollution, Accidents.

Social Responsibilities:

NSS Unit of the college distributed mask in the vicinity of the college to aware the common public about prevention of the COVID-19. Contribution was made to COVID-19 Disaster relief fund to fulfil the social responsibilities towards society.

Environmental Protection Programme:- Environmental Awareness programme was conducted online to get acquainted with sustainable practices to protect the environment.

Women safety and rights :

WDC has conducted program on awareness of Women Rights and safety. The program was conducted to aware students about the rights and measures to be taken against women's Violence.

Gender Equality :

WDC has conducted program on Gender equality to aware girl students about the gender equality and their rights.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/3.4.1.pdf
Upload any additional information	No File Uploaded

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

00

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	No File Uploaded

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

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

7

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

207

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
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

46

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

00

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
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.

The institution has a huge building consisting of ground plus two floors and one annex building as per the specification of competent bodies like the University of Mumbai, Director of Higher Education, etc.

1. Lecture Halls:-

The College has six big and seven medium lecture halls with seating capacity of 120 and 60 respectively,Three Class-rooms are equipped with LCD projector. The green glass board and a raised platform enable the teachers to teach effectively.

2. Computer Laboratory:-

The computer lab has 25 computers with internet connectivity.

3. Library

The library has ample stock of resources. It also has an E-Library facility with 11 computers and internet connectivity.

4. Seminar Hall/ Auditorium

Theseminar hall has a capacity of 150. The college also has an auditorium with a capacity of 500. All electrical equipment is properly maintained for the smooth conduct of the programmes.

5. Gymkhana

The college has a well-equipped gymkhana with a treadmill, keep fit bicycle, carrom, chess, table tennis etc. The college also has half acre sports ground for outdoor games.

6. Backup Facility

The college has a generator, three inverter units for an uninterrupted supply of electricity to facilitate continues teaching and learning.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/4.1.1.pdf

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

The institution encourages the learners to participate in various sports activities. A Physical Director has been appointed to train the students in sports, games, and athletics at college,

intercollegiate and university levels. Fitness equipment like Treadmill, Keep Fit Cycle, Weight lifting and other gymnastic instruments are available to the students in the college gymkhana. Indoor and outdoor games like Carrom, Chess, Table Tennis, Volleyball court, Badminton Court, Basket Ball Court has been made available to them.

The college open ground measures about half an acre which is exclusively used for conducting outdoor games. The college gymkhana is 20×50 ft. in size and can accommodate 75 students.

A big yoga hall, 40×30 ft. in size, that can accommodate about75 students has been made available to practice.

The Auditorium on the ground floor is used for annual gathering, prize distribution, and cultural events. It accommodates 500 students. The auditorium, as well as lecture halls, are made available to students for practice when participating at college, intercollegiate and university level, along with the music system.

All these facilities are made available for the holistic development of the students. Near about 50% of the students avails these facilities.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/4.1.2.pdf

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

6

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/4.1.3.pdf
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)

13200

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)

ILMS software for Automation

Software for University Libraries (SOUL)

Version

2.0

Year of Automation

2016

Status of Automation

Fully Automated

OPAC

OPAC is available in LAN. http://192.168.64.10/webopac/Default.aspx

Bar-coding

Bar-Coding to all books completed

Features of ILMS Software

UNICODE-based multilingual support for Indian and foreign languages; Client-server based architecture, user-friendly interface; etc

Software Modules & Work through ILSM

Acquisition, Catalogue:, Circulation, OPAC,Serial Control, Administration

Current Awareness Service

Provided through LMS

In house / remote access of E-Resources

Available through Library website

Access to e-publications (Staff and College)

Available through Library Website

Total number of computers for public access

50

Total Number of Printers for public access

1

Internet bandwidth/s speed

50 mbps

Wifi

Available -Device Name/ID: Library PWD:- Library@123

Institutional Repository

Available in LAN & Developed in DSpace Open Source Software Link: 192.168.64.10/DSpace

Participation in Resource

Through N-LIST, Shodhganga (All Ph.D Thesis uploaded/Available on Shodhganga)

Services Provided By Library

Home lending, In-house Issue return, Inter Library Loan through Remote Access, Reprographic service, Internet facility, Reference Service, E-News Paper, Book Bank Service, Institutional Repository, Open Access Resources through library website etc.

Total Books Available in Software Database

20000

Total Library Collection

Print Collection 20000, E-Collection- 200000 e-Books, 6000 E-Journals etc

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional Information	https://sadhubellacollege.org/wp-content/uploads/2021/03/4.2.1.pdf

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	**B. Any 3 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)

00

File Description	Documents
Any additional information	No File Uploaded
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

00

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	No File Uploaded

4.3 - IT Infrastructure

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

The following details explain the induction and up-gradation of IT facilities.

1. Website Developed and updated.

2. Zoom App purchased for the Online Teaching and Learning

3. Auto Proctor Software purchased for the Online Examinations.

4. Quick Heal antivirus installed.

5. Hathway Internet Connection

6. New Hard Disk Purchased.

Due to the COVID-19 pandemic almost colleges closed in this academic year. So all staff members worked online from home.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/4.3.1.pdf

4.3.2 - Number of Computers

32

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	No File Uploaded
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)

91821.75

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.

The institution has established systems and procedures for maintaining and utilizing facilities provided by it. Committees have been formed to monitor the maintenance and utilization of the facilities provided.

Library Committee:-

The Committee is responsible for the effective functioning of the library as per norms.

Sports Committee:-

In the meetings of the sports committee decisions regarding maintenance, replacement, utilization of sports equipment and grounds etc are taken.

Computers:-

Computers are properly maintained by a specialized person who conducts periodical servicing of all computers, printers, projectors, etc. He attends the call in case of any technical difficulties.

Classrooms:-

All classrooms, seminar hall, auditorium, administrative office, staircase, computer labs, gymkhana, passages, etc are cleaned on daily basis including dusting by the Class IV employees of the

college. Teachers and head clerk monitor and supervise the cleaning work on daily basis.

Canteen:-

The college canteen committee supervises the functioning of the canteen which includes menu, timings, cleanliness, etc.

Backup Facility

Electricity generator is used as and when the supply of electricity stops. Periodical servicing of the generator is done to ensure continuous supply of energy. Solar panels are also maintained by the service technician periodically.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/4.4.2.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

94

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

46

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	https://sadhubellacollege.org/wp-content/uploads/2022/04/5.1.3.pdf
Any additional information	No File Uploaded
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

434

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

434

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 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

A. All of the above

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	View File

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

34

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

31

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

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

00

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

00

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

This institution has an active Students Council duly formed as per university guidelines. The main objective of student's council is to give an opportunity to the learners to develop leadership qualities by organizing and caring out various activities

The students of this college have been given their representation in almost all administrative bodies of the college for the effective working of the institution.

Administrative Bodies and Committees:-

1.Admission Committee

2.Students Council

3.IQAC

4.Discipline Committee

5.Attendance Committee

6.Student Grievance Cell

7.Canteen Committee

8.Anti Raging Cell

9.CDC

10.Parent Teachers Association

Representation of students on administrative, co-curricular and extracurricular activities.

1.Academic Calendar

2.Orientation Programme

3.Syllabus completion report

4.Time table committee

5.Cultural Committee

6.Women Development Cell

7.Gymkhana Committee

8.Magazine Committee

9.Sports Club

The institution undertakes activities that are students centric. In all activities representation of the learners is taken into consideration.

Participation/Engagement of Students in Co-Curricular and Extra-Curricular Activities:-

In organizing the whole event, students and alumni co-operated with teachers for all the work allotted. The webinar on “Career Guidance after Graduation” wasmanaged by students like Marketing the event onsocial media, registration of students, coordinating the students on Zoom.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/5.3.2.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

7

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

The College has an Alumni Association. Though it is yet to be registered, it has a constitution giving details of membership, objectives, functions, meetings, finance etc. A separate register has been maintained in which every year the enrolment of new alumni is done. At present this association has 219 members.

The association has planned to arrange special sessions on personality development, skill enhancement, environment protection etc.

During every academic year, the institutions arranged one/ two meetings of the Alumni Association. Members were issued notices of the meeting and details of the discussion to be held. The minutes of

the meetings were recorded in the minutes book.

The Alumni Association Contributed in organizing of various programms in this academic year.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/5.4.1.pdf
Upload any additional information	No File Uploaded

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

File Description	Documents
Upload any additional information	View File

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 Vision of the institution is “To strive hard and scale greater heights of excellence in higher education”. The Mission is “To empower women to meet the challenges, to meet socio-economic needs with human values and social responsibilities, to achieve excellence with quality in every activity and to make them self dependent in the present complex and competitive world”.

Nature of Governance

This institution has decentralized governance. Students, teachers, administrative staff participate in the administration of the institution. This being a girls’ college, such kind of administration strengthens women empowerment and helps them to meet the challenges.

Effective Leadership

All administrative decisions are taken by the Principal in consultation with subordinates. All departmental heads, office in-charge, coordinators etc. are females through whom the Principal

implements the mission and vision of the institution.

Perspective Plan

The IQAC plan various activities in accordance with the vision and mission of the institution like organizing women's empowerment programmes to enable them to meet the challenges.

Teachers Participation in Decision Making

Teachers are involved in the decision-making bodies like IQAC, CDC and involved in the execution of decisions taken. All decision taken by such bodies are applied to achieve the mission and goals.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.1.1.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.

Introduction –

As a Decentralization and Participative Management practice, 4 days Leadership Training Programme organized from 14th September to 17th September, 2020. The objective was to make students competent leaders by functioning effectively, managing, synthesizing complex ideas and find innovative ways of developing and managing people.

Participative Management –

The Leadership Training Programme was conducted in collaboration with I.Q.A.C., Student Council and Alumni Committee of the college. In organizing the whole event, students and alumni co-operated with teachers for all the work allotted.

Decentralization -

A chart was prepared clearly mentioning the responsibility of each and every student and teacher. The respective person was given the liberty to plan and decide the work allotted.

Evidence of success –

In feedback of Leadership Training Programme students mentioned that the programme was very informative and illuminating, they also requested for conducting more such programmes. Students found the session very interactive because there were youtube videos also assignments, activities allotted which helped them in deeper understanding.

Challenges –

Being international level programme communication was the biggest problems due to time zone difference, also students found little difficulty with technological aspects like internet connection, use of different applications etc.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.1.2.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

This institution’s vision states to work hard to attain greater heights of excellence in higher education for girl students. The mission indicates women empowerment through higher education to meet the challenges, socio-economic needs and to achieve excellence in every activity to make them self-dependent. Based on the vision and mission of the institution, the college has planned its long terms strategy of imparting higher education to girls to strengthen their social, economic, political rights, reduce diversities between men and women and to get respect, independence and dignity in their life and lifestyle.

In view of the strategic plan, the institution has focused on Skill and Personality Development Programme

Objectives:-

1.To create opportunities, space and scope for the talents of girl students.

2.To increase the efficiency and quality of services for improved productivity and economic growth.

3.Women empowerment and enhancement of status through skill-building.

4.To increase employment opportunities.

5.To motivate girls to become entrepreneurs.

6.To make Girls/ Women self-sufficient and self-reliant.

7.To enhance self-confidence, communication skill and soft skill.

Due to COVID-19 pandemic situation only one programme organized by institution on skill and personality development i.eSkill Development and Employability Training Skill.

File Description	Documents
Strategic Plan and deployment documents on the website	**No File Uploaded**
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.2.1.pdf
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.

The Organogram of the institution reflects the organizational structure of the institution. It shows the relationship among departments, heads, coordinators and subordinates.

1.Governing Body:- It consists of top management executives. This body is responsible for the overall growth of the institution including building, college surroundings, expansion, modernization, and renovation, etc.

2.Principal:- The real executive of the institution is the Principal who executes all major decisions taken by the governing body.

3.Departmental Head:-Each program has a Head to look after the effective functioning of the department. Subject teachers work under the HOD.

4.Committees:- The Principal constitutes various committees for the smooth administration of the institution. Under his guidance committees like examination, discipline, etc. work as per norms.

5.Parent Teachers and AlumniAssociation:- These two bodies are associated with the institution to help and suggest in adopting various measures for the holistic development of the learners.

6.Student Council:-In the administrative setup of the institution, Student Council plays a dominant role. Periodical meetings are held with the council.

7.Teaching and Non-Teaching Staff:-The staff of the college is working under the Principal and HODs of the respective departments.

There is centralized administration with decentralized responsibilities leading to participative management.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.2.2.pdf
Link to Organogram of the institution webpage	https://sadhubellacollege.org/organizational-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	View File
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
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

This institution has extended the following welfare measures for the benefit of the employees.

1. Payment of advance against salary by the Management for newly recruited staff till funds are released by Government
2. Maternity leave, paternity leave, adoption leave as per norms.
3. Special leave, Faculty Development Programme leave, Study leave, Duty leave to attend seminar/conferences/workshops.
4. Reimbursement of Membership/ registration fee for Conference/Seminar/ Workshop & Professional Society
5. Reimbursement of medical expenses.
6. Travel grant to visit home town once in two years.
7. Maharashtra Darshan once in four years.
8. Advance payments to meet emergency expenditure
9. Class IV employees are provided Uniforms free of cost
10. Washing allowance
11. Salary advances during festivals.
12. Fee concession for wards of Non-teaching staff
13. G.P.F facility
14. All the non-doctoral staff members are encouraged to get enrolled for a part-time Ph.D. program.
15. Relaxation in workload and flexible timing for the employees who have enrolled for different courses to enhance their academic qualifications.
16. Zero Percent loan facility is available for all staff members at the time of emergency/need.
17. Financial Assistance is provided to class IV employees at the time of eventualities.
18. Felicitation of staff on Teachers Day by distribution of gifts.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.3.1.pdf
Upload any additional information	No File Uploaded

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

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

1

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

00

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

2

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	No File Uploaded
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

Every year the teaching and non-teaching staff is expected to submit their performance appraisal report inthe prescribed format to their respective departmental head. Departmental head with necessary remarksforwards the same to the IQAC for evaluation. IQAC after evaluation forwards it to the Principal. ThePrincipal after going through the report communicates to the concerned employees highlighting the areasin which more efforts are required.

When the teachers are due for placement on a higher scale as per government norms, their proposal alongwith necessary documents including a performance appraisal report is prepared and forwarded by thecollege to the Joint Director, Higher Education, and the University of Mumbai for record and perusal.

Objectives:-

- **To plan for future improvement by overcoming the deficiencies.**
- **Long-term progress in the academic and other fields by active involvement.**
- **To put more effort into the areas where progress is expected.**

The Head of the Department gives his/her observation based on the factual information given by the teacher, personal competency showed regularity and punctuality, participation in departmental work, relation with colleagues/Students/Principal/ Management, etc. By taking the overall assessment of work and conduct, the teacher will be placed- excellent, very good, fair, poor, etc.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.3.5.pdf
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

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

This institution maintains 100% transparency in the area of Finance. It conducts both internal and external audit regularly to avoid any misuse of funds/ optimum utilization of funds.

In the beginning of every financial year, an internal auditor is appointed by the institution to look after the financial transactions on day-to-day basis/ monthly basis.

The monthly receipt and payment statement duly certified by the internal auditor is forwarded to the head of the institution for his approval.

Every year the institution prepares (CDC) annual budget prior to the beginning of the financial year. The budget is discussed in the CDC meeting and is approved.

External Audit is conducted every year by a Certified Auditor (Charted Accountant) appointed by the Society to audit programme wise accounts. Every year by the end of April the auditor submits the statement of accounts and audit reports to the head of the institution.

The audit report and the statement of account are presented before the CDC meeting for its approval and suggestions to attain the queries/objections raised by the auditor. Based on such suggestions the objections are rectified by the institution within the stipulated time.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.4.1.pdf
Upload any additional information	No File Uploaded

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)

00

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)	View File

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

This Institution is partly aided and partly unaided. Aided section salary of teaching and nonteaching staff is received from the government and for the unaided section, the tuition fee collected from the students is utilized for salary purpose.

The components of the funds are –

a] Fees :

The Institution charges fees to the students of different programs as per University norms. The fees collected under Library fee,Examination fees, etc. are fully spent on the respective heads.

b] Issue of Certificates/ Documents:

The Institution issues various certificates like – Bonafide Certificate, Transfer Certificate, Transcript Certificate, Duplicate Mark sheet, ID Card, etc. for which it charges the fees which

constitutes a source ofincome to the Institution.

c] Solar Panel

College installed 6 solar panels on the terrace of the college for the generation of solar energy. So natural resource has been mobilized and utilized. This has resulted in the reduction of electricity bill as well as reducing consumption of conventional electricity and contributing to the conservation of national resources.

d] Alumni

The Alumni being one of the vital resources have contributed in organizing various

programs, financial assistance, guidance to the students as well as to the institution for holistic development.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.4.3.pdf
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

The IQAC of this college has been undertaking the following quality initiatives from time to time. We hereby describe two practices which have been institutionalized by this college.

1.Skill and Personality Development Programmes.

2.Seminars and Workshops.

A. Skill and Personality Development Programmes.

This year institution organizes various programmes for the enhancement of the skill and personality of the learners.

1. **Employability Training Skills**
2. **Leadership Training Programme**

3. Online Industrial Visit to Bombay Stock Exchange.

B. Webinars/Seminars

1. Aptitude Preparation
2. Chartered Accountants (CA) as a Career
3. Webinar of Preparation of Project Work
4. Webinar on Consumerism & Financial Literacy
5. Career options after Graduation

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.5.1.pdf
Upload any additional information	No File Uploaded

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

The IQAC reviews the teaching and learning process, its structures, and methodology of operation andlearning outcomes periodically as per norms.

1. Incremental Improvements

- The IQAC has taken initiatives to organize webinars/ training programs.
- The IQAC encourages every department/ teacher for use of ICT tools in online teaching and learning process.

2. Post accreditation Quality Initiatives

The Accreditation process completed on 30/11/2021, hence in this academic year the suggestions received from the Peer Team areyet to be implemented. The IQAC plans to execute these in the upcoming academic year.

3. Teaching Learning Reforms

ICT improvement:- IQAC encouraged teachers to use ICT tools for online teaching in pandemic situation.

4. Teaching Plan:-Every Teacher is expected to prepare and execute

the teaching plan semester-wise. The IQAC monitors the implementation of the teaching plans of the teachers.

5. Students Feedback:- The IQAC analyses the feedback and communicates the same to the staff.

Academic and Administrative Audit:-It conducts internal academic and administrative audits , to find out the strength and weaknesses of the academic setup of the institution.

Result Analysis:-The IQAC analyses the results of the student's class wise at the end of year.

File Description	Documents
Paste link for additional information	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.5.2.pdf
Upload any additional information	No File Uploaded

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

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://sadhubellacollege.org/wp-content/uploads/2022/04/6.5.3.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

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

A) Safety and Security

The institution has made available 24×7 security services at the entry gate. Only Bonafide students and staff are allowed to enter the campus. 16 CCTV cameras have been installed at prominent places.

B) Counselling

The institution has appointed a part-time counsellor for counselling needy students. The Mentor-Mentee system further helps develops a close relation with the students and they approach the mentors with their queries and problems. The mentor appropriately guides the mentees so as to reach a solution.

C) Common Room

Two girls' common rooms are available to the students with attached washrooms and other amenities. A sick room has been provided with a bed, clean drinking water, sanitary napkin vending machine, one wheelchair & relaxing chairs.

D) Any other relevant information

Programmes organized on the promotion of gender equity: -

1. **Webinar on Awareness on Women's rights and safety.**
2. **Webinar on Gender Equality**
3. **Savitribai Phule Birth Anniversary**

File Description	Documents
Annual gender sensitization action plan	https://sadhubellacollege.org/wp-content/uploads/2021/03/Gender-Sensitization-plan.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	https://sadhubellacollege.org/wp-content/uploads/2022/04/7.1.1.pdf

7.1.2 - The Institution has facilities for	C. Any 2 of the above

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	

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

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

This institution is committed to maintain a clean campus environment and undertakes various activities to protect the environment. A Cleanliness committee has been constituted to monitor the cleanliness of the college building and the campus. Waste materials are properly disposed as per norms.

A) Solid Waste Management:- Sweepers are appointed to sweep the college campus on daily basis. The waste materials are disposed through the municipal corporation garbage vehicle every day. The college also has compost Pit.

B) Liquid Waste Management:- All washrooms are equipped with flush toilets connected to underground septic tanks through metals/cement pipes. Greywater waste generated from washing, general cleaning, etc. are directly connected to municipal underground drainage pipes.

C) E-waste Management:-All electrical and electronic equipment which are non-working are disposed off every year. These are sold to scrap dealers/ vendors who in turn use them in recycling or sale by dismantling.

D) Biomedical waste management

Used sanitary napkins are collected separately and handed over to the municipal garbage van.

E) Hazardous chemicals and radioactive waste management

As this is a commerce college, there are no laboratories like chemistry Lab, zoology lab, etc. so no provision has been made to

dispose chemical waste, either liquid or gas.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	View File

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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

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	View File
Any other relevant documents	No File Uploaded

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

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

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
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	**A. Any 4 or all 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	View File
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).

This institution is recognized as a Minority Institution under Linguistic Minority for Sindhi speaking community. Though 50% of seats at the entry-level are reserved for Sindhi speaking students, no students of other language/community have been refused admission.

Cultural Diversities :

Students from Maharashtra and other states are studying in this Institution. Students from different cultural backgrounds participate and enjoy the various cultural programs.

Regional Diversity :

Students originating from different states /countries with different cultures, languages, and other diversities have been granted admission for different programs.

Linguistic Diversities:

Students from different states, speaking their respective state languages are accommodated in this institution. For regular communication, such students speak Hindi/English language.

Communal Diversities:

Students from different communities like Hindu, Muslim, Sikh, Christian, Buddhist, etc. have been admitted for different programs. All students have been treated equally by the institution and society.

Socio-Economic Diversities :

Though, students of this college come from different social backgrounds and economic statuses, they are treated equally irrespective of their diversity. The students belonging to SC, ST, OBC, DT, NT, etc. are treated on par with general category students.

The college staff also belongs to various states/ countries with different cultural backgrounds, languages, and socio-economic diversities.

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

a] Celebration of Independence day :

Every year on 15th August, the college celebrates Independence Day. Head of theInstitution hoist the Flag of the country and address the learners. In his address, he sensitizes the learners,faculty members and employees towards their responsibilities, duties towards the nation.

b] Celebration of Republic Day :

On 26th January, the institution celebrates Republic Day. After the Flag hoisting, the Head ofthe Institution address the students and sensitizes them regarding the importance of the day, as the entirenation was brought under the constitution.

c] ExtensionActivities:

For sensitizing constitutional values and rights following activities were conducted.

1.Conservational Values – Programmes like tree Plantation, Environmental Protection, No Honking Day, Ozone Day etc.

2.Laws and Rights Awareness – Programme conducted to bring awareness regarding Women Rights.

d] Celebration of National Constitution Day:

The institution celebrates National Constitution Day on 26th November to commemorate the adoption ofthe Constitution of India. On this day he Preamble of the Indian Constitution is read and all are made aware of theirfundamental rights and duties.

e] Celebration of various Anniversaries

The Institution celebrates Birth and Death Anniversaries of various national leaders, freedom fighters andsocial reformers.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://sadhubellacollege.org/wp-content/uploads/2022/04/7.1.9.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	No File Uploaded
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	View File
Any other relevant information	No File Uploaded

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

The institution takes efforts to celebrate National and International commemorative events to highlight the contribution of great personalities to society. A sense of sacrifice to the society of the great personalities is the quintessential part to celebrate commemorative days. It inculcates a stark and staunch feeling to do things for the welfare and betterment of the society. Their acts have led society to a paramount zenith where humanity got the soaring height and humanitarian values flashed and glared.

The institution takes strenuous efforts to celebrate the days while preparing the academic calendar. The first and foremost objective that exist behind is that students may be acquainted with intrinsic and extrinsic values because life of the great personalities are repleted with it. Details of Celebration of the commemorative events are hereunder:

A] National commemorative days :

- **Independence Day**
- **Teacher's Day celebration**
- **Mahatma Gandhi Jayanti and Lal Bahadur Shastri Jayanti**
- **Dr. A.P.J. Abdul Kalam Jayanti**
- **Constitutional Day**
- **Savtribai Phule Jayanti**
- **Republic Day**
- **Chatrapati Shivaji Maharaj Jayanti**
- **Shahid Diwas**
- **Dr. Babasaheb Ambedkar Jayanti**
- **National Sports Day**
- **NSS Day**

B] International Days

- **International Women's day**
- **International Yoga Day**
- **World Environment Day**
- **World Earth Day**
- **World Biodiversity Day**

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

1. Title

BMS-BBI Department in collaboration with I.Q.A.C., Student Council and Alumni Committee of the college had conducted Four days leadership Training Program by Monaries Consulting LLC, from Virginia, U.S.A.organized from 16th September2020 to 20th September 2020

2. Objectives

• To develop leadership qualities

• To raise confidence level .

• To create awareness about emotional intelligence.

• To enhance knowledge about time management.

3. Content of the programme.

1. Barriers Of Communication.

2.Importance of Verbal and Non-Verbal interactions, Emotional Intelligence with four sub points – Self Awareness, Self-Management, Social Awareness and Relationship Management.

3.Various concepts Like– Interdependence, Independence and Dependence, how yoga helps in maintaining mental stability, postures, discipline, concentration.

4. .Different paradigms of human interactions and empathic listening.

4. The Practice:

Above Four Contents(from point 3) were observed respectively on each four days of the leadership training programme

5. Evidence of success:

In the feedback form, students gave positive review about the session and also demanded for more such programs. Students completed all the allotted assignments of the training programme.

6. Challenges:

As it was the international training session organized online challenge was to develop communication with complete team of Monaries consultancy LLC.

Best Practice- 2

1. Title :

Programmes on Environment Awareness

2. Objectives:

• To Aware Environment Related Issues.

• To Save Water and Environment.

• To create awareness about Ozen.

3. Content of the programme.

1. Celebration of Various National and international Environment Days.

2.Organize Guest Lectures or Power Point Presentation on Various Days.

3.Ellaboirate Environment related issues and precautions to save the environment.

4. The Practice:

The College Celebrate every environment related days like World Environment Day, World Population Day, World Wild Day, World Ozon Day etc with organizing various Guest Lectures and well as Power Point Presentations.

5. Evidence of success:

In the feedback form, students gave positive review about the session and also demanded for more such programs.

6. Challenges:

As this is Commerce College and all students are not much more aware about Science related Terms. So explanations of such terms in scientific Way a little bit challenge.

File Description	Documents
Best practices in the Institutional website	https://sadhubellacollege.org/wp-content/uploads/2022/04/10_Best-Practices-2020-21.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

“Women Empowerment”

The vision of the institution is to strive hard to attain greater heights of excellence in higher education particularly for girl students. To attain this vision, the institution works on its mission of women empowerment which is also the need of our present society.

Women Development Cell conducted various programmes for Women Empowerment such as Savitribai Phule Jayanti, Gender equality etc.

Skill Development Training is one of the most powerful tools for making a lasting impact on the personality of young generation, so accordingly college has taken initiatives to conduct skill development trainingprogrammelike ‘Employability Training Skill Programme” and “Leadership Training Programme.

As a part of women empowerment, Institute helpsstudents to secure their career through placements before completing graduation. Many companies like ICICI Prudential, ICICI Bank were invited. In this year college provided secure job to 33 students.

College conduct webinars for students to boost their morale and create self-confidence within them. like Aptitude Preparation, Chartered Accountants (CA) as a Career, Preparation of Project Work, Webinar on Consumerism & Financial Literacy, Career options after Graduation etc. are organized.

Performance of the institution in the distinctive area of “Women

Empowerment" is visible through the continuous efforts.

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

- **To introduce Certificate Courses**
- **Conduct of Webinars/ workshops/seminars/FDP at College/University/ State/ National /International level.**
- **To Collect Feedback from stakeholders- Students, Staff, Alumni, Parents - it's analysis and use of outcome for the progress of the Institution.**
- **Conduct of Academic and Administrative Audit, Green Audit, Students Progression Audit etc.**
- **Signing MOUs with industries for students placements.**
- **To conduct placement drive.**
- **To conduct a programme on gender equity.**
- **Training programme for skill development**
- **Improvement in the College Infrastructure.**
- **Participation of students at National & International Level in Cultural & Sports Activities.**
- **Conduct of online examinations both internal and external as per university norms and declaration of results within a maximum period of 30 days from the last day of examination.**
- **To implement LMS**
- **To increase external and social activist's participation in college development through various committees.**
- **Improvement in Research and Publication activities.**
- **Fully Automated Library.**
- **To organize training programme on OBE and CBCS.**
- **To increase collaborations with various colleges and institutions.**
- **To participate in NIRF**
- **ISO Certification for College**
- **To celebrate National and International Day's for Environmental Awareness.**