YEARLY STATUS REPORT - 2021-2022

Part A	
Data of the Institution	
1.Name of the Institution	D.E. Society's Kirti M. Doongursee College of Arts, Science and Commerce
• Name of the Head of the institution	Dr. D.V. Pawar
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	0226274501
• Mobile no	9819212780
• Registered e-mail	principal@kirticollege.edu.in
• Alternate e-mail	drdvpawar@rediffmail.com
• Address	Kashinath Dhuru Road, Off Veer Savarkar Marg, Dadar West
• City/Town	Mumbai
• State/UT	Maharashtra
• Pin Code	400028
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

◆ Financial Status	**UGC 2f and 12(B)**
◆ Name of the Affiliating University	**Mumbai University**
◆ Name of the IQAC Coordinator	**Prof. Mathew Samuel**
◆ Phone No.	**9820256125**
◆ Alternate phone No.	**9820256125**
◆ Mobile	**9820256125**
◆ IQAC e-mail address	**iqackirticollege22@gmail.com**
◆ Alternate Email address	**mathsam62@gmail.com**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://kirticollege.edu.in/wp-content/uploads/2024/10/AQAR-Report_2020-2021.pdf
4.Whether Academic Calendar prepared during the year?	**Yes**
◆ if yes, whether it is uploaded in the Institutional website Web link:	https://kirticollege.edu.in/wp-content/uploads/2024/09/1.1.2-Academic-calendar.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**A**	**86.5**	**2004**	**16/09/2004**	**15/09/2009**
Cycle 2	**A**	**3.32**	**2011**	**30/11/2011**	**29/11/2016**
Cycle 3	**A**	**3.39**	**2017**	**12/09/2017**	**11/09/2022**

6.Date of Establishment of IQAC	**15/11/2004**

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	**Yes**

NAAC guidelines		
• Upload latest notification of formation of IQAC	[View File]( )	
9.No. of IQAC meetings held during the year	**9**	
• 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)

* CAS for teachers * Preparation of proposal for Autonomy of college * National Webinar on" Legal Dimensions of IPR" 0 04/03/2022 * Annual Academic festival Srujan * National Level Virtual Conference on "India at 2031: Opportunities and Challenges" Organised by Kirti College, Mumbai on 12/4/22.

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
Moving towards Autonomy	Submission of required files
MoU	1. Mathematics departments of Kirti College, M.D. College and Maharashtra Colleges Mumbai 2. BMS of Kirti College With BBA of Nehru College Coimbatore -1
Conferences/workshops/seminars	National level conference, symposium, workshops, lecture series were conducted
CAS	13 teachers promoted under CAS
IPR webinar	Webinar on Legal Dimensions of IPR" organised

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

◆ Name of the statutory body

Name	Date of meeting(s)
CDC	14/10/2022

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2021 – 2022	23/12/2022

15.Multidisciplinary / interdisciplinary

The NEP expects HEIs to march towards MDHEI in due course. NEP has bestowed the responsibility on autonomous institutions. Therefore, the first step that D.E. Soceity's Kirti M. Doongursee College Of Arts, Science and Commerce has initiated is the journey to become autonomous. The College expects to get autonomy in the next Academic year i.e., 2022-23. The College already has Arts, Commerce and Science programs. After the conferment of autonomy, the College will focus on more multidisciplinary programs/courses. Similarly, interdisciplinary research projects are encouraged for the final year and PG students of the Arts program.

16.Academic bank of credits (ABC):

The College has initiated add-on courses such as Certificate Course in GST. After the conferment of autonomy, the college will assign credits to these courses. Also, such courses will be registered on the Academic Bank of Credit for other students to take. The College will initiate the registration of our students on the ABC portal.

17.Skill development:

The College has initiated add-on courses such as Certificate Course in GST. Some more courses such as Video Editing (Dept of BAMMC), SPSS course (Dept of Statistics), and Certificate Courses in Spoken English, fashion designing, Fabric Painting, and Photography are being developed and will be launched from next AY. The courses are being designed with industry veterans.

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

The College has bilingual (English and Marathi) delivery of lectures and practicals. The College has literary clubs of Hindi and Marathi Departments where language enhancement activities are promoted. The College plans to initiate courses to popularize the Sanskrit language and Modi script in collaboration with organizations working for the cause. Celebration of Marathi Bhasha Divas and Hindi Din are regular activities of our College. Credit courses on the Kathak Dance form and Indian Music are under consideration.

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

With the help of UGC and State government guidelines, the contents and outcomes of each course are being reviewed by each department. Being an affiliated college of Mumbai University, there is not much scope to make any changes in the structure and contents or credits of any course. However, once the autonomy is conferred, robust mechanisms to map COs and POs will be implemented with a strong focus on OBE.

20.Distance education/online education:

During Lockdown, the College made extensive use of Microsoft Teams (Licenced versions provided by parent body Deccan Education Society, Pune) for conducting lectures and practicals. Some classrooms will be equipped with Interactive boards.

Extended Profile

1.Programme

Annual Quality Assurance Report of KIRTI M. DOONGURSEE COLLEGE

1.1 Number of courses offered by the institution across all programs during the year	**889**

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

2.Student

2.1 Number of students during the year	**4448**

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	**1983**

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

2.3 Number of outgoing/ final year students during the year	**1414**

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

3.Academic

3.1 Number of full time teachers during the year	**71**

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

3.2 Number of sanctioned posts during the year	**110**

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File Description	Documents
Data Template	<u>View File</u>

4.Institution

4.1 Total number of Classrooms and Seminar halls	**42**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**20620572**
4.3 Total number of computers on campus for academic purposes	**274**

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

As College is affiliated to University of Mumbai, all programmes and courses follow curriculum prescribed by its Boards of Studies. Some of our teaching staff have contributed to curriculum development as members of board of studies of the University. During the beginning of academic year, timetable committee allocates theory and practical schedules to all departments. Heads of Departments distribute workload among the departmental staff. Due to pandemic, practicals and theory were conducted online via Microsoft Teams platform. Towards the end of the even semester, practicals were conducted offline. The academic calendar is prepared by IQAC wherein tentative dates for semester wise examinations, co-curricular and extra-curricular activities, Academic festival Srujan, departmental festivals and holidays are scheduled. Effective and well planned curriculum delivery is attained through timely conduct of lectures, providing notes and sharing e-resources like PPTs, links of videos on WhatsApp, etc. along with video simulations for practicals, ICT enabled tools like Graphic tablet (Digital Boards), films and documentaries, online excursions and use of flip classrooms. Stock of completion of topics were taken by HODs for continuous evaluation. Various guest lectures, National and International Webinars were arranged online which helped students immensely.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://mu.ac.in/syllabus

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

Academic Calendar givestentative schedule of all examinations. Students were informed about scheme of internal evaluation in their class WhatsApp group. For all UG and PG classes, Continuous Internal Evaluation (CIE) was conducted by respective departments using tools like Google Forms, Office 365, etc. Apart from CIE, self-finance courses (CS, IT, BT, BAF, BMS and BAMMC) and Mathematics have 25 internal marks allotted as part of their course structure. Internal exams for FY and SY Biotechnology were conducted using MCQ format online via Google form. BMS Department conducted Internal Examination for FY to TY using Microsoft Teams. BAF Dept conducted Internal Examination for FY to TY for all courses based on MCQ format via ERP. BAMMC conducted their online internal examination for FY to TY based on the projects presented by each group of students. CS and IT Dept conducted internal exam for FY to TY based on MCQ format via Google form . M.Sc. CS-IT students were assessed internally based on online project presentation and assignments submission. MSc Chemistry and MSc Zoology students were assessed internally based on online project presentations. Rural Development Dept conducted their internal examination in even semesters based on group project presentations.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://kirticollege.edu.in/wp-content/uploads/2024/09/1.1.2-Academic-calendar.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	**A. All of the above**

programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

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

11

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

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

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

04

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

104

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

University of Mumbai has integrated above issues into its CBCS curriculum in various Courses of its Programmes.

· Foundation course for FY and SY Students of BA, BCom., BSc focuses on environmental issues, carbon credits, sustainable development along with gender equality and human values.

· FYBCom students have 'Environmental Studies' course where they learn environmental conservation, man-environment relationship, resource conversation.

· Commerce students learn professional ethics in Business Communication. BAF students are taughtauditing along with professional ethics.

· Geography students learn 'Environmental Geography' which teaches sustainability, non-renewable resources, conservation of biodiversity and its management.

· Zoology Students learn about Ecology, National Parks and conservations of flora and fauna, effects of pollution, Environment and Wildlife management.

· Botany Students have Environmental Botany where they learn about natural resources and its conservation. Economic Botany teaches economic importance of various botanical products. In addition they get knowledge of agro – processing, horticulture, plant breeding, etc.

· CSIT has Communication Skillsthat teaches professional ethics. They study Ethical Hacking ,Intellectual Property Rights,Information

Security and Cyber Laws.

· College teachers involved in different committees like Environment-Climate Reality, NCC, NSS etc. engage students in expert lectures, plantation drives, beach clean-up activities, etc.

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

16

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

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

609

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://kirticollege.edu.in/feedback-2/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	**No File Uploaded**
Any additional information	View File

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

File Description	Documents
Upload any additional information	**No File Uploaded**
URL for feedback report	https://kirticollege.edu.in/feedback-2/

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

1641

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

963

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

2.2 - Catering to Student Diversity

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

Learning levels of students are classified based on entry level marks. The assessment of a student is done through internal and external examinations in the form of Theory and practical examinations along with project assessment, presentations and viva voce. An orientation program makes students aware of learning resources, infrastructure and facilities available, examination pattern and assessment schemes. CIE is conducted for all classes twice a semester. Slow learners are identified and through mentorship process additional learning inputs are provided as extra lectures for slow learners. Our library has a wide range of textbooks, reference books and journals. Students are encouraged to use these materials for review, study and practice. Audio visual learning resources in the form of videos, You Tube links are provided to students for better learning experiences. BAF department introduced an add-on course. Many departments organize departmental festivals to foster academic creativity and promote innovative thinking among the students. Guest lectures by renowned experts from academia and industry are arranged to expose students to advanced learning and research during academic festival SRUJAN. Learning through research is promoted by encouraging students to participate in the research convention like Avishkar which is organized by Government of Maharashtra.

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

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

Number of Students	Number of Teachers
4448	**71**

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

2.3 - Teaching- Learning Process

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

Experiential learning: The knowledge of theory topics taught in the classroom becomes more effective when the students get hands on experience of the same through practical work in laboratories. Supportive activities include projects, research conventions like Avishkar, online training, etc. Botany department conducted online excursions with an alumnus as resource.

Participative learning: This is a student centric approach that involves active and collaborative participation of students in various co-curricular activities with guidance from teachers such as project assignment, poster making, group assignment, seminars, presentations, quizzes etc. which results in developing positive and favorable attitude towards the subject.

Experts as guest lecturers provide students an opportunity to learn specific topics in an interactive manner improving their educational experience. Almost every department engages in this activity especially during Srujan. Bedsides, skill based and entrepreneurial guest lectures are organized that may help students get introduced to potential careers.

Problem Solving Methodologies: Excel tool was used to solve Accountancy problems. Use of case studies help in developing the skills to solve real world problems. Students of science faculty solve many problems based on the classroom teaching.

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

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

The college laboratories are ICT enabled with desktops/laptops, printers, projectors, smart boards and internet connectivity. Two classrooms 0.8 and 3.11are ICT enabled. The teaching and examination activities were carried out on online platform due to Covid-19 pandemic. Microsoft Teams licenses were purchased to carry out teaching activities, laboratory and assignment submissions, sharing learning resources, noting the student attendance and conducting guest lectures and meetings. Hardware such as desktops/laptops, mobile phones, digital pad with stylus, microphones was used for effective teaching purposes. Various websites and You tube resources were referred to develop effective teaching material. Many departments used subject specific software for improving the quality of teaching. Google meet and Zoom platform were used to conduct student and staff meetings or guest lectures. All major examinations, both regular and ATKT, were conducted online through the ERP system.

File Description	Documents
Upload any additional information	View File
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

71

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	**No File Uploaded**

2.4 - Teacher Profile and Quality

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

71

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

33

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

1228

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.

Examination Committee follows the norms laid down by University of Mumbai while conducting the internal examinations in the college. Evaluation pattern and process is informed to students during their orientation programmes and during regular lectures in each class. Institute uses WhatsApp groups and College Telegram channel to notify students about the topics of test and date of submission in case of assignments and examination schedule.

College website is the platform used to upload all circulars and notices related to examinations and submissions. Institute conducts internal exams in the form of MCQ tests, viva, presentation and project works. Despite CIE not being mandatory by Mumbai University, it was conducted for classes twice per semester. Platforms such as Microsoft Teams and office 365 are used to conduct class tests and assignment submissions. Self-finance and Mathematics departments have compulsory internal assessment. Project presentations and viva voce test were the other mechanisms implemented for internal assessment. Computer Science, Information Technology and Mathematics students conducted online tests in each semester for internal evaluation. Case study assignments and presentations are implemented for internal evaluation in Foundation Course.

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

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

The College has a Grievance cell in place. Besides, students can also submit their grievances to their respective teachers, Chairman of examination committee, Vice Principals or even Principal to resolve examination related problems. Grievances related to internal evaluations are usually received before the announcement of results. Departments publish defaulter's list on class WhatsApp groups, if assignments are not submitted or project presentations or viva are not completed within the stipulated time. In cases where test, assignment or projects were not submitted due to medical emergency or the student representing college for sports, cultural events, NCC or NSS camps, the course coordinator or concerned teacher verifies the genuineness of the student. These students are then allowed to give their exams on a new date. During the pandemic, examinations

were conducted using online mode, where few students suffered due to poor or no internet connectivity. For such grievances, re-tests were conducted and queries were resolved. After result declaration, if any error in the progress report related to marks of internal assessment or any profile error is notified to Examination Committee, then such queries were immediately resolved, corrected and disposed by the committee with help from ERP department.

File Description	Documents
Any additional information	[View File]
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

The college is affiliated to the University of Mumbai and offers six programmes in conventional B.Sc., nine programmes in B.A. and one programme in B.Com. at the undergraduate level under grant-in-aid system. In addition, there are 6 programmes at the undergraduate level under self-financing scheme. There are 8 PG programmes in Science and Arts under self-financing scheme. University of Mumbai designed the syllabus of these courses, but the programme outcomes and course outcomes are prepared by the HOD of the department along with his staff. Each department maintains a copy of the syllabi along with COs and POs for immediate reference. As per the instructions given by the IQAC (Internal Quality Assurance Cell) departments make students aware of COs and POs and their expected attainment during the initial lecture sessions. Enrolled students are instructed to go through the college website for COs and POs of respective courses and programmes. Syllabi and learning outcomes of the programmes and courses are uploaded on the college website for reference of stakeholders.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://kirticollege.edu.in/wp-content/uploads/2022/12/2.6.1-COs.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.

The departments complete syllabi well within the stipulated time period. Learners are continuously internally evaluated through test, assignments, or projects presentations. Term end examinations were conducted for each course using online MCQ format as per the instructions received from the University of Mumbai. Attainment of course outcomes is based on the net results of these examinations. Indirect methods for calculating attainment like feedback related to syllabi and its learning outcomes was conducted online from students and other stakeholders that ascertains the relevance of a programme and its employability. The Student Satisfaction Survey is also conducted. Student's progress to HEIs and placements are the modes through which attainment of programme outcomes can be measured.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://kirticollege.edu.in/wp-content/uploads/2024/09/2.7.1.-SSR-21-22.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

1401

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

https://kirticollege.edu.in/wp-content/uploads/2024/09/2.7.1.-SSR-21-22.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

0

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

10

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

College has a Research Promotion Committee to encourage and provide momentum to research based activities among staff and students in college. Central Instrumentation Facility is equipped with need based sophisticated instruments. This facility and ICT centre are developed through DST-FIST funding creating an ambience conducive for research in college. College provides seed money to faculty undertaking research work. Students are encouraged to participate in college level research competitions through poster and project presentations. Students selected from this competition participate in Avishkar, a state level research competition. S. Y. B. Sc. Botany student won 2nd prize for - A study of coastal water samples from Mumbai's beaches. Two Botany students worked on projects namely - Study of increase in water holding capacity and organic matter of soil by using plant waste and Study of effectiveness of Pulses in Soil and Soilless medium respectively. UG Students participated in a virtual conference and presented papers in an International Virtual Conference on "Life Science Research and It's interface with Allied Sciences" organized by N.B. Mehta Science College, Bordi, Palghar. A MoU was made by the Math department with M.D. College and Maharashtra College under which programmes were conducted to improve students' mathematical capability.

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

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual

Property Rights (IPR) and entrepreneurship during the year

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

8

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

01

File Description	Documents
URL to the research page on HEI website	https://kirticollege.edu.in/#
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

06

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

13

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

3.4 - Extension Activities

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

Department of BMS, Bio-Tech, and NCC Girls Unit organized a National Symposium on Circular Economy and Green Consumerism on 21/02/2022 to introduce and sensitize students and staff to the concept of sustainable development and circular economy. Inputs on domestic waste management and role of consumerism in contributing to sustainable development goals were delivered.

Department of Botany organized a workshop on 'Urban Vertical Farming: An Entrepreneurial Initiative' on 22/02/2022. Students were made aware of farming initiatives that can be easily undertaken in a city environment where land is not available for farming along with the idea of self-employment . This workshop on entrepreneurial skills benefited about 50 students and inculcated gardening skills too.

Department of Geography organized an activity on 'Environment Awareness Among Students' in month of December 2021 and January 2022 to mark celebration of Geography Day on 14/01/2022. 22 students identified the trees in their vicinity and geo-tagged the trees, generated QR codes by using mobile apps, corresponding to the tree information and pasted it on the trees for information to common public. In this initiative students covered 325 trees in the college campus and around 50 trees near their residence.

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

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

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

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

46

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

2202

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

03

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
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

04

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

Kirti College is located in the south zone of Mumbai City and has a campus area of 9828.77 sq. mts. The main building has 42 classrooms and 18 laboratories. 0.8 and 3.11 are two classrooms which we use as seminar halls are fully equipped with ICT facility. In accordance with the capacity and student strengthstimetables areprepared with optimal usage of classrooms that have good ventilationand good quality boards.

College has six computer laboratories equipped with computersthat have recommended configuration and with good computing capabilities along with allied accesorieslike printers and good networking facility . WiFi connectivity is provided to laboratories and departments. Biotechnology lab is well equipped with instruments like Laminar Air Flow, Digital weighing machine, microwave, refrigerator, incubator and pH meter. Science departments have well equipped laboratories with advanced equipments and instruments. ACD -Wind is a software-based computing equipment used by Physics department to study velocity and direction of wind in research work. All the laboratories are ICT enabled. The college has a modern Central Instrumentation Facility which is equipped with computing equipment's, viz. FT-IR, UV - Visible spectrophotometer with reflectance, TGA-DTG for thermal analysis, HPTLC used in synthetic chemistry.

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

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

The college has gymkhana which was established in 1954. The area of the gymkhana is 144 sq.mts. Indoor games like carom, chess and table tennis are provided in the college gymkhana. Various indoor games and yoga are arranged in the gymkhana. The college gymnasium is used by students and residents from local area.

The college has a playground that is revamped every year for conducting Kirti Karandak, the annual sports event comprising of kho-kho and kabaddi. A local ground is hired for cricket. A municipal swimming pool is hired for water sports.

College provides all necessary facilities to the sportsmen including TA - DA, sports kits, sportswear, sports equipment. expert coaching for outdoor games like Kabaddi, Kho-Kho, Cricket and Boxing. Prize winners get certificates, medals, kitbags, track suits, trophies etc.

The cultural department office has an area of 7.8 sq.mts. Alumni experts prepare students for cultural events. Expenses incurred for inter-collegiate cultural competitions are borne by the college. The cultural department hosts an annual intercollegiate festival Antarang, which was held successfully in online mode this year due to pandemic situation.Practice for cultural events is pursued at the available space after college timing and on holidays.

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

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

07

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

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

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

2741069

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)

For the management of library processes SLIM software is used by the library.

It is partially automated with a Version 3.3.0.30275.

However, the college has initiated the automation process through ERP system this year and the process is still under testing.

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

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	**A. Any 4 or more of the above**

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

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

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

309052

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
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

57

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	[View File](#)

4.3 - IT Infrastructure

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

There are around 274 computers with Microsoft licenses of all operating systems and application software that are placed invarious departments, laboratories and administrative offices including those available to students. All computer labs are under local area network with internet facility provided by TATA leased line of 200 Mbps. An alternate static line of MTNL has been installed as backup of 2Mbps.As per requirement the IT infrastructure is augmented from time to time. Upgradation of both software and hardware is done according to need based on syllabus updation or product wear and tear,in college office, computer labs and general IT facilities. Computers are installed with anti-virus software.

Tally ERP 9 is used for accounting purposes. ERP system is implemented in which admission, examination and finance modules are fully functional.Students can avail internet services necessary to avail benefits with various portals like government scholarships and ERP services. College uses Cyberoam firewall to prevent illegal access of internet. Laptops with good configuration are provided to all science departments.

CCTV cameras with a data backup facility of 15 days have been installed all over the campus premises. A proficient staff is employed for maintenance and upgradation of IT equipments.

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

4.3.2 - Number of Computers

274

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)

2486311

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.

Requirements for new purchases and maintenance are scrutinized and evaluated by the Purchase Committee of college. Then approvals are sought fromCollege Development Committee (CDC) and clearance by DES as the central authority.

Laboratory staff maintain dead stock registers of equipment. Instruments are calibrated and serviced periodically by them. Any

requirement of laboratory equipment is submitted to the Purchase Committee.

Books suggested by HODs are forwarded by the Librarian to Principal for approval and purchase. Maintenance of library includesmainaining books and book racks, pest control, stocktaking, binding old books, weeding out unwanted books.

Gymkhana Chairman looks after the maintenance and utilization of sports and cultural facilities. Gymnasium equipment's are maintained on a regular basis.

IT resources are maintained by skilled personnel appointed by the college and, based on recommendations received, are upgraded periodically. For smooth conduct of administrative and examination-related activities the college has been equipped with an ERP system.

Classrooms are kept clean and tidy daily. The working condition of electrical fittings and furniture are checked regularly and replaced if damaged.

Annual maintenance contracts (AMC) are provided for maintenance of water coolers and water filters, housekeeping, garbage disposal, pest control and maintenance of college campus

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

715

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
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

54

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://kirticollege.edu.in/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

`743`

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

`743`

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	View File
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

09

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

105

File Description	Documents
Upload supporting data for student/alumni	**No File Uploaded**
Any additional information	View File
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.

03

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at univer sity/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)

The college does not have a formal Student Council. Various activities were conducted in College at Intra and Intercollegiate levels where students found a platform to showcase their leadership and administrative capabilities. Students were involved in activities conducted by Cultural Department, NCC (Boys and girls' units), NSS, BMM, BMS, BAF Departments. Intercollegiate Cultural Festival ' ANTARANG ' was conducted offline in January 22. Various competitions like singing, dance, fashion show, elocution, debate were conducted during 'ANTARANG '. This event was totally managed by a team of students who were involved in planning and execution of this event and thus contributed to its huge success. Social activities like blood donation camp, beach cleaning were organized in association with NGOs but conducted by NSS volunteers and NCC cadets. Departmental festivals are driven by student enterprise. Intercollegiate Festival 'MOKSH' by BMM department was conducted in hybrid mode in the month of March 22, Other festivals include ' EKYAM ' by BMS Department and ' Paryavaran Sangh Pragati ' by BAF department which were conducted off line and totally executed by students. Organizing such festivals gives students the opportunity to develop their social skills, explore inherent talentsand inspire creativity.

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

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

03

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

Kirti College has an alumni committee which organized a programme "Rendezvous with Journalists" on 19/03/2022 to felicitate alumni from the field of media and print journalism. Around 15 senior and midlevel journalists from print and TV media, from English and regional media arrived at the event. They shared their experiences and gave insights and advice to more than 100 students who had gathered in Room 0.8. Alumni committee in collaboration with Expectron and N-Cellariea organized an orientation on 'Career Pathway – Job guarantee program' on 25/03/2022 with Dr Rohit Shetty as the resource person. Department of Botany invited alumnus Mr. Mukul Bandivdekar, Landscape Designer for a Workshop on 'Urban vertical farming - An Entrepreneurial Initiative' on 22/02/2022. Ms. Gauri Gurav, Botany alumnus, designated Partner of Oikoessence was resource person for three virtual excursions of F.Y., S.Y. and

T.Y.B.Sc. Botany students. Geography department conducted seven guest lectures in the Alumni Lecture series to establish connection and networking of current students with alumni. Information concerning career opportunities and knowledge skills was shared to avid students.

Some departments have formed alumni WhatsApp groups for communication of information regarding placement and other activities. In 2021-22 alumni provided financial assistance of ?60,000/- to needy students.

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

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

File Description	Documents
Upload any additional information	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

VISION: Realizing the vision of our founding fathers of educating masses with class education, perform as a change agent in an onward journey of students struggling to become better persons of tomorrow by taking small strides of five years, delivering quality education

MISSION: "Empowerment through Education" in terms of the development of intellect, skills, ethics, and culture of the society through conventional & non-conventional education

The vision and mission of the institution promote quality education, research programs, technological development, and skill development to keep pace with global education standards. The strategic plan of the institution is governed by the code of sovereign leadership operating on lines of mutual responsibilities through College Development Committee, Life members, and Principal who along with

HODs, conveners, and members of various committees and cells like IQAC, Admission, Examination, Library, Research Promotion, etc. play an important role in determining institutional strategies and their implementation. Principal and faculty from the departments together with the IQAC, with feedback from stakeholders, plan and implement various curricular, co-curricular & extra-curricular activities, reinforcing necessary infrastructure and facilities, undertaking research, training, and development, centring around enrichment of knowledge, skills, experience, and values, that transform emerging students into prolific members of society.

File Description	Documents
Paste link for additional information	https://kirticollege.edu.in/vision-and-mission/
Upload any additional information	View File

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

The organization encourages a decentralization policy by soliciting the total participation and active involvement of all stakeholders. Gymkhana like other departments reflects the policy of decentralization.

The chairperson of the Gymkhana manages Gymkhana activities, Cultural activities, and Sports events. He is empowered to plan and conduct sports and cultural events. He holds the privilege to mobilize college Gymkhana funds for sports and cultural events and generates endowments for the various events from the sponsors. He plans and manages to provide funds to the students for entry fees, travel expenses, Sports-kits, and refreshments. He takes lead in planning intra and Inter-collegiate competitions like Music, Dance, Dramatics, Literary, and Fine arts working hand to hand with Cultural committees and sports like Kho-Kho, Kabaddi, Cricket, Boxing, Swimming, indoor sports like Carom, Badminton, Table Tennis, Malakhamb, Chess and Martial Arts, Body Building, Kabaddi Competition titled KIRTI KARANDAK in consultation with sports Director. He conducts Inter-collegiate cultural competitions under the banner of a Cultural Festival named ANTARANG. He organizes an Annual Prize distribution Programme in which meritorious students and winners of various competitions are awarded Prizes and Trophies. The above enumeration of features comprising participatory management points conclusively to the ethics of decentralisation.

File Description	Documents
Paste link for additional information	https://kirticollege.edu.in/sports/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institution offers graduation courses in the subject of Account and Finance. Taxation is an integrated and complex component of the BAF program. It is essential to expertise students in the subjects of direct tax, indirect tax, advanced tax, methods of establishing taxes, and tax laws which enables them to start their careers as tax consultants. Hence a career perspective certificate course in taxation was designed and in the meeting of the advisory committee held on 7th March 2020, the resolution was passed by the members of the board of Mumbai to start a new certificate course in Taxation. Nineteen students of BAF pursued this course. As per the norms, to provide direct practical experience, students were sent to the office of the charter accountant, Vaishampayan & Associates. Nineteen students received hands-on training on taxation and bank audit in the office of chartered accountants, Vaishampayan & Associates. After the completion of the certificate course and hands-on training, six students received employment and were retained by the company, Vaishampayan & Associates as tax consultants and bank auditors.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	**Nil**
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 hierarchical structure of the institutional administrative system comprises Governing body of the Deccan Education Society, the Joint Board of Life Members, the Mumbai Board of Life Members, CDC, and college Principal. College Principal coordinateswith Vice

Principals, IQAC, departments, committees, library, and auxiliary bodies, to accomplish efficient functioning of the institution. Each body has an independent administrative setup with an in-charge along with steadfast teaching staff and support staff. Coordinator of IQAC shoulders the responsibility for smooth functioning of academics, various cells & committees. Examination & result committee plans and execute examination work with the active participation of teaching and support staff & take responsibility for the timely declaration of result. Librarian of the institute with the help of an assistant-librarian, clerical staff, and support staff inspires students to use numerous reference books and e-library. Coordinators of NSS, NCC, and Gymkhana take responsibility to train and showcase students' skills in various fields. The institute follows THE MAHARASHTRA PUBLIC UNIVERSITIES ACT 2016 (amended in September 2018) and the university of Mumbai - Uniform Statutes for the appointment and service rule for the teaching staff & Maharashtra non-agricultural universities and affiliated colleges standard code rules 1984 for the non-teaching staff.

File Description	Documents
Paste link for additional information	**Nil**
Link to Organogram of the institution webpage	https://kirticollege.edu.in/wp-content/uploads/2024/05/Organogram_6.2.2.docx.pdf
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

College executes various policies that encourage the welfare of the teaching and non- teaching staff.

Teaching and non- teaching staff (Aided) have Medical Reimbursement as per government norms.Self – financed Teaching and non- teaching staff has Medical Insurance cards supported by DES.There is a Welfare Schemes by Kirti M. Doongursee College Employees Credit Cooperative Society.

The college organized a health camp to provide health check-up and infuse awareness about essential health issues and mental wellbeing.

Salaries are disbursed regularly every month and compensations of allowances are administered well in time.

College provides a healthy and clean work environment conducive for boosting productivity at work.

Facilities such as departments, library, meeting rooms, reading space, Wi-Fi enabled computers and printers are provided to the staff.

Teachers are provided with financial support to attend conferences and workshops.

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

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

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

02

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

01

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	View File
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

24

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

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

An efficient performance appraisal system helps to create highly motivated and devoted teachers. It is a tool due to which faculty members feel enhanced and make a strong fortitude to update themselves ahead. Appraisal form is designed by college based on the Performance Based Appraisal Scheme (PBAS) proforma which is presented by faculty during their promotion.The PBAS proforma consists of the personal information, teaching-learning, and evaluation related activities; research and academic contributions, administrative assistance and contribution, contribution in extra- and co-curricular activities, role as Principal/Vice- principal/HOD/in-charge/convener etc. as per UGC-CAS guidelines.Faculty members also mention questions faced by him/her in that academic year.In the year 2021-22faculty members submitted the Appraisal form to HODs via email which were later submitted to IQAC.

A separate appraisal form is also designed for the support staff.

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit

objections within a maximum of 200 words

· **The central finance committee of Deccan Education Society has devised a system of periodical assessment of Kirti M. D. College under it.**

· **Internal audit was conducted online on quarterly basis in a year, where the staff from central finance committee of Deccan Education Society check and authenticate the financial transactions done during the financial year.**

· **The accounting software is centrally linked to the central office through Tally software database, which ensures the smooth financial and accounting activities.**

· **The statutory auditor M/s Gokhale, Tanksale & Ghatpande, Chartered Accountants firm is appointed by the Deccan Education Society & at the end of the financial year the said firm carry out the external audit and submit the Audit Report to Secretary, Deccan Education Society, Pune.**

· **The last external audit was carried online in the month of April 2022**

Major audit objections: NIL

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

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

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

436559/-

File Description	Documents
Annual statements of accounts	[View File](#)
Any additional information	[View File](#)
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

Strategy for mobilization of funds

We have the usual method of budgeting for every academic year which is utilized for all academic, infrastructure and other activities. Key resource of funds is student fees which is approved, by Government of Maharashtra and D.E. Society.

·Each year, budget of college ispreparedby Principalbased on respective departments' requirements like, academic, co-curricular, research and development activities etc.

·Principal further proposes the budget to College Management Committee and Governing Body and after due discussion, college management approves the budget.

Utilization of Funds

Institute has an organized procedure for sanctioning of funds and for settlement of advance and clearance of bills for payments.

Examinations are performed as per the examination policy and exam fees are charged separately. Main areas of funds utilization are- Infrastructural development, Library (books), Laboratory equipment, Staff Salary, maintenance, sports, R&D, student annual festival and miscellaneous etc.

·The students also gather sponsorship amounts all through various sources for co-curricular activities.

College contributes for excursions, field visits and Industrial visits for students and self-supporting seminars, workshops, etc. Amount obtained through registrations etc. is utilized back to organize more such programs.

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

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

LMS through pandemic:

Pandemic brought about a veritable change in teaching and learning process. ICT became norm as education went online. Adaptation to ICT was quite smooth as staff were given training to use online tools like Microsoft Teams, Zoom, etc.. Along with this, learning management system(LMS) was also digitalized. Admissions and examinations went online through institutional ERP. Online meetings were regularly held to review these processes and resolve any impediment. Members of admission and examination committees had daily meetings with students and parents to resolve their doubts and queries.

MoU with other organizations:

To motivate and encourage premium and quality education, college encouraged departments to form MoU with organizations and academic institutions. Three departments, Mathematics, BMS and CS-IT reciprocated with express purpose of enhancing mutual cooperation of academic interest between institutes. Activities include collaborative R&D programmes, publications for teachers and students, organizing joint seminars/webinars/conferences/symposia at national/international levels and establish faculty/student exchange programmes. CS-IT department collaborated with SIES College on interactive sessions on 'Principles of Management, 'Principles of Marketing' and were External Viva Examiners for final year student's research work. Mathematics Department collaborated with colleges and organized several programmes that matched the objectives of MoU.

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

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

Academic calendar provided at the beginning of the year gives tentative schedule of examinations and other activities throughout the year. The orientation programme for first year students across all faculties provides them with information about the teaching and learning process, examination system and facilities available in college. Students are encouraged to participate in guest lectures and seminars in academic festival Srujan and research activities like Avishkar. Responses from stakeholders provide valuable feedback on the teaching learning process.

IQAC holds meetings with HODs, Committees and Cells to discuss strategies of quality measures that will improve the performance of the institution both in academics and administration. This has led to

- **Automation of admission and examination processes have led to smoother and hassle-free conduct of these activities.**
- **MoUs formed with different institutions by some of the departments which are aimed at enhancing educational quality of students and teaching faculty.**
- **Mentorship which has begun to play a big role in student progress.**
- **Some departments conducting skill development and certification courses imparting cognitive and technical skills to students.**
- **Availability of PG courses and research centre in college.**
- **Alumni support through monetary funds and academic activities like guest lectures and online excursions and counselling.**

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

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://kirticollege.edu.in/wp-content/uploads/2024/09/AQAR-Report 2021-2022.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	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

The institute promotes gender equity and equality by conducting regular gender equity promotion programmes. A sequel to the webinar by NGO Responsible Netism conducted last year for female students on 'Safe cyber experience and ensuring mental well-being in cyberspace' was organized with expert guest speakers from Ahaan Foundation. An online 'Skill Based Programme' and 'Eco-Tourism' were organized for the empowerment of girl students. To improve health consciousness on campus, a Cervical Cancer Vaccination Camp and a weeklong workshop on Yoga for women were arranged while for psychological health, webinars like 'Measures for Violence against Women' and 'Gender Balance for Better' were organized. To deal with family issues like alcoholism a workshop was organized. The ladies' common room provides space for girls to relax and for recreation. The lady's washroom is equipped with a sanitary pad vending machine. The campus is under CCTV surveillance. The Internal Complaints Committee(ICC) monitors the problems of girl students. The NCC girls' unit is very active and organizes many programmes that deal with gender

sensitization and women empowerment.

File Description	Documents
Annual gender sensitization action plan	https://kirticollege.edu.in/wp-content/uploads/2024/09/7.1.1-a-Annual-Gender-Sensitization-Plan-2022-23.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://kirticollege.edu.in/wp-content/uploads/2024/10/7.1.1.-b.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	**D. Any 1 of the above**

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

Solid Waste: Every classroom and corridor of the college is provided with dustbins to collect waste. For the segregation of wet and dry waste, a pair of garbage bins is kept on the ground near the canteen. The cleanliness and sanitation of the college are outsourced to an agency. Housekeeping staff collect, clean, segregate and compile the waste in dustbins (Green and Blue) at designated time intervals. They are emptied into movable trash bins and are collected regularly by BMC waste collectors. Institutional e-governance creates minimal paper wastage. A collection centre for plastic waste iscreated to dispose plastic waste in the campus.

Liquid Waste: Liquid waste generated by the college is from sewage, laboratories, canteen and urinal waste. Septic sewage tanks collects liquid waste from laboratories and toilets. Rainwater is channelized

from terraces to plant beds along the walls of the college.

E-Waste Management: Electronic waste and computer scrap items generated by electronic equipment are disposed off periodically at a central level.

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

`C. Any 2 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

`D. Any 1of the above`

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	**No File Uploaded**
Any other relevant documents	**No File Uploaded**

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

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

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

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

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).

An inclusive environment and approach towards cultural, regional, linguistic, communal and socio-economic harmony have been the policy of the college since its inception. Students and staff are encouraged to participate in programmes that promote these values and attitudes. For any intolerance shown, redressal cells like the Students Grievance Redressal Cell, Special Cell and ICC are constituted to address these issues.

· Commemorative days like Independence Day, Founders Day, International Women's Day, International Yoga Day, Ambedkar Jayanti, Sadhbhavana Din are celebrated in the college.

· NSS and NCC organize blood donation camps.

· Against the backdrop of Covid-19, a vaccination drive was organized by the college authorities for students in association with the local municipal ward office and with the help of NSS and NCC (boys wing) in January 2022. A webinar was organized on 22/02/2022 titled, "Let's Emerge" by BAMMC department on post Covid physical, mental and emotional wellness.

· In December 2021, students of BAMMC Department distributed gifts to underprivileged children in Mahim, Dadar, Worli and Lower Parel Areas on Christmas eve under the Secret Santa programme.

· Acceptance and recognition of transgender community was demonstrated by distributing roses and observing Transgender visibility day.

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	View File

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

1. Constitution Day celebrated giving insights into the Constitution of India
2. Independence Day celebrated in memory of the men and martyrs who championed India's freedom struggle.
3. Voters awareness campaign and registration activities organized to sensitize students on their voting rights by NSS.
4. Joy of giving activity.
5. Environmental conservation through seed balls and sapling plantation.
6. A Butterfly garden developed on the campus
7. Beach cleaning activities during Ganesh Mahotsav by NSS and NCC each year.
8. Girl students mentored on well-being in cyberspace through Cyber Sakhi programme.
9. A national symposium on Legal dimensions of IPR organised by IQAC in association with RPC.
10. Gender equity and equality programmes for gender sensitization organised by ICC, WDC, NSS and NCC.
11. The plight of Unorganized workers in Rural Maharashtra with special reference to the Sugarcane workers was organized by the Political Science department.
12. Cyber laws and cyber-Security is emphasized in the syllabi of CS-IT and business ethics in FYBCOM's subject Business Communication.
13. Environment studies is a subject taught to F.Y.B.Com. and BA – Geography students
14. Covid vaccination drive in January 2022
15. Activities with underprivileged children through Kirti Kiran project of NSS and Secret Santa programme with BAMMS department.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://kirticollege.edu.in/wp-content/uploads/2024/09/7.1.9-a-link-.pdf
Any other relevant information	https://kirticollege.edu.in/wp-content/uploads/2024/09/7.1.9-b-link-.pdf

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	**C. Any 2 of the above**

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

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

The institute aims to instill a new spirit and ideal value system giving rise to an ideal citizen of India. To this end various departments, cells,NCC (boys and girls) andNSS volunteers celebrate multiple national and international commemorative days, events and festivals.

- **International Yoga Day on 21/06/2021 was celebrated with much fanfare. A weeklong Yoga course was organized for women folks culminating in a panel discussion: "From Confusion to Clarity: Yoga and Ayurveda in the context of Covid-19".**

- ◆ **Constitutional Day was celebrated on 26/11/2022**
- ◆ **World Aids Day was commemorated by organising a xcycle rally and poster making ptrogramme on 01/12/2021**
- ◆ **Department of Botany in collaboration with the Environmental-Climate Reality Committee, Kirti M. Doongursee College, organized a guest lecture, as a part of World Wetlands Day on 02/02/2022 on the topic "Wetlands-Tidal Marshes".**

- ◆ **To empower women by encouraging them to acquire proficiency in business, a skill-based seminar on 'Krishi Udyog' was organized to mark Women's Day on08/03/2022.**
- ◆ **To create awareness about Cervical Cancer among females in our society a guidance lecture and the vaccination drive were organized by WDC to mark "World Cancer 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	[View File]
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.

I. Title of Practice : Swasthya Sanjivani

1. Objective

To create awareness among staff about techniques to monitor metabolic syndrome to pursue healthy lifestyle through regular physical examination

2. Context

Lifestyle is an issue of growing concern because it is directly correlated with healthy state of mind.

3. Practice

Health drive is arranged in college and blood samples are collected,

reports are generated with expert comments and viable suggestions.

4. Evidence of Success

Physical checkup of 68 staff members were conducted showing various stages of metabolic syndrome

II. Blaze a trail for excellence: Admission through ERP

1. Objectives of the Practice

To systematize and simplify the process of admission achieving transparency and accountability.

2. The Context

A tedious administrative procedure systematized by linking with ERP thereby reducing paperwork and unnecessary routine of administrative mundane.

3. The Practice

ERP collects and manages information of applicants and generates a merit list based on admission criteria of the institute

4. Evidence of Success

The ERP-linked admission process has enabled the students and the parents to enjoy a hassle free process using smart phones.

File Description	Documents
Best practices in the Institutional website	https://kirticollege.edu.in/wp-content/uploads/2024/09/7.2-best-practices.pdf
Any other relevant information	https://kirticollege.edu.in/wp-content/uploads/2024/09/7.2-relevant-informtion.pdf

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

NCC GIRLS UNIT:A GILDED BEACON

An active role of female has potential to transform this material world, because of their intense sensitivity to the social potential of mankind. This metaphor suitably describes the activities of our NCC girls unit. This highly active unit is involved in not only sensitizing college students but significantly interested in getting them involved in major social activities initiated by our college. A highly motivated unit, it can be described as a progressively evolving department on campus. NCC(Girls unit), Kirti College, Mumbai has the distinct honor of winning Mumbai university's Vice Chancellor's banner for best NCC Unit five times.

Besides training and the plethora of awards received at various camps, NCCgirls cadets have always been in the forefront of community development activities with the express purpose of imparting self-less service to society, pressing on the need to protect and conserve the environment and support underprivileged and deprived sections of the society especially during difficult times. Cadets also render help to administrative officials during the times of emergency. The unit also promotes awareness and action on important national and international days These activities inculcate zeal and empathy towards society.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

1. Submissionof Autonomy proposal

2. Proposal to convert of room 0.8 to an auditorium

3. Conducting add-on/certificate courses by some departments

4. Ensuring strong mentoring system

5. Leaning towards OBE

6. Encouraging social internship projects

7. Training inAdministrative and technical skills for support staff

8. Exploring NEP 2020