YEARLY STATUS REPORT - 2020-2021

Part A

Data of the Institution

1.Name of the Institution Neville Wadia Institute of Management Studies and Research

- Name of the Head of the institution Dr A B Dadas

- Designation Director

- Does the institution function from its own campus? Yes

- Phone no./Alternate phone no. 02026163275

- Mobile no 9423023636

- Registered e-mail drdadas.10@gmail.com

- Alternate e-mail director@nevillewadia.com

- Address Late Prin. V.K. Joag Path, Wadia College Campus

- City/Town Pune

- State/UT Maharashtra

- Pin Code 411001

2.Institutional status

- Affiliated /Constituent Affiliated

- Type of Institution Co-education

- Location Urban

- Financial Status   **Self-financing**

- Name of the Affiliating University   **Savitribai Phule Pune University**
- Name of the IQAC Coordinator   **Dr Anuradha Dandnaik**
- Phone No.   **02026163275**
- Alternate phone No.   **02026169949**
- Mobile   **9850545859**
- IQAC e-mail address   **iqac@nevillewadia.com**
- Alternate Email address   **anu_wadia@yahoo.co.in**

3.Website address (Web link of the AQAR (Previous Academic Year)   https://nwimsr.mespune.org/wp-content/uploads/2022/02/NWIMSR-AQAR-2019-20.pdf

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

- if yes, whether it is uploaded in the Institutional website Web link: http://nwimsr.mespune.org/wp-content/uploads/2022/05/Academic-Calendar-2020.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.03**	**2018**	**04/12/2018**	**01/11/2023**

6.Date of Establishment of IQAC   **30/11/2016**

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NA	**Nil**	**NIL**	**Nil**	**0**

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

- Upload latest notification of formation of IQAC   View File

9.No. of IQAC meetings held during the year 1

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

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

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

- If yes, mention the amount

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

1   Publication by faculty and students in various reputed and indexed journals namely World Journal of Engineering, World Journal of Engineering (Emerald Publishing Limited), Turkish Online Journal of Qualitative Inquiry link Turkish Online Journal of Qualitative Inquiry,IEEE

2.   Online Lecture Series for Corporate Exposure. Because of lockdown, there was break in regular classes and industry also stopped working. This was used as opportunity to enhance the industry exposure and make them aware about industry trends from eminent corporate leaders.

3. Online HR Tech International Conference - Innovation, Agility and Colloboration-Future HR Roles for IR, HR Innovation on Future of Work, Career Progression Tech Industry, People and Talent development

4.   To support the governance of the institution, different Statutory and Non Statutory committees are framed. Student committee was formed to support the placement events. , The EDSI was formed in Feb 2021, this was to promote Entreprenial spirit in the students fratenity. Various Committees namely Admission Committee, Academic, Exam, Purchase, Antiragging, Womens welfare, CSR committee, SC/ST committee.4

5.   Placement activities: For the smooth functioning of T&P cell, full time TPO was recruited.To make the students placeable

besides regular lectures, various activites for the placement was conducted like Student Grooming, CV Designing, Campus recruitment training, extempore activity, debate competition, news article explaination, mindset trait activity, Global HR Roundtable, initiated by the placement officer like reconnect with Alumni using all social media platform,

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

Plan of Action	Achievements/Outcomes
1.All the faculty should adopt ICT for teaching as all the lectures were in Online for Covid 19	Since all the lectures were online .The faculties used ZOOM, Google Meet, Google Class for teaching and for assignments, as well as evaluation
2. Online Guest lectures, webinars, workshops to be to be arranged for students	This builds the Leadership, Teambuilding, Life skills, Mental and Physical fitness, Cyber security, Human Rights, POSH, Ideation, Mindset traits and Verbal presentations etc were conducted for students
3.Initiated discussions with ME Society for infrastructural requirements for 180 students	The administrative processes were completed and infrastructure needs to be provided by the management
4.COVID-19 norms were to be implemented	Faculty underwent the COVID test, also vacinnation drive in association PMC for staff and student. Sanitizers, masks was made compulsion by the Institute. Temperature checking was at the entrance.
5.Full time TPO to be recruited to improve the T&P cell Activities and improve the pay package of the Institute	Recruitment of TPO, many activites related to grooming, softskills, CV making, Presentations, Interviews was initiated through this cell
6.Initiated ED cell	To facilitate the development and growth of new ventures by the students with the help of

	innovative ideas, an Entrepreneurship Development Startup and Innovation Cell (EDSI Cell) is established in the institute to act as a facilitator and resource institution to motivate, guide and help students (potential entrepreneurs) in their entrepreneurial endeavours.
7.The institute should organize International conference in more impactful manner	The international conference HR Tech was organised by keeping students in mind particularly, and keeping theme applicable worldwide. When lockdown started, Institute was one of the few to organise International HR TECH in Online mode, Speaker from Nigeria Prof NGBOAWAJI DANIEL NTE was the keynote speaker
8.The question bank should be developed for MBA Programme. This year they wish to update it with questions in terms of difficulty level – easy, medium and difficult.	The question bank was developed by the faculty, segregated as per difficulty level and was distributed to students.

13.Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
Dr Abhay Hake(Chairman)	27/02/2022

14.Whether institutional data submitted to AISHE

Part A	
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• Name of the Head of the institution	Dr A B Dadas
• Designation	Director
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• Location	Urban
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14.Whether institutional data submitted to AISHE

Year	Date of Submission
2021	01/03/2022

15.Multidisciplinary / interdisciplinary

We, under the aegis the SPPU follow a predesigned system of academic rollout. The first semester includes all specialization

to be compulsorily learnt by students, the second semester onwards the students have a choice of selecting two specialization(Major and Minor). Even within them there is a huge array of subjects from which they can choose depending on their interests and skills. Neville Wadia also allows/encourages students to attend lectures across specializations. The former system of SPPU and NWIMSR initiative helps students get exposure in multidisciplinary and interdisciplinary field. NWIMSR follows a practice of inviting specialist,practioners and professionals from different industries accross disciplines which helps us meet our purpose of giving students a wider view .

16.Academic bank of credits (ABC):

While we do not follow the formal ABC system as introduced by UGC, our effort towards transformative education is continuous. The results of every subjects are analysed by teachers to identify the areas of improvement required . We also have a system of identifying slow learners. An internal brain storming session is conducted to decide on ways and means of bridgeing the gaps.

17.Skill development:

Our skill development initiatives are focused towards

a. Building employability skills

b. Entrepreneuial skills

Series of workshops are conducted through internal and external resources in order to provide industry with skilled and efficient human capital.

An ED cell has been created to help students with Entrepreneuial skills and spirit to find opportunity and capitalize on the startup ecosystem developed by our Government.

Guidance and Directions is provided to them by successful entrepreneurs of startups

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

We are a management Institute and expected to churn out future managers, the official language is English. The students from different backgrounds are supported by the faculties by using the language they are most comfortable with to explain concepts as and when required.

In Management Education several real live cases are made to be discussed by students. Here the language used could be their regional language to the understand the nuances clearly.

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

OBE empowers students to choose what they would like to study and how they would like to study it. Not only does it adapt to a learner's strengths and weaknesses, but it also provides sufficient time to attain proficiency and fluency in the subject matter.

Academics

1. CO-PO mapping is carried out where four levels of outcome such as Course Outcome (CO), Program Outcome (PO), Program Specific Outcome (PSO) and Program Educational Objective (PEO). Course Outcomes are the statements that declare what students should be able to. do at the end of a course. All the CCEs are taken and mapped with the above

2 Rubrics are used to assess a variety of assessments, which help teachers to grade students, this helps to identify the weak students

3. Attaintment level - The final attainment levels of POs and PSOs for a batch of students of a batch of 2 years indicate the effectiveness of the program implemented.

Placement

Continuous Improvement in the Placement Record as a result of continuous trainingto bridge the academic industry gap

20.Distance education/online education:

1. Distance MBA program under SPPU mainly for working professionals

2. Online education - Zoom, Webex, Google meet, extensively used ICT to enhance the value of the teaching of the students

3. We encourage students to under take other online courses like Coursera, Swayam for self learning which helps them to increase the depth and width of knowledge.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	90

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	123

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	74

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	71

File Description	Documents
Data Template	View File

3.Academic	
3.1 Number of full time teachers during the year	**12**

File Description	Documents
Data Template	View File

| 3.2

Number of sanctioned posts during the year | **4** |

File Description	Documents
Data Template	View File

4.Institution	
4.1 Total number of Classrooms and Seminar halls	**9**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**10 lakhs**
4.3 Total number of computers on campus for academic purposes	**79**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The Institute is affiliated to Savitribai Phule Pune University, delivering the MBA Program curriculum designed and prescribed by the University. The syllabi of the MBA course are organized and restructured by the Board of Studies of the university. At the beginning of each academic session, the institute prepares its academic calendar and timetable, according to the notices and circulars received from University and the institute-level activities. The Academic calendar is uploaded on the college website and communicated through a formal induction Program.

While preparing the course file, Programme Objective (PO) and Course Objective (CO) are charted, and rubrics are designed after discussion among faculty about the extent of achievement of CO. The Director takes regular meetings which ensure appropriate implementation of the timetable.

The Library committee takes consultative decisions regarding the procurement of books, periodicals, and e-journals. Visiting faculties are mostly working professionals, senior academicians, and from industry backgrounds.

During the pandemic, faculty were using virtual platforms, posting videos on YouTube, and online evaluation, so that pandemic should not disturb the process of learning.The changing perspective of faculty to view curriculum helped them to make more informed curricular decisions about methods of delivering it during the pandemic times.

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

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

Academic Committee is responsible for the preparation of an academic calendar, at the beginning of the academic year. The academic calendar is prepared in line with University guidelines, considering dates of term beginning, and provisioning for curricular, Co-curricular, and extracurricular activities. The calendar is displayed on the notice boards and website of the institute. In case of revision and streamlining by the University in its calendar, the academic calendar is revised. Each faculty submits a brief report of the events and activities planned during the academic year. The inputs from various committees like Sports, cultural committee, research committee, student support, and placements are taken before finalizing the calendar. The IQAC monitors the events submitted by the faculty and their execution in a timely manner. The CIE is planned in coordination with IQAC, Academic Committee, and the examination Committee. The faculty plan the CIE depending on the subject, CO-PO Mapping, blooms taxonomy using various techniques prescribed by the University -like presentations, case study, MCQ, home assignments, term-end

examinations, class assignments, etc. The tools of evaluations are being submitted in the course files, which HOD, IQAC, approves. All the classes and examinations are planned, as per the calendar, thus ensuring adherence.

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

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

B. Any 3 of the above

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

1.2 - Academic Flexibility

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

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

01

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)	<u>View File</u>

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)

1

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

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

92

File Description	Documents
Any additional information	**No File Uploaded**
Details of the students enrolled in Subjects related to certificate/Add-on programs	<u>View File</u>

1.3 - Curriculum Enrichment

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

The university integrates cross-cutting issues relevant to gender, environment, and sustainability, Human Values, Professional Ethics into the curriculum of MBA. The university has integrated these aspects into core and elective courses.

Apart from the curriculum, a university makes sure to have courses

on Human Rights and Cyber Security for MBA Programme.

Sustainable development is promoted through the use of LED lights and solar energy utilization. The institute is committed to a green and plastic-free campus.

Students are motivated, from the day of induction, to respect individuals, and not to discriminate. Women Welfare Committee and SC-ST Committee and Social Discrimination Committee are responsible for monitoring, redressal of such kinds of issues if any.

Institute celebrates national and international days of importance with student participation These activities help to inculcate a service mind among the students. The institute is in progress to apply for NSS for the Institute, which has been approved in the academic year 2021-22, by the University.

The Women welfare committee, CSR Committee and student support committee organize various programmes concerning gender sensitivity, POSH, Human Rights, Women's Day Celebrations, women empowerment, Emotional sensitization, stress management, tree plantation, awareness of hazards of single-use plastic, disposal drive of e-waste through proper medium.

File Description	Documents
Any additional information	View File
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

5

File Description	Documents
Any additional information	**No File Uploaded**
Programme / Curriculum/ Syllabus of the courses	<u>View File</u>
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	<u>View File</u>
Institutional Data in Prescribed Format	<u>View File</u>

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

119

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

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	<u>https://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/</u>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<u>View File</u>
Any additional information	**No File Uploaded**

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

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

File Description	Documents
Upload any additional information	**No File Uploaded**
URL for feedback report	https://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

123

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

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

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

45

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

Students are admitted in the institute as per the guidelines of AICTE, DTE & government of Maharashtra and Savitribai Phule Pune

University (SPPU) Regulations.

Students from varied educational and financial as well as cultural backgrounds are enrolled for MBA programme in NWIMSR.

During the induction program, all the students interact with the faculties as well as the training & placement coordinator. A detailed psychometric test is given to all the students enrolled. After analysing the responses received from the students, the students are classified in two broad categories viz. advanced learners & slow learners.

Advanced learners are encouraged to take and excel by opting for additional modules, over and above the university curriculum. MOOC's and professional certifications being offered by various recognised and reputed platforms are earned by the advanced learners. Some of the advanced learners having inclination towards entrepreneurship are provided guidance in that domain. Some of the advanced learners have made a sincere effort to register a patent on their name.

Besides these, advanced learners are encouraged to write research papers under the guidance of the faculties, small projects for data collection as well as research based on secondary data is undertaken by the advanced learners. The findings are published in the reputed journals, co-authored by the concerned faculties.

As far as slow learners are concerned, institute arranges special sessions and topics which were found difficult by these students are revised.

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
240	12

File Description	Documents
Any additional information	**No File Uploaded**

2.3 - Teaching- Learning Process

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

Institute organizes various activities for enriching the learning experience of the students

Following activities/ events are organized

1. **Guest Lectures: To nurture the industry academia interaction, eminent speakers from the industry are invited to interact with the students. The experts from the industry share their domain knowledge with the students. The expectation from students by the industry professionals are explained in such interactive sessions.**
2. **Industrial Visits: Institute organizes regular industrial visits. Students are encouraged to see the manufacturing processes and understand the same from the industry professionals. The genuine questions and queries of students are addressed by the industry experts.**
3. **Research Paper Publication: Students are encouraged to write research papers, generally based on secondary data compiled by them. Various topics from the domain of Marketing, Finance, HR, IT as well as issues of social relevance are discussed with the students, desirous to do research in the topic of their choice. Relevant data is collected and compiled and analysed. Students write the research articles under the guidance of the properties.**
4. **Quizzes: Institute organises quizzes on various themes. Quizzes are helpful in checking the conceptual understanding of the students.**
5. **Aspire: This is an annual event of the institute. Students take the opportunity to showcase the skills and talents. Cultural programs, dances, one act plays, poems written by the students are presented.**

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	https://www.youtube.com/results?search_query=jamshed+darasha

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

All the teachers are using ICT tools for the delivery of the content.

Following ICT tools are used

1. **Google Class Room (GCR)- When subjects are assigned to individual faculties, they create the GCR for that subject and all the students join the GCR and all the subject matter, Assignments, Quizzes, Assessments are handled through GCR**
2. **Zoom Meetings: All the Online classes and interactions are taking place through the Zoom Platform**
3. **MS Teams: Besides Zoom Platform, institute has a facility of conducting the meetings through Microsoft Teams**
4. **Google meet: Some of the interactions take place making the use of Google meet platform.**
5. **E-Podium: Institute has a E podium facility for delivering the lecture, wherein built in Audio Visual facility can be used**
6. **Lecture Recorder & Projector- The live Lectures can be recorded using Lecture recorder**
7. **DELNET(Developing library network)- for library and referencing of the contents is available in the institute.**
8. **NDL(National Digital Library)- for Research Articles, journals'**
9. **EBSCO Database for Research Articles**

All of the above mentioned ICT tools / resources are used in the institute.

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

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

2.3.3.1 - Number of mentors

12

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

2.4 - Teacher Profile and Quality

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

12

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	No File Uploaded

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

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

8

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

132

File Description	Documents
Any additional information	No File Uploaded
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.

University of Pune (SPPU) modified the MBA syllabus and CBCS (Choice Based Credit System) is implemented which has elevated the MBA program to the next level by introducing OBE (Outcome Based Education).

In this Curriculum some of the subjects are of university Assessment as well as internal assessment, while some subjects are of Institute level assessment.

All the faculties inform well in advance about the internal assessment schedule of the individual subject. In Academic Calendar the slots are kept reserved for assessment and are made known to the students well in advance, as well the information about the same is shared in GCR as well as WhatsApp groups.

Assessment is done using different modes viz. Written Tests,

Quizzes, Presentations, Case Studies, Problem Solving, Numerical Solving MCQ Tests etc. called as CCE's (Continuous Concurrent Evaluation)

For a 3 credit course 3 internal assessments are conducted, while for 2 credit course 2 Assessments are done, in a semester.

After the assessment of the CCE's the marks/ grades are displayed on the notice board. Students' cam access their duly corrected tests and resolve the issues, if any. Periodic Meetings of Exam Committe are convened to discuss the ponts related with internal examination

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://nwimsr.mespune.org/examination-cell/

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

The internal assessment /s are called CCE's (Continuous Concurrent Examination). Various modes are adopted to assess the performance of the students, viz. written tests, Assignment Submissions, Presentations, Report writing, MCQ test etc.

After the completion CCE, the concerned faculty assesses the CCE and displays the marks on the notice boards/ Groups of the students.

All the assignments (Except On-line MCQ's tests) are available for the students after the assessment. Students desirous to see the CCE after it is evaluated can view the same & in case of any doubt about the marking system, can communicate with the concerned faculty.

Before the test is scheduled, students are informed about the expectations and necessary points and the scheme of marking All the question papers are viewed/ verified and approved by the Director, CEO & the HoD and then the test is given to the students so that errors are avoided at the end of the faculties.

Percentage of grievances is negligible,however in case of any, the student interacts with the concerned faculty and if there is a case of revising the marks then accordingly marks are revised.

File Description	Documents
Any additional information	**No File Uploaded**
Link for additional information	http://exam.unipune.ac.in/Pages/Ordinances.html

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.

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

The link for the same is:

https://nwimsr.mespune.org/department/master-of-business-administration/

All the teachers teaching the specific subject, are well acquainted with the Programme & Course outcome.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://nwimsr.mespune.org/course/mba/
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 SPPU (has outlined general Programme Outcomes for the overall development of the students.

The institute provides support in Academic, Financial, Infrastructural facilities to ensure the attainment of the Programme outcomes like Generic and Domain Knowledge, Problem Solving & Innovation, Critical Thinking, Effective Communication, Leadership and Team Work, Entrepreneurship, Environment and

Sustainability, Ethics.

The IQAC ensures that all teachers set targets at the beginning of the semester with the help of the academic calendar.

Monitoring of progress takes care of day-to-day targets of teaching and learning, the curriculum covered and the session plans submitted at the beginning of the semester are compared to evaluate the progress in content delivery.

Students can give feedback, which gets registered. These feedback, given by students is anonymous. CCE's i.e. Continuous Concurrent Evaluation results are analysed to understand the level of understanding of the concepts.

The placement cell under the guidance of Training & Placement Officer, schedules job fairs and placement drives through campus placement and liasoning with recruitment partners and industry at large.

Adequate ICT facilities are made available to the students to help them keep pace with global knowledge.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://nwimsr.mespune.org/course/mba/

2.6.3 - Pass percentage of Students during the year

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

68

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://drive.google.com/file/d/1mIg4e2vTb YrevCTFXiimpxqV9VGGsflc/view?usp=sharing

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://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/

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

2

File Description	Documents
Any additional information	**No File Uploaded**
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

NWIMSR has various cells namely

ED cell was started on 22/2/2021 Dr Shilpa Kankonkar is heading the ED cell. The objectives of the ED cell is the following

1.To inculcate the spirit of entrepreneurship among students.

2. To promote collaborations with national universities, government agencies and industries.

3. To establish links with various R&D organizations and funding agencies for the project ideas of students and faculty.

4. To take up problems faced by the local industry and provide solutions to them.

4 MOU with the Industry to Promote innovation

Activites of EDSI

Webinar on Ideation

Orientation session for all students 4 Teams participated in the Business Plan contest and 1 team won 1st runners up in the Entreperenurship summit at MIT AOE.

An Entrepreneurship Audit for the 1st year MBA students for the selection of the 1st batch of Potential entrepreneurs of the institute, 62 students have been selected on the basis of the score generated in the test. The students have further been divided into 3 clubs as Idea Club, Startup club and Innovation Club.

Participated in the Atal Ranking Institutions on Innovation Achievements ARIIA 2021, Ministry of Education, AICTE.

Registered and represented the institute for Implementing the National Innovation Start Up Policy(NISP) at the institute level and have received the certificate of participation for the attended program.

Webinar on from your PhD/Masters thesis to a startup

Webinar on Why IP is important in Academia

Webinar on Opportunities in Social Sector – Start Up Talk Series

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

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

3.3 - Research Publications and Awards

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

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

2

File Description	Documents
URL to the research page on HEI website	https://nwimsr.mespune.org/department/doctor-of-philosophy/
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

8

File Description	Documents
Any additional information	**No File Uploaded**
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

6

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

Guest Lectures on POSH, Human Rights, IPR, Cyber Security where in students attended the session through online mode. Several lectures throughout the year for the holistic development of students were conducted, over 120 students were trained on Student Grooming, CV designing, Campus Recruitment Trainings, Virtual Debate Activity, Mindset Trait Activity, Workshop on Analytics Problem solving – Art to Science, Life skill training, Mock Interview sessions, MCQ Assessment Tests,Video Activity for Training and Placements

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

0

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

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

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

Nil

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

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

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

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

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

2

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.

Neville Wadia Institute of Management Studies and Research is uncompromising in its effort towards creating an environment to foster excellence. We believe that our relentless effort should be to illuminate young minds and create powerful leaders of tomorrow. This purposeful journey is in congruence with the core message embodied by our motto "For the Spread of light" We pledge to employ our resources continually to create superior evidence of value. The creation and enhancement of infrastructure to facilitate effective teaching and learning is brought through the committed efforts of estate Management committee, IQAC & governing body.

Details of the facilities available:

Classrooms, technology enabled learning spaces, seminar hall, computer lab, specialized facilities and equipment for teaching, learning and research.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nwimsr.mespune.org/amenities/

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

The institute has well developed playground for outdoor games spread in the campus. The ground is protected by boundary wall and surrounded with trees and plantations.

A lush green ground with sports room, track for athletes, cricket pitch, football poles, basketball poles etc. The facilities for indoor games like table tennis, chess and carom are also available in the sports room. Annual sports are conducted every year. The students make use of the sports facilities after college hours.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nwimsr.mespune.org/amenities/

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

7

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[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)

81310

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)

Neville Wadia Institute of Management Studies and Research's Library (Knowledge Resource Centre) has purchased Library Management Software (SOUL - Software for University Libraries) 1.0in the year 2005. Currently, Library is partially automated. The ILMS is used to manage all the library collections like Books, Magazines, Journals, CD's and DVD's. The Library provides OPAC device to faculty and students to access books according to Subject, Title, Author and Accession Number. Bar code technology is used in the library to issue books. Online contents can be accessed from remote login.

Library has strived to promote innovative practices like sharing of resources and services. Sharing of resources to the faculty and students is by providing them e-resource access for EBSCO database

and Delnet.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	https://nwimsr.mespune.org/amenities/

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

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

454402

File Description	Documents
Any additional information	**No File Uploaded**
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

2

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

4.3 - IT Infrastructure

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

Institute focuses on upgradation of soft infrastructure, that provides flexible and mobile access to resources and to enhance scalability of operations, the staff was provided with 04 quantity of Dell Inspiron Laptops to be utilized within and outside premises.

The WIFI bandwidth was upgraded to 50 MBPS to empower students and staff to deploy IT tools of teaching and learning at NWIMSR.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nwimsr.mespune.org/amenities/

4.3.2 - Number of Computers

82

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

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	**No File Uploaded**

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)

127702

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.

Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Purpose and Objectives

1. **To ensure better utilisation of the available infrastructure.**
2. **To maintain cleanliness in the premises of the Institution.**
3. **To ensure safety and security of the Institution.**

Scope :

1. **Maintenance of buildings, workspace and associated utilities.**

2. Electricity supply and Solar System.
3. Telephone service line.
4. Cleanliness and Upkeep of the infrastructure.

Procedure:

1. The agencies for housing keeping and cleanliness are outsourced and appointed by parent body – Modern Education Society. All type of minor repairs and maintenance is carried out by the Institute.
2. The Institute has a policy of maintaining and upgrading the existing equipment's to meet the requirements of the University and the regulatory body AICTE. The Institute has formed Establishment, Housekeeping and Maintenance committee to check the maintenance and upkeep of the infrastructure and up gradations required from time to time. As a matter of policy every Section is expected to set their own set of rules and implement them.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://nwimsr.mespune.org/amenities/

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

135

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

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

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

0

File Description	Documents
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	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://nwimsr.mespune.org/student-development/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

`123`

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

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

26

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)	No File Uploaded

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

5.2.2.1 - Number of outgoing student progression to higher education

0

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

0

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

05

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

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

Student Council is as per university norms.

In the media committee, the students are responsible for focusing on important events and their coverage on various social media platforms.

The grievance cell is responsible for addressing the problems and concerns of students, if any, in the meetings.

The entrepreneurial cell of students is responsible for creating awareness among students about entrepreneurship, inviting experts for delivering talks, and participating in intrapleural contests, and events.

Student representatives in the sports and cultural committee are responsible for budgeting, planning, and executing sports events and cultural programs, organized at the institute.

The alumni committee students are responsible for adding the database of the Alumni and continuously bonding with them, by sending them communication about events, activities, and

initiatives of the institute.

Internal Quality Assurance Cell (IQAC): Student representatives are nominated for this cell, and participate in the decisions regarding the quality initiatives of the institute.

Women's Grievance Committee: The girl students are part of the committee to address issues on women's welfare.

 1. Academic body 2. Administrative body.

 - Sports committee -Anti-ragging committee

 - Library committee - IQAC

 - Placement Committee - Anti-sexual Harassment committee

 - E.D. Cell - Alumni association

 - Student Council - Cultural Committee

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/achievements/
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

2

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

5.4 - Alumni Engagement

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

The vast and rich Alumni of Neville Wadia Institute of Management Studies and Research provide wholesome support to the current batches in the form of Placement opportunities, Internship Projects, Guest Lectures, and Interactive Sessions to share their corporate experiences with the students to bridge the gap between Academia and Corporate environment.

Alumni Meet is organized every year to take a step forward in the direction of building long-term relationships. This platform will help Alumni to interact and profusely share their story of a successful journey with a current student. It will help NWIMSR to build a rich database of alumni which will further help the students get internships or placement opportunities.

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/alumni/
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

The Wadia group of Institutes is a result of Philanthropy. In a bid to participate in Nation Building the premise has been donated by the illustrious Wadia family . While the land was donated , donations were also given for constructing Institutes within the campus for different disciplines.

The Governing Body , the board and the Modern Education society Trust was formed in order to govern the institutes within its preview. The Management team includes the CEO & CFO who are meant to spearhead the activities and stir the group in the right direction. The inclusions of disciplines in education as time progressed recognising its importance in modern life is testimony of a forward looking leadership.

As a conscious effort to allow the different institutes to run in the best possible manner by appropriate individuals , the management of day to day operations is handled independently as long as it within the larger purview of governance as set by the Modern Education Society and the Trust.

Therefore each institute has a director / principal who handles the management of his/ her institute.

Policies are formed by the Society to be followed by the individual institutes

Periodic society meetings with life members and directors are conducted to oversee the functioning and to ensure that it is in congruence with the overall purpose as enumerated in its vision.

The above system of governance is formulated for an uninterrupted flow of activities and a sound management while keeping with the tenets of the board.

1. Academic Structure

The Director is the Academic Head of the Institute. The academic structure of the Institute also consists of the HOD , Associate

Professors and Assistant Professors . The structure is based on the faculties' qualification , years of experience and expertise. The IQAC -Coordinator along with the Director (who is the IQAC head) oversees the activities and initiatives to ensure a continual improvement of academic inputs keeping the stakeholders benefit in mind .

For the above to actualize , a list of committees have been constituted which focus on specific aspects / initiatives. They are empowered to deal with matters related to their respective domains.

Vision

"Institution commits service to society through developing virtuous leaders by providing executive management education in a global setting."

Mission

"Institution is convinced that success is measurable in the calibre of our graduates, we continuously seek to improve them and ourselves in an ecosystem that nourishes our spirit and intellect."

As a part of our strategy to ensure commonality of purpose and drive all efforts in the right direction, the Vision and Mission are deconstructed into its multiple components. Each component serves as a purpose or sub-purpose .

The 4 main components that constitute our Vision are :

- Service to Society
- Virtuous Leaders
- Executive Management Education
- Global setting / perspectives

The 2 main components that constitute our Mission are :

- Success = Calibre of Students
- Ecosystem that nourishes a) Sprit & b) Intellect

Committees are formed with an objective of taking initiatives with in turn enables us achieve our goal in a piecemeal fashion.

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/about-us/
Upload any additional information	No File Uploaded

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

The Wadia Group of Institutes is not owner-driven and managed . Therefore , profit is not the sole motive of its survival . All practices are in alignment with the Vision and stakeholder sensitivity is the overarching purpose behind all its activities. Decisions on day to day activities at the institute level are independent of the society (Modern Education society). However even the M.E.Society comprises of mainly teachers / principals academicians mainly from the Wadia group of institutes. To that extent the decisions taken by the Institutes by default attain autonomy and devoid of owner interference. In fact as mentioned there is no owner but a trust driving the institutes . The operational decisions are taken at the institute level and structural decisions are taken centrally by Modern Education Society. Among others the following 2 practices are decentralized:

Administrative : They would include a) Leave decisions of the staff and faculty b) Fees fixation- Shikshan Shulk being the final authority to fix fees but MES (Modern Education Society) has no role to play in it Admission. Budgets are also set for infrastructure enhancement by the Institute. These budget decisions are taken jointly by the Director and his team duly approved by M.E.Society. The autonomy on aspects like budgets and their utilization , however as part of a formalized practice they are vetted by M.E.Society.

Academics : a) Now that NWIMSR has been allotted 2 divisions with the requisite foreign quota, the admissions are handled by the institute. Besides Admission of PhD students has also in the purview of the institutes activities b) The kind of additional training required to enhance employability skills like special classes personal interview skills, group discussion abilities is all budgeted and finalized at the institute level c) The concurrent evaluation criteria for subjects are decided by the respective faculty in consultation with the Director. d) The Director of NWIMSR is instrumental in identifying talent and plays an important suggestive role in recruitment of teachers/

Professors .

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/about-us/
Upload any additional information	**No File Uploaded**

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institution's strategic Plan is multidimensional. The facets include

1. Revenue , Financial health and sustainability

2. Academic Quality

3. Administrative Quality & Enabling and support systems. We believe that , this strategy will propel us into reaching our Goals and sub-goals.

As a part of our strategy to ensure commonality of purpose and drive all efforts in the right direction, the Vision and Mission are deconstructed into its multiple components. Each component serves as a purpose or sub-purpose .

The 4 main components that constitute our Vision are :

- **Service to Society**
- **Virtuous Leaders**
- **Executive Management Education**
- **Global setting / perspectives**

The 2 main components that constitute our Mission are :

- **Success = Calibre of Students**
- **Ecosystem that nourishes a) Sprit & b) Intellect**

Committees are formed with an objective of taking initiatives with in turn enables us achieve our goal in a piecemeal fashion.

The revenue plan included 1. The increase in intake from 60 to 120 in the MBA course and 2. The expansion of our Research section.

While the intake of the 1st year increased in 2019-20 , in 2020-21 we felt the benefit even more as now there were 2 batches of 120 students in each . Besides the Phd students in the research section also increased . Jointly the 2 substantially improved our financial status exactly as per the plan.

The other facets of the plan included Academic and Administrative Quality . The Institute's quality policy is well conveyed from its vision and mission statements. Strategic plans and action plans are designed in such a manner that this quality policy is driven and deployed in every process. Each process is regularly reviewed through a monitoring mechanism.

- Strategy to develop competences to serve the ever changing needs of the industry & society and strategy to empower the faculty, staff and aspiring engineers with essential technical knowledge and skills:

Applying the innovative teaching learning methods such as Cooperative learning, GroupØ discussions, Seminars . Arranging industrial visits and guest lecture for students. OrganizingØ orientation programs, courses related to the curriculum. Use of teaching aids such as PPts , Multimedia Presentations, demonstrations etc.

- Strategy to strengthen collaborative research and consulting environment with industry and other institutes:

Encouraging Phd Scholars with work experience and practitioners to address students , Encouraging the faculty for research publications.Ø Motivating the students for research by writing papers collaboratively and alsoØ presenting papers in conferences. Appreciating the research of students/ faculty.Ø Forming MoUs with industries and other institutes.Ø Faculties are being motivated to undertake consultancy works.Ø

- Strategy to improve Placement Activities: The College Career Guidance and Placement Unit (Training & Placement Cell) prepared an Action Plan to improve placement activities, through training and relationship building with prospective employers . The Action Plan includes: a) Conducting sessions on Aptitude, Group Discussion & Interview for Final Year students. b) The Placement Officer gets assistance from student representatives for preparing the data bank. d) Preparation of list of possible Placement drives that can be brought to the campus with the collective efforts of the

Training & Placement team . e) The Placement team , which
includes the students map to identify the current position
of pass out batch students and their records are maintained
. f) The Career Guidance & Placement Unit team meeting are
held frequently , usually once a fortnight.

File Description	Documents
Strategic Plan and deployment documents on the website	[View File](#)
Paste link for additional information	https://nwimsr.mespune.org/wp-content/uploads/2022/03/Strategic-and-Perspective-Plan.pdf
Upload any additional information	No File Uploaded

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

The Governing Body , the board and the Modern Education society
Trust was formed in order to govern the institutes within its
preview. The Management team includes the Trustees supported by
CEO & CFO who are meant to spearhead the activities and stir the
group in the right direction. The inclusions of disciplines in
education as time progressed recognising its importance in modern
life is testimony of a forward looking leadership.

As a conscious effort to allow the different institutes to run in
the best possible manner by appropriate individuals , the
management of day to day operations is handled independently as
long as it within the larger purview of governance as set by the
Modern Education Society and the Trust.

Therefore each institute has a director / principal who handles
the management of his/ her institute.

Policies are formed by the Society to be followed by the
individual institutes

Periodic society meetings with the Board of Trustees , COO and
CFOand directors are conducted to oversee the functioning and to
ensure that it is in congruence with the overall purpose as
enumerated in its vision.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://nwimsr.mespune.org/wp-content/uploads/2022/01/Mandatory-Disclosure20-21.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)	No File Uploaded

6.3 - Faculty Empowerment Strategies

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

Cooperative Credit Society

1.An employee can become a member of the Cooperative Credit Society by purchasing its shares.

2. The dividend for the shares is disbursed annually.

3. Employees are entitled to a loan from the Modern Education society. These range from Home loan, personal loan with minimal formality. The same is recovered from their salaries which is duly reflected in the salary slips.

4. Fixed deposit investment facility is also available to the

members.

5 Group Insurance for Staff.

Life Insurance of Rs.500000 from Wadia College Employees Cooperative Credit Society .

1. Kanya dhan Yojna monetary benefits for wedding of a girl child.

7. Employee Provident Fund.

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

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

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

0

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	No File Uploaded

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

3

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

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

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

7

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

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

A system of annual assessments of the teaching and the non-teaching staff is followed. Opportunities are offered and promotions are given as per the performance of the teaching and non-teaching staff. Increments , additional benefits and rewards

are based on this performance appraisal.

The institutionalso has a formal system of Self – appraisal as a part ofour democratic system of assessment .

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

6.4 - Financial Management and Resource Mobilization

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

Internal Audit: The Governing Body of the Institute decided to appoint Internal Auditors in 2006. This appointment is done on merits of CA Firm. Since then the duly appointed firm of Chartered Accountants conduct Internal Audit on Quarterly Basis. The CA Firm checks .Vouchers with Tally on vis-a- vis basis. The Audit Objections or qualifications mentioned in the Quarterly Audit report are rectified then and there. At the end of the year the CA Firm provides an Internal Audit report. External Audit (Statutory Audit): After getting internal report, another CA Firm, duly appointed bythe Society conducts External or Statutory Audit. TheCA Firm verifies that the objections are solved accordinglyand all statutory payments are made as per rules. The External Auditors also check Income Tax calculations and itspayment to Government. The objections of ExternalAuditors are also solved then and there. Since the Institute is permanently Un-aidedPrivate Institute, there is only one and one income source for the Institute, i.e. fees collected from students. The amount of fee is regulated by Fee Regulating Authority,formerly known as ShikshanShulkaSamiti. The fee amount is based on total admissible expenditure divided by number of students. The Fee Regulating Authority have formedcertain norms and regulations beyond which the Institute cannot charge any more amount. The Institute collects appropriate fees from students of categories indicated in GR. These fees are getting reimbursed by Department of Social Welfare, Director of Technical Education and Tribal Board. The major part of fees collected is utilized towards salary of

Teaching Staff and part percentage is utilized for salaries of Non-teaching Staff. All other expenses are incurred from collection of fees. The CDC (College Development Committee) meetings are conducted every 4 months making assessments of budgets , expenditures and resources. The Director monitors the expenditures and all details are reported to the auditors for their assessments and checks.

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

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

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

0

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

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

This is one facet of our Strategic Plan .

The fee amount is based on total admissible expenditure divided by number of students. The Fee Regulating Authority have formedcertain norms and regulations beyond which the Institute cannot charge any more amount. The Institute collects appropriate fees from students of categories indicated in GR. These fees are getting reimbursed by Department of Social Welfare, Director of Technical Education and Tribal Board. The major part of fees collected is utilized towards salary of Teaching Staff and part percentage is utilized for salaries of Non-teaching Staff. All other expenses are incurred from collection of fees. The CDC (

College Development Committee) meetings are conducted every 4 months making assessments of budgets , expenditures and resources. The Director monitors the expenditures and all details are reported to the auditors for their assessments and checks.

The fees form the students of the MBA program is the main source of funds for the institute.As mentioned above The Fee Regulating Authority have formedcertain norms and regulations beyond which the Institute cannot charge any more amount.

The Phd Program is the 2nd important contributor to the revenues of the college. We have over 100 research scholars . Their annual fees and the fees of special training programs / progress reports is another source for mobilizing resources.

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

6.5 - Internal Quality Assurance System

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

The IQAC strategy is aligned to the Strategic and Perspective Plan of NWIMSR. The Vision and Mission are sub-divided into sub-goals which provide us with purpose. The IQAC plan therefore is a 360degreeplan encompassing all functions.

Academic Excellence Plan of IQAC :

- Research/Papers for Professors & students
- FDPs
- ICT
- IPR
- Training & Placement
- Consulting & Training: this is to help get an insight into industry . This in turn can be shared with the students.
- Enhancement of Pedagogical skills – Programs are arranged to make teachers skills more impactful
- International conference- conferences arranged to give a global exposure to students and teachers
- Workshops on Research Methodology: These are conducted in order to improve research thinking.

- Webinars and Guest lecture are events conducted on a very regular basis . getting the right resource persons helps students get valuable insights and also get a chance to interact with people from industry.
- Innovation in teaching is encouraged to enhance value to students

Administration Quality /Enabling and support systems- IQAC

- Admin Processes
- Fees collection
- Internal Systems(MIS
- Student and Parent Management / Care
- Infrastructure – wheel chair , ramp , solar panel , water harvesting etc –
- Auditing

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

IQAC conducts formal and informal meetings to review the processes and methodologies periodically.

IQAC insists and encourages faculties to write research papers and books to enhance their knowledge and improve teaching content. A committee list is prepared by IQAC and each committee has an convenor who is supposed to conduct events under their criteria . Reports are submitted to the IQAC . The outcome of the event is in line with the course objectives. On line webinars pertaining to activities like e-waste , green initiative, research methodology are arranged for faculty and students Faculties are encouraged to use on-line platforms like Zoom , Google meet , webex for building the competency of teachers for on line teaching . All assessments like assignments and tests are uploaded on Google Classroom .

Innovative ways of Evaluation are used in the form of podcasts , presentations , gamification etc.

An effort is constantly made to give students a real – life feel while giving them a picture of the business world. Example : live trend charts and portfolio discussion on mutual fund schemes.

Initiatives are taken continually to ensure that there is a incremental improvements in the processes. Suggestions are encouraged regarding the same.

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

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

C. Any 2 of the above

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

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

1. Women's Welfare Committee has been formed to ensure sensitisation and awareness amongst all the students and staff members of the institute regarding gender inequality and sexual harassment at workplace.

2. Representation of women is clearly visible in all important Committees. The IQAC Committee, Alumni Committee, Academic Audit Committee, Women's Welfare Committee, Student Support Committee and other core Committees of the institute include women coordinators. This decision making power further leads to conducting various events & activities of the institute at various levels. Female faculties of around 50% (2020-21) and female students

3. On the occasion of Women's International Day various activities are conducted to promote elimination of violence against women, POSH etc.

4. Security cameras are installed for safety and security of everyone in and around the campus.

5. Security guards are available 24 X 7 on the campus as well as at the hostels.

6. Girls and Boys common rooms are available.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

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

B. Any 3 of the above

File Description	Documents
Geo tagged Photographs	<u>View File</u>
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: Dustbins are kept in all the rooms for proper disposal of wastes. The waste is collected on a daily basis and packed in the garbage disposal bags and disposed using the garbage collection trolleys in municipal bins and later collected by the municipal garbage truck. Proper instructions and guidelines are provided to the staff handling waste disposal.Dry and wet dustbins installed throughout the Wadia campus. Garbage trucks are also provided to carry the disposed wet & dry waste by Adar Poonawalla.

News papers and other paper waste like answer sheets, Reports etc. are disposed through a vendor every year by the librarian.

Liquid waste: Liquid waste generated from the toilets is let out into a proper drainage line.

E-Waste: As a policy the old computers and electronic wastes are given in buy-back to the vendors. Computers are repaired if possible else given to the vendor in buy-back. The institute is further planning to conduct e-waste drive in association with external agency in future.

Biomedical Waste :To tackle soiled napkin disposal issues the institute has installed a Sanitary Napkin Incinerator machine in the girls' washroom. Proper guidelines and training is provided on the usage of the Incinerator machine.

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

7.1.4 - Water conservation facilities available **B. Any 3 of the above**

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

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:

A. Any 4 or All of the above

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

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

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

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

E. None of the above

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

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

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

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

The institute under the able guidance of the management is proactively taking efforts in providing an inclusive environment. The initiatives are inline with the vision and mission of the institute to promote better education, economic upliftment and setting communal harmony.

The students and staff jointly celebrate the cultural and regional festivals, like Teacher's day, orientation and farewell program, Induction program, oath on national constitution day, tree plantation, Youth day, Women's day, Yoga day etc.

1. International Women's Day was celebrated on 8th March 2021, to promote women empowerment. Session on socioeconomic well-being for financial independence of specially women.

2. In the induction programme a session was held on POSH by a Adv. V. Ramtirthkar

3. POSH ACT with Realtime Case Scenario.

4. Tree Plantation to promote green environment.

5. Yoga Day on 21st Jan 2021 to promote healthy living.

6. Session on Human Rights conducted to promote human values.

7. Birth anniversary of Krantijyoti Savitribai Phule, Babasaheb Ambedkar Jayanti, Jyotirao GovindraoPhule Jayanti are celebrated.

8. Teachers Day is celebrated by the students to celebrate and appreciate the contribution of teachers in education.

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

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

The orientation programme is organised at the beginning of the first semester for the newly admitted students. Both students and employees are oriented about the constitutional obligations: values, rights, duties and responsibilities of citizens. All students are required to signan Anti-Ragging undertaking when they join the institute. Guest lectures are conducted on Human Rights every year. Seminars, events, competitions, panel discussions, workshops, blood donationinitiatives are conducted in order to nurture the socio economic responsibilities of the students and

faculties. The college encourages the students to take part in blood donation campsand industrial visits. Independence day, Republic day, celebration of birthdays of national leaders, Teachers day etc are conducted. Students are encouraged to do activities under CSR initiative from the institute. Code of Conduct for students, Director and Administrative Manual is prepared and duly available on the institute's website.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	**Nil**
Any other relevant information	**Nil**

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff   4. Annual awareness programmes on Code of Conduct are organized   **B. Any 3 of the above**

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

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

- **Republic dayandIndependence Dayare celebrated every year in**

the institute with great enthusiasm and pride.
- Institute celebrates Republic Day, Independence Day, Dr. B.R. Ambedkar Jayanti, Dr. Sarvepalli Radhakrishnan (Teachers' Day), Constitution Day every year.
- International Women's Day is celebrated on 8th March every year.
- Every 5th of Sept. Teachers' Day is celebrated by the students.

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

7.2 - Best Practices

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

1. Title of the Practice Leveraging multiple opportunities to inculcate research culture in students and faculties.

2. Objectives of the Practice a) Provide a common platform for research scholars and academics from various disciplines and countries to share their research / new ideas through paper presentation and publication in a peer-reviewed journal. b) Provide opportunity to the academics and students to horn and exhibit skills like leadership, coordination and time management. c) Provide opportunities for academics to receive in-depth informal feedback through discussions and enable them to establish contact with professionals in other countries and institutions. d) foster and promote research attitude and aptitude among academicians. e) Endow the students' knowledge of research methodology in various field of management.

3. The Context Academic in management studies face lots of issues in getting their research work reviewed by experts and having fruitful discussions with professionals from other countries and institutions. Evenstudents do not have any direct exposure and knowledge of research. The knowledge sharing between research scholars across the globe was the need of the hour. It was a great

challenge to invite academics from other countries and form collaboration in the field of education and research.

(Check Website)

File Description	Documents
Best practices in the Institutional website	http://nwimsr.mespune.org/wp-content/uploads/2022/12/Best-Practices-2021-22.pdf
Any other relevant information	**Nil**

7.3 - Institutional Distinctiveness

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

The motto of the Modern Education Society is to spread the light to imparting quality education. Institute focuses on developing virtuous leaders and thus we are committed to create future flag bearers of industry. We concisely create an atmosphere where our students are exposed to the challenges of corporate life, by making them interact with industry stalwarts. Many alumni are holding positions of responsibilities in the corporate world. Quite a few have established their own businesses and progressing in their professional life. Effort is made to sync our vision and mission for the overall development of the students so that they can replicate the success story of their seniors. The most effective method of inching towards this objective is through Academia Industry meet andinteractions with successful alumni through Alumni Meet, Guest lectures. For Employee Welfareinstitute has implemented GISfor its staff members. Gratuity benefits are available. Benefits like loan against salary, maternity leave, paternity leave, duty leaves, registration fees is also borne by institute, Employees Co-operative Credit Society provides emergency loan upto Rs.30000/-, bigger loan provided depending on salaryof the employee, Fixed Deposit schemes, security fund of Rs. 5,00,000/- andKanyadaan Yojana is implemented successfully.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The Institute is affiliated to Savitribai Phule Pune University, delivering the MBA Program curriculum designed and prescribed by the University. The syllabi of the MBA course are organized and restructured by the Board of Studies of the university. At the beginning of each academic session, the institute prepares its academic calendar and timetable, according to the notices and circulars received from University and the institute-level activities. The Academic calendar is uploaded on the college website and communicated through a formal induction Program.

While preparing the course file, Programme Objective (PO) and Course Objective (CO) are charted, and rubrics are designed after discussion among faculty about the extent of achievement of CO. The Director takes regular meetings which ensure appropriate implementation of the timetable.

The Library committee takes consultative decisions regarding the procurement of books, periodicals, and e-journals. Visiting faculties are mostly working professionals, senior academicians, and from industry backgrounds.

During the pandemic, faculty were using virtual platforms, posting videos on YouTube, and online evaluation, so that pandemic should not disturb the process of learning.The changing perspective of faculty to view curriculum helped them to make more informed curricular decisions about methods of delivering it during the pandemic times.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	**Nil**

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

Academic Committee is responsible for the preparation of an academic calendar, at the beginning of the academic year. The academic calendar is prepared in line with University guidelines, considering dates of term beginning, and provisioning for curricular, Co-curricular, and extracurricular activities. The calendar is displayed on the notice boards and website of the institute. In case of revision and streamlining by the University in its calendar, the academic calendar is revised. Each faculty submits a brief report of the events and activities planned during the academic year. The inputs from various committees like Sports, cultural committee, research committee, student support, and placements are taken before finalizing the calendar. The IQAC monitors the events submitted by the faculty and their execution in a timely manner. The CIE is planned in coordination with IQAC, Academic Committee, and the examination Committee. The faculty plan the CIE depending on the subject, CO-PO Mapping, blooms taxonomy using various techniques prescribed by the University -like presentations, case study, MCQ, home assignments, term-end examinations, class assignments, etc. The tools of evaluations are being submitted in the course files, which HOD, IQAC, approves. All the classes and examinations are planned, as per the calendar, thus ensuring adherence.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	B. Any 3 of the above

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

1.2 - Academic Flexibility

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

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

01

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)

1

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

92

File Description	Documents
Any additional information	**No File Uploaded**
Details of the students enrolled in Subjects related to certificate/Add-on programs	[View File](#)

1.3 - Curriculum Enrichment

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

The university integrates cross-cutting issues relevant to gender, environment, and sustainability, Human Values, Professional Ethics into the curriculum of MBA. The university has integrated these aspects into core and elective courses.

Apart from the curriculum, a university makes sure to have courses on Human Rights and Cyber Security for MBA Programme.

Sustainable development is promoted through the use of LED lights and solar energy utilization. The institute is committed to a green and plastic-free campus.

Students are motivated, from the day of induction, to respect individuals, and not to discriminate. Women Welfare Committee and SC-ST Committee and Social Discrimination Committee are responsible for monitoring, redressal of such kinds of issues if any.

Institute celebrates national and international days of importance with student participation These activities help to inculcate a service mind among the students. The institute is in progress to apply for NSS for the Institute, which has been approved in the academic year 2021-22, by the University.

The Women welfare committee, CSR Committee and student support committee organize various programmes concerning gender sensitivity, POSH, Human Rights, Women's Day Celebrations, women empowerment, Emotional sensitization, stress management, tree plantation, awareness of hazards of single-use plastic, disposal drive of e-waste through proper medium.

File Description	Documents
Any additional information	View File
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

5

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

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

119

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

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the	B. Any 3 of the above

institution from the following stakeholders Students Teachers Employers Alumni	

File Description	Documents
URL for stakeholder feedback report	https://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows	**A. Feedback collected, analyzed and action taken and feedback available on website**

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

123

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

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

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

45

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

Students are admitted in the institute as per the guidelines of AICTE, DTE & government of Maharashtra and Savitribai Phule Pune University (SPPU) Regulations.

Students from varied educational and financial as well as cultural backgrounds are enrolled for MBA programme in NWIMSR.

During the induction program, all the students interact with the faculties as well as the training & placement coordinator. A detailed psychometric test is given to all the students enrolled. After analysing the responses received from the students, the students are classified in two broad categories viz. advanced learners & slow learners.

Advanced learners are encouraged to take and excel by opting for additional modules, over and above the university curriculum. MOOC's and professional certifications being offered by various recognised and reputed platforms are earned by the advanced learners. Some of the advanced learners having inclination towards entrepreneurship are provided guidance in that domain. Some of the advanced learners have made a sincere effort to register a patent on their name.

Besides these, advanced learners are encouraged to write research papers under the guidance of the faculties, small projects for data collection as well as research based on secondary data is undertaken by the advanced learners. The findings are published in the reputed journals, co-authored by the concerned faculties.

As far as slow learners are concerned, institute arranges special sessions and topics which were found difficult by these students are revised.

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
240	**12**

File Description	Documents
Any additional information	**No File Uploaded**

2.3 - Teaching- Learning Process

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

Institute organizes various activities for enriching the learning experience of the students

Following activities/ events are organized

1. **Guest Lectures: To nurture the industry academia interaction, eminent speakers from the industry are invited to interact with the students. The experts from the industry share their domain knowledge with the students. The expectation from students by the industry professionals are explained in such interactive sessions.**
2. **Industrial Visits: Institute organizes regular industrial visits. Students are encouraged to see the manufacturing processes and understand the same from the industry professionals. The genuine questions and queries of students are addressed by the industry experts.**
3. **Research Paper Publication: Students are encouraged to write research papers, generally based on secondary data compiled by them. Various topics from the domain of Marketing, Finance, HR, IT as well as issues of social relevance are discussed with the students, desirous to do research in the topic of their choice. Relevant data is collected and compiled and analysed. Students write the**

research articles under the guidance of the properties.

4. **Quizzes:** Institute organises quizzes on various themes. Quizzes are helpful in checking the conceptual understanding of the students.

5. **Aspire:** This is an annual event of the institute. Students take the opportunity to showcase the skills and talents. Cultural programs, dances, one act plays, poems written by the students are presented.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	[https://www.youtube.com/results?search_query=jamshed+darasha](#)

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

All the teachers are using ICT tools for the delivery of the content.

Following ICT tools are used

1. **Google Class Room (GCR)-** When subjects are assigned to individual faculties, they create the GCR for that subject and all the students join the GCR and all the subject matter, Assignments, Quizzes, Assessments are handled through GCR

2. **Zoom Meetings:** All the Online classes and interactions are taking place through the Zoom Platform

3. **MS Teams:** Besides Zoom Platform, institute has a facility of conducting the meetings through Microsoft Teams

4. **Google meet:** Some of the interactions take place making the use of Google meet platform.

5. **E-Podium:** Institute has a E podium facility for delivering the lecture, wherein built in Audio Visual facility can be used

6. **Lecture Recorder & Projector-** The live Lectures can be recorded using Lecture recorder

7. **DELNET(Developing library network)-** for library and referencing of the contents is available in the institute.

8. **NDL(National Digital Library)-** for Research Articles, journals'

9. EBSCO Database for Research Articles

All of the above mentioned ICT tools / resources are used in the institute.

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

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

2.3.3.1 - Number of mentors

12

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

2.4 - Teacher Profile and Quality

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

12

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	**No File Uploaded**

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

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

8

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

132

File Description	Documents
Any additional information	**No File Uploaded**
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.

University of Pune (SPPU) modified the MBA syllabus and CBCS (Choice Based Credit System) is implemented which has elevated the MBA program to the next level by introducing OBE (Outcome Based Education).

In this Curriculum some of the subjects are of university Assessment as well as internal assessment, while some subjects are of Institute level assessment.

All the faculties inform well in advance about the internal

assessment schedule of the individual subject. In Academic Calendar the slots are kept reserved for assessment and are made known to the students well in advance, as well the information about the same is shared in GCR as well as WhatsApp groups.

Assessment is done using different modes viz. Written Tests, Quizzes, Presentations, Case Studies, Problem Solving, Numerical Solving MCQ Tests etc. called as CCE's (Continuous Concurrent Evaluation)

For a 3 credit course 3 internal assessments are conducted, while for 2 credit course 2 Assessments are done, in a semester.

After the assessment of the CCE's the marks/ grades are displayed on the notice board. Students' cam access their duly corrected tests and resolve the issues, if any. Periodic Meetings of Exam Committe are convened to discuss the ponts related with internal examination

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://nwimsr.mespune.org/examination-cell/

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

The internal assessment /s are called CCE's (Continuous Concurrent Examination). Various modes are adopted to assess the performance of the students, viz. written tests, Assignment Submissions, Presentations, Report writing, MCQ test etc.

After the completion CCE, the concerned faculty assesses the CCE and displays the marks on the notice boards/ Groups of the students.

All the assignments (Except On-line MCQ's tests) are available for the students after the assessment. Students desirous to see the CCE after it is evaluated can view the same & in case of any doubt about the marking system, can communicate with the

concerned faculty.

Before the test is scheduled, students are informed about the expectations and necessary points and the scheme of marking All the question papers are viewed/ verified and approved by the Director, CEO & the HoD and then the test is given to the students so that errors are avoided at the end of the faculties.

Percentage of grievances is negligible,however in case of any, the student interacts with the concerned faculty and if there is a case of revising the marks then accordingly marks are revised.

File Description	Documents
Any additional information	**No File Uploaded**
Link for additional information	http://exam.unipune.ac.in/Pages/Ordinances.html

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.

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

The link for the same is:

https://nwimsr.mespune.org/department/master-of-business-administration/

All the teachers teaching the specific subject, are well acquainted with the Programme & Course outcome.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional information	https://nwimsr.mespune.org/course/mba/
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 SPPU (has outlined general Programme Outcomes for the overall development of the students.

The institute provides support in Academic, Financial, Infrastructural facilities to ensure the attainment of the Programme outcomes like Generic and Domain Knowledge, Problem Solving & Innovation, Critical Thinking, Effective Communication, Leadership and Team Work, Entrepreneurship, Environment and Sustainability, Ethics.

The IQAC ensures that all teachers set targets at the beginning of the semester with the help of the academic calendar.

Monitoring of progress takes care of day-to-day targets of teaching and learning, the curriculum covered and the session plans submitted at the beginning of the semester are compared to evaluate the progress in content delivery.

Students can give feedback, which gets registered. These feedback, given by students is anonymous. CCE's i.e. Continuous Concurrent Evaluation results are analysed to understand the level of understanding of the concepts.

The placement cell under the guidance of Training & Placement Officer, schedules job fairs and placement drives through campus placement and liasoning with recruitment partners and industry at large.

Adequate ICT facilities are made available to the students to

help them keep pace with global knowledge.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	https://nwimsr.mespune.org/course/mba/

2.6.3 - Pass percentage of Students during the year

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

68

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://drive.google.com/file/d/1mIg4e2vTbYrevCTFXiimpxqV9VGGsflc/view?usp=sharing

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://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/

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

2

File Description	Documents
Any additional information	**No File Uploaded**
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

NWIMSR has various cells namely

ED cell was started on 22/2/2021 Dr Shilpa Kankonkar is heading the ED cell. The objectives of the ED cell is the following

1.To inculcate the spirit of entrepreneurship among students.

2. To promote collaborations with national universities, government agencies and industries.

3. To establish links with various R&D organizations and funding agencies for the project ideas of students and faculty.

4. To take up problems faced by the local industry and provide solutions to them.

4 MOU with the Industry to Promote innovation

Activites of EDSI

Webinar on Ideation

Orientation session for all students 4 Teams participated in the Business Plan contest and 1 team won 1st runners up in the Entreperenurship summit at MIT AOE.

An Entrepreneurship Audit for the 1st year MBA students for the selection of the 1st batch of Potential entrepreneurs of the institute, 62 students have been selected on the basis of the score generated in the test. The students have further been divided into 3 clubs as Idea Club, Startup club and Innovation Club.

Participated in the Atal Ranking Institutions on Innovation Achievements ARIIA 2021, Ministry of Education, AICTE.

Registered and represented the institute for Implementing the National Innovation Start Up Policy(NISP) at the institute level and have received the certificate of participation for the attended program.

Webinar on from your PhD/Masters thesis to a startup

Webinar on Why IP is important in Academia

Webinar on Opportunities in Social Sector – Start Up Talk Series

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

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

3.3 - Research Publications and Awards

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

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

2

File Description	Documents
URL to the research page on HEI website	[https://nwimsr.mespune.org/department/doctor-of-philosophy/]()
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

8

File Description	Documents
Any additional information	**No File Uploaded**
List of research papers by title, author, department, name and year of publication (Data Template)	<u>View File</u>

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

6

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

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

Guest Lectures on POSH, Human Rights, IPR, Cyber Security where in students attended the session through online mode. Several lectures throughout the year for the holistic development of students were conducted, over 120 students were trained on Student Grooming, CV designing, Campus Recruitment Trainings, Virtual Debate Activity, Mindset Trait Activity, Workshop on Analytics Problem solving – Art to Science, Life skill training, Mock Interview sessions, MCQ Assessment Tests,Video Activity for Training and Placements

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

0

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

File Description	Documents
Reports of the event organized	**No File Uploaded**
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

`Nil`

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

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

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

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

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

`2`

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.

Neville Wadia Institute of Management Studies and Research is uncompromising in its effort towards creating an environment to foster excellence. We believe that our relentless effort should be to illuminate young minds and create powerful leaders of tomorrow. This purposeful journey is in congruence with the core message embodied by our motto "For the Spread of light" We pledge to employ our resources continually to create superior evidence of value. The creation and enhancement of infrastructure to facilitate effective teaching and learning is brought through the committed efforts of estate Management committee, IQAC & governing body.

Details of the facilities available:

Classrooms, technology enabled learning spaces, seminar hall, computer lab, specialized facilities and equipment for teaching, learning and research.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nwimsr.mespune.org/amenities/

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

The institute has well developed playground for outdoor games spread in the campus. The ground is protected by boundary wall and surrounded with trees and plantations.

A lush green ground with sports room, track for athletes, cricket pitch, football poles, basketball poles etc. The facilities for indoor games like table tennis, chess and carom are also available in the sports room. Annual sports are conducted every year. The students make use of the sports facilities after college hours.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://nwimsr.mespune.org/amenities/

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

7

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[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)

81310

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)

Neville Wadia Institute of Management Studies and Research's Library (Knowledge Resource Centre) has purchased Library Management Software (SOUL - Software for University Libraries) 1.0in the year 2005. Currently, Library is partially automated. The ILMS is used to manage all the library collections like Books, Magazines, Journals, CD's and DVD's. The Library provides OPAC device to faculty and students to access books according to Subject, Title, Author and Accession Number. Bar code technology is used in the library to issue books. Online contents can be accessed from remote login.

Library has strived to promote innovative practices like sharing of resources and services. Sharing of resources to the faculty and students is by providing them e-resource access for EBSCO database and Delnet.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	https://nwimsr.mespune.org/amenities/

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

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	[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)

454402

File Description	Documents
Any additional information	**No File Uploaded**
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

2

File Description	Documents
Any additional information	[View File](#)
Details of library usage by teachers and students	[View File](#)

4.3 - IT Infrastructure

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

Institute focuses on upgradation of soft infrastructure, that provides flexible and mobile access to resources and to enhance scalability of operations, the staff was provided with 04

quantity of Dell Inspiron Laptops to be utilized within and outside premises.

The WIFI bandwidth was upgraded to 50 MBPS to empower students and staff to deploy IT tools of teaching and learning at NWIMSR.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://nwimsr.mespune.org/amenities/

4.3.2 - Number of Computers

82

File Description	Documents
Upload any additional information	**No File Uploaded**
List of Computers	[View File](#)

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

File Description	Documents
Upload any additional Information	[View File](#)
Details of available bandwidth of internet connection in the Institution	**No File Uploaded**

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)

127702

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.

Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Purpose and Objectives

1. **To ensure better utilisation of the available infrastructure.**
2. **To maintain cleanliness in the premises of the Institution.**
3. **To ensure safety and security of the Institution.**

Scope :

1. **Maintenance of buildings, workspace and associated utilities.**
2. **Electricity supply and Solar System.**
3. **Telephone service line.**
4. **Cleanliness and Upkeep of the infrastructure.**

Procedure:

1. **The agencies for housing keeping and cleanliness are outsourced and appointed by parent body – Modern Education Society. All type of minor repairs and maintenance is carried out by the Institute.**
2. **The Institute has a policy of maintaining and upgrading the existing equipment's to meet the requirements of the University and the regulatory body AICTE. The Institute has formed Establishment, Housekeeping and Maintenance committee to check the maintenance and upkeep of the**

infrastructure and up gradations required from time to time. As a matter of policy every Section is expected to set their own set of rules and implement them.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nwimsr.mespune.org/amenities/

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

135

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

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

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

0

File Description	Documents
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	[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://nwimsr.mespune.org/student-development/
Any additional information	[View File](#)
Details of capability building and skills enhancement initiatives (Data Template)	[View File](#)

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

123

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

File Description	Documents
Any additional information	**No File Uploaded**
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

A. All of the above

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

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

26

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)	No File Uploaded

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

5.2.2.1 - Number of outgoing student progression to higher education

0

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

0

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

05

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

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

Student Council is as per university norms.

In the media committee, the students are responsible for focusing on important events and their coverage on various social media platforms.

The grievance cell is responsible for addressing the problems and concerns of students, if any, in the meetings.

The entrepreneurial cell of students is responsible for creating awareness among students about entrepreneurship, inviting experts for delivering talks, and participating in intrapleural contests, and events.

Student representatives in the sports and cultural committee are responsible for budgeting, planning, and executing sports events and cultural programs, organized at the institute.

The alumni committee students are responsible for adding the database of the Alumni and continuously bonding with them, by sending them communication about events, activities, and initiatives of the institute.

Internal Quality Assurance Cell (IQAC): Student representatives are nominated for this cell, and participate in the decisions regarding the quality initiatives of the institute.

Women's Grievance Committee: The girl students are part of the committee to address issues on women's welfare.

1. Academic body 2. Administrative body.

- Sports committee -Anti-ragging committee

- Library committee - IQAC

- Placement Committee - Anti-sexual Harassment committee

- E.D. Cell - Alumni association

- Student Council - Cultural Committee

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/achievements/
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

2

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

5.4 - Alumni Engagement

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

The vast and rich Alumni of Neville Wadia Institute of Management Studies and Research provide wholesome support to the current batches in the form of Placement opportunities, Internship Projects, Guest Lectures, and Interactive Sessions to share their corporate experiences with the students to bridge the gap between Academia and Corporate environment.

Alumni Meet is organized every year to take a step forward in the direction of building long-term relationships. This platform will help Alumni to interact and profusely share their story of a successful journey with a current student. It will help NWIMSR to build a rich database of alumni which will further help the students get internships or placement opportunities.

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/alumni/
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

The Wadia group of Institutes is a result of Philanthropy. In a bid to participate in Nation Building the premise has been donated by the illustrious Wadia family . While the land was donated , donations were also given for constructing Institutes within the campus for different disciplines.

The Governing Body , the board and the Modern Education society Trust was formed in order to govern the institutes within its preview. The Management team includes the CEO & CFO who are

meant to spearhead the activities and stir the group in the right direction. The inclusions of disciplines in education as time progressed recognising its importance in modern life is testimony of a forward looking leadership.

As a conscious effort to allow the different institutes to run in the best possible manner by appropriate individuals , the management of day to day operations is handled independently as long as it within the larger purview of governance as set by the Modern Education Society and the Trust.

Therefore each institute has a director / principal who handles the management of his/ her institute.

Policies are formed by the Society to be followed by the individual institutes

Periodic society meetings with life members and directors are conducted to oversee the functioning and to ensure that it is in congruence with the overall purpose as enumerated in its vision.

The above system of governance is formulated for an uninterrupted flow of activities and a sound management while keeping with the tenets of the board.

1. Academic Structure

The Director is the Academic Head of the Institute. The academic structure of the Institute also consists of the HOD , Associate Professors and Assistant Professors . The structure is based on the faculties' qualification , years of experience and expertise. The IQAC –Coordinator along with the Director (who is the IQAC head) oversees the activities and initiatives to ensure a continual improvement of academic inputs keeping the stakeholders benefit in mind .

For the above to actualize , a list of committees have been constituted which focus on specific aspects / initiatives. They are empowered to deal with matters related to their respective domains.

Vision

"Institution commits service to society through developing virtuous leaders by providing executive management education in a global setting."

Mission

"Institution is convinced that success is measurable in the calibre of our graduates, we continuously seek to improve them and ourselves in an ecosystem that nourishes our spirit and intellect."

As a part of our strategy to ensure commonality of purpose and drive all efforts in the right direction, the Vision and Mission are deconstructed into its multiple components. Each component serves as a purpose or sub-purpose .

The 4 main components that constitute our Vision are :

- Service to Society
- Virtuous Leaders
- Executive Management Education
- Global setting / perspectives

The 2 main components that constitute our Mission are :

- Success = Calibre of Students
- Ecosystem that nourishes a) Sprit & b) Intellect

Committees are formed with an objective of taking initiatives with in turn enables us achieve our goal in a piecemeal fashion.

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/about-us/
Upload any additional information	No File Uploaded

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

The Wadia Group of Institutes is not owner-driven and managed . Therefore , profit is not the sole motive of its survival . All practices are in alignment with the Vision and stakeholder

sensitivity is the overarching purpose behind all its activities. Decisions on day to day activities at the institute level are independent of the society (Modern Education society). However even the M.E.Society comprises of mainly teachers / principals academicians mainly from the Wadia group of institutes. To that extent the decisions taken by the Institutes by default attain autonomy and devoid of owner interference. In fact as mentioned there is no owner but a trust driving the institutes . The operational decisions are taken at the institute level and structural decisions are taken centrally by Modern Education Society. Among others the following 2 practices are decentralized:

Administrative : They would include a) Leave decisions of the staff and faculty b) Fees fixation- Shikshan Shulk being the final authority to fix fees but MES (Modern Education Society) has no role to play in it Admission. Budgets are also set for infrastructure enhancement by the Institute. These budget decisions are taken jointly by the Director and his team duly approved by M.E.Society. The autonomy on aspects like budgets and their utilization , however as part of a formalized practice they are vetted by M.E.Society.

Academics : a) Now that NWIMSR has been allotted 2 divisions with the requisite foreign quota, the admissions are handled by the institute. Besides Admission of PhD students has also in the purview of the institutes activities b) The kind of additional training required to enhance employability skills like special classes personal interview skills, group discussion abilities is all budgeted and finalized at the institute level c) The concurrent evaluation criteria for subjects are decided by the respective faculty in consultation with the Director. d) The Director of NWIMSR is instrumental in identifying talent and plays an important suggestive role in recruitment of teachers/ Professors .

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/about-us/
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institution's strategic Plan is multidimensional. The facets include

1. Revenue , Financial health and sustainability

2. Academic Quality

3. Administrative Quality & Enabling and support systems. We believe that , this strategy will propel us into reaching our Goals and sub-goals.

As a part of our strategy to ensure commonality of purpose and drive all efforts in the right direction, the Vision and Mission are deconstructed into its multiple components. Each component serves as a purpose or sub-purpose .

The 4 main components that constitute our Vision are :

- Service to Society
- Virtuous Leaders
- Executive Management Education
- Global setting / perspectives

The 2 main components that constitute our Mission are :

- Success = Calibre of Students
- Ecosystem that nourishes a) Sprit & b) Intellect

Committees are formed with an objective of taking initiatives with in turn enables us achieve our goal in a piecemeal fashion.

The revenue plan included 1. The increase in intake from 60 to 120 in the MBA course and 2. The expansion of our Research section.

While the intake of the 1st year increased in 2019-20 , in 2020-21 we felt the benefit even more as now there were 2 batches of 120 students in each . Besides the Phd students in the research section also increased . Jointly the 2 substantially improved our financial status exactly as per the plan.

The other facets of the plan included Academic and Administrative Quality . The Institute's quality policy is well

conveyed from its vision and mission statements. Strategic plans and action plans are designed in such a manner that this quality policy is driven and deployed in every process. Each process is regularly reviewed through a monitoring mechanism.

- Strategy to develop competences to serve the ever changing needs of the industry & society and strategy to empower the faculty, staff and aspiring engineers with essential technical knowledge and skills:

Applying the innovative teaching learning methods such as Cooperative learning, Group0 discussions, Seminars . Arranging industrial visits and guest lecture for students. Organizing0 orientation programs, courses related to the curriculum. Use of teaching aids such as PPts , Multimedia Presentations, demonstrations etc.

- Strategy to strengthen collaborative research and consulting environment with industry and other institutes:

Encouraging Phd Scholars with work experience and practitioners to address students , Encouraging the faculty for research publications.0 Motivating the students for research by writing papers collaboratively and also0 presenting papers in conferences. Appreciating the research of students/ faculty.0 Forming MoUs with industries and other institutes.0 Faculties are being motivated to undertake consultancy works.0

- Strategy to improve Placement Activities: The College Career Guidance and Placement Unit (Training & Placement Cell) prepared an Action Plan to improve placement activities, through training and relationship building with prospective employers . The Action Plan includes: a) Conducting sessions on Aptitude, Group Discussion & Interview for Final Year students. b) The Placement Officer gets assistance from student representatives for preparing the data bank. d) Preparation of list of possible Placement drives that can be brought to the campus with the collective efforts of the Training & Placement team . e) The Placement team , which includes the students map to identify the current position of pass out batch students and their records are maintained . f) The Career Guidance & Placement Unit team meeting are held frequently , usually once a fortnight.

File Description	Documents
Strategic Plan and deployment documents on the website	[View File](#)
Paste link for additional information	https://nwimsr.mespune.org/wp-content/uploads/2022/03/Strategic-and-Perspective-Plan.pdf
Upload any additional information	No File Uploaded

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

The Governing Body , the board and the Modern Education society Trust was formed in order to govern the institutes within its preview. The Management team includes the Trustees supported by CEO & CFO who are meant to spearhead the activities and stir the group in the right direction. The inclusions of disciplines in education as time progressed recognising its importance in modern life is testimony of a forward looking leadership.

As a conscious effort to allow the different institutes to run in the best possible manner by appropriate individuals , the management of day to day operations is handled independently as long as it within the larger purview of governance as set by the Modern Education Society and the Trust.

Therefore each institute has a director / principal who handles the management of his/ her institute.

Policies are formed by the Society to be followed by the individual institutes

Periodic society meetings with the Board of Trustees , COO and CFOand directors are conducted to oversee the functioning and to ensure that it is in congruence with the overall purpose as enumerated in its vision.

File Description	Documents
Paste link for additional information	**Nil**
Link to Organogram of the institution webpage	https://nwimsr.mespune.org/wp-content/uploads/2022/01/Mandatory-Disclosure20-21.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)	**No File Uploaded**

6.3 - Faculty Empowerment Strategies

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

Cooperative Credit Society

1.An employee can become a member of the Cooperative Credit Society by purchasing its shares.

2. The dividend for the shares is disbursed annually.

3. Employees are entitled to a loan from the Modern Education society. These range from Home loan, personal loan with minimal formality. The same is recovered from their salaries which is duly reflected in the salary slips.

4. Fixed deposit investment facility is also available to the members.

5 Group Insurance for Staff.

Life Insurance of Rs.500000 from Wadia College Employees Cooperative Credit Society .

1. **Kanya dhan Yojna monetary benefits for wedding of a girl child.**

7. Employee Provident Fund.

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

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

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

0

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	No File Uploaded

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

3

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

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

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

7

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

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

A system of annual assessments of the teaching and the non-

teaching staff is followed. Opportunities are offered and promotions are given as per the performance of the teaching and non-teaching staff. Increments , additional benefits and rewards are based on this performance appraisal.

The institutionalso has a formal system of Self – appraisal as a part ofour democratic system of assessment .

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

6.4 - Financial Management and Resource Mobilization

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

Internal Audit: The Governing Body of the Institute decided to appoint Internal Auditors in 2006. This appointment is done on merits of CA Firm. Since then the duly appointed firm of Chartered Accountants conduct Internal Audit on Quarterly Basis. The CA Firm checks .Vouchers with Tally on vis-a- vis basis. The Audit Objections or qualifications mentioned in the Quarterly Audit report are rectified then and there. At the end of the year the CA Firm provides an Internal Audit report. External Audit (Statutory Audit): After getting internal report, another CA Firm, duly appointed bythe Society conducts External or Statutory Audit. TheCA Firm verifies that the objections are solved accordinglyand all statutory payments are made as per rules. The External Auditors also check Income Tax calculations and itspayment to Government. The objections of ExternalAuditors are also solved then and there. Since the Institute is permanently Un-aidedPrivate Institute, there is only one and one income source for the Institute, i.e. fees collected from students. The amount of fee is regulated by Fee Regulating Authority,formerly known as ShikshanShulkaSamiti. The fee amount is based on total admissible expenditure divided by number of students. The Fee Regulating Authority have formedcertain norms and regulations beyond which the Institute cannot charge any more amount. The Institute collects

appropriate fees from students of categories indicated in GR. These fees are getting reimbursed by Department of Social Welfare, Director of Technical Education and Tribal Board. The major part of fees collected is utilized towards salary of Teaching Staff and part percentage is utilized for salaries of Non-teaching Staff. All other expenses are incurred from collection of fees. The CDC (College Development Committee) meetings are conducted every 4 months making assessments of budgets , expenditures and resources. The Director monitors the expenditures and all details are reported to the auditors for their assessments and checks.

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

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

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

0

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

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

This is one facet of our Strategic Plan .

The fee amount is based on total admissible expenditure divided by number of students. The Fee Regulating Authority have formedcertain norms and regulations beyond which the Institute cannot charge any more amount. The Institute collects appropriate fees from students of categories indicated in GR.

These fees are getting reimbursed by Department of Social Welfare, Director of Technical Education and Tribal Board. The major part of fees collected is utilized towards salary of Teaching Staff and part percentage is utilized for salaries of Non-teaching Staff. All other expenses are incurred from collection of fees. The CDC (College Development Committee) meetings are conducted every 4 months making assessments of budgets , expenditures and resources. The Director monitors the expenditures and all details are reported to the auditors for their assessments and checks.

The fees form the students of the MBA program is the main source of funds for the institute.As mentioned above The Fee Regulating Authority have formedcertain norms and regulations beyond which the Institute cannot charge any more amount.

The Phd Program is the 2nd important contributor to the revenues of the college. We have over 100 research scholars . Their annual fees and the fees of special training programs / progress reports is another source for mobilizing resources.

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

6.5 - Internal Quality Assurance System

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

The IQAC strategy is aligned to the Strategic and Perspective Plan of NWIMSR. The Vision and Mission are sub-divided into sub-goals which provide us with purpose. The IQAC plan therefore is a 360degreeplan encompassing all functions.

Academic Excellence Plan of IQAC :

- Research/Papers for Professors & students
- FDPs
- ICT
- IPR
- Training & Placement
- Consulting & Training: this is to help get an insight into industry . This in turn can be shared with the

students.

- Enhancement of Pedagogical skills – Programs are arranged to make teachers skills more impactful
- International conference- conferences arranged to give a global exposure to students and teachers
- Workshops on Research Methodology: These are conducted in order to improve research thinking.
- Webinars and Guest lecture are events conducted on a very regular basis . getting the right resource persons helps students get valuable insights and also get a chance to interact with people from industry.
- Innovation in teaching is encouraged to enhance value to students

Administration Quality /Enabling and support systems- IQAC

- Admin Processes
- Fees collection
- Internal Systems(MIS
- Student and Parent Management / Care
- Infrastructure – wheel chair , ramp , solar panel , water harvesting etc –
- Auditing

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

IQAC conducts formal and informal meetings to review the processes and methodologies periodically.

IQAC insists and encourages faculties to write research papers and books to enhance their knowledge and improve teaching content. A committee list is prepared by IQAC and each committee has an convenor who is supposed to conduct events

under their criteria . Reports are submitted to the IQAC . The outcome of the event is in line with the course objectives. On line webinars pertaining to activities like e-waste , green initiative, research methodology are arranged for faculty and students Faculties are encouraged to use on-line platforms like Zoom , Google meet , webex for building the competency of teachers for on line teaching . All assessments like assignments and tests are uploaded on Google Classroom . Innovative ways of Evaluation are used in the form of podcasts , presentations , gamification etc.

An effort is constantly made to give students a real – life feel while giving them a picture of the business world. Example : live trend charts and portfolio discussion on mutual fund schemes.

Initiatives are taken continually to ensure that there is a incremental improvements in the processes. Suggestions are encouraged regarding the same.

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

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

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

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

1. Women's Welfare Committee has been formed to ensure sensitisation and awareness amongst all the students and staff members of the institute regarding gender inequality and sexual harassment at workplace.

2. Representation of women is clearly visible in all important Committees. The IQAC Committee, Alumni Committee, Academic Audit Committee, Women's Welfare Committee, Student Support Committee and other core Committees of the institute include women coordinators. This decision making power further leads to conducting various events & activities of the institute at various levels. Female faculties of around 50% (2020-21) and female students

3. On the occasion of Women's International Day various activities are conducted to promote elimination of violence against women, POSH etc.

4. Security cameras are installed for safety and security of everyone in and around the campus.

5. Security guards are available 24 X 7 on the campus as well as at the hostels.

6. Girls and Boys common rooms are available.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	B. Any 3 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: Dustbins are kept in all the rooms for proper disposal of wastes. The waste is collected on a daily basis and packed in the garbage disposal bags and disposed using the garbage collection trolleys in municipal bins and later collected by the municipal garbage truck. Proper instructions and guidelines are provided to the staff handling waste disposal.Dry and wet dustbins installed throughout the Wadia campus. Garbage trucks are also provided to carry the disposed wet & dry waste by Adar Poonawalla.

News papers and other paper waste like answer sheets, Reports etc. are disposed through a vendor every year by the librarian.

Liquid waste: Liquid waste generated from the toilets is let out into a proper drainage line.

E-Waste: As a policy the old computers and electronic wastes

are given in buy-back to the vendors. Computers are repaired if possible else given to the vendor in buy-back. The institute is further planning to conduct e-waste drive in association with external agency in future.

Biomedical Waste :To tackle soiled napkin disposal issues the institute has installed a Sanitary Napkin Incinerator machine in the girls' washroom. Proper guidelines and training is provided on the usage of the Incinerator machine.

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

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

B. Any 3 of the above

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

7.1.5 - Green campus initiatives include

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

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

A. Any 4 or All of the above

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

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	**E. None of the above**

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

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

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

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

The institute under the able guidance of the management is proactively taking efforts in providing an inclusive environment. The initiatives are inline with the vision and mission of the institute to promote better education, economic upliftment and setting communal harmony.

The students and staff jointly celebrate the cultural and regional festivals, like Teacher's day, orientation and farewell program, Induction program, oath on national constitution day, tree plantation, Youth day, Women's day, Yoga day etc.

1. International Women's Day was celebrated on 8th March 2021, to promote women empowerment. Session on socioeconomic well-being for financial independence of specially women.

2. In the induction programme a session was held on POSH by a Adv. V. Ramtirthkar

3. POSH ACT with Realtime Case Scenario.

4. Tree Plantation to promote green environment.

5. Yoga Day on 21st Jan 2021 to promote healthy living.

6. Session on Human Rights conducted to promote human values.

7. Birth anniversary of Krantijyoti Savitribai Phule, Babasaheb Ambedkar Jayanti, Jyotirao GovindraoPhule Jayanti are

celebrated.

8. Teachers Day is celebrated by the students to celebrate and appreciate the contribution of teachers in education.

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

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

The orientation programme is organised at the beginning of the first semester for the newly admitted students. Both students and employees are oriented about the constitutional obligations: values, rights, duties and responsibilities of citizens. All students are required to signan Anti-Ragging undertaking when they join the institute. Guest lectures are conducted on Human Rights every year. Seminars, events, competitions, panel discussions, workshops, blood donationinitiatives are conducted in order to nurture the socio economic responsibilities of the students and faculties. The college encourages the students to take part in blood donation campsand industrial visits. Independence day, Republic day, celebration of birthdays of national leaders, Teachers day etc are conducted. Students are encouraged to do activities under CSR initiative from the institute. Code of Conduct for students, Director and Administrative Manual is prepared and duly available on the institute's website.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	**Nil**
Any other relevant information	**Nil**

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and	**B. Any 3 of the above**

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

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

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

- **Republic dayandIndependence Dayare celebrated every year in the institute with great enthusiasm and pride.**
- **Institute celebrates Republic Day, Independence Day, Dr. B.R. Ambedkar Jayanti, Dr. Sarvepalli Radhakrishnan (Teachers' Day), Constitution Day every year.**
- **International Women's Day is celebrated on 8th March every year.**
- **Every 5th of Sept. Teachers' Day is celebrated by the students.**

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

7.2 - Best Practices

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

1. Title of the Practice Leveraging multiple opportunities to inculcate research culture in students and faculties.

2. Objectives of the Practice a) Provide a common platform for research scholars and academics from various disciplines and countries to share their research / new ideas through paper presentation and publication in a peer-reviewed journal. b) Provide opportunity to the academics and students to horn and exhibit skills like leadership, coordination and time management. c) Provide opportunities for academics to receive in-depth informal feedback through discussions and enable them to establish contact with professionals in other countries and institutions. d) foster and promote research attitude and aptitude among academicians. e) Endow the students' knowledge of research methodology in various field of management.

3. The Context Academic in management studies face lots of issues in getting their research work reviewed by experts and having fruitful discussions with professionals from other countries and institutions. Evenstudents do not have any direct exposure and knowledge of research. The knowledge sharing between research scholars across the globe was the need of the hour. It was a great challenge to invite academics from other countries and form collaboration in the field of education and research.

(Check Website)

File Description	Documents
Best practices in the Institutional website	http://nwimsr.mespune.org/wp-content/uploads/2022/12/Best-Practices-2021-22.pdf
Any other relevant information	**Nil**

7.3 - Institutional Distinctiveness

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

The motto of the Modern Education Society is to spread the

light to imparting quality education. Institute focuses on developing virtuous leaders and thus we are committed to create future flag bearers of industry. We concisely create an atmosphere where our students are exposed to the challenges of corporate life, by making them interact with industry stalwarts. Many alumni are holding positions of responsibilities in the corporate world. Quite a few have established their own businesses and progressing in their professional life. Effort is made to sync our vision and mission for the overall development of the students so that they can replicate the success story of their seniors. The most effective method of inching towards this objective is through Academia Industry meet andinteractions with successful alumni through Alumni Meet, Guest lectures. For Employee Welfareinstitute has implemented GISfor its staff members. Gratuity benefits are available. Benefits like loan against salary, maternity leave, paternity leave, duty leaves, registration fees is also borne by institute, Employees Co-operative Credit Society provides emergency loan upto Rs.30000/-, bigger loan provided depending on salaryof the employee, Fixed Deposit schemes, security fund of Rs. 5,00,000/- andKanyadaan Yojana is implemented successfully.

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

7.3.2 - Plan of action for the next academic year

1. Conduct Green Audit, Energy Audit and Environmental Audit

2. Make infrastructural changes for Divyangjan candidates