



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution

SADHU VASWANI INSTITUTE OF
MANAGEMENT STUDIES FOR GIRLS

- Name of the Head of the institution **DR. BHAGWANTI H NANWANI**
- Designation **DIRECTOR**
- Does the institution function from its own campus? **Yes**
- Phone no./Alternate phone no. **02026054491**
- Mobile no **9049003759**
- Registered e-mail **director@svims-pune.edu.in**
- Alternate e-mail **management.svims@gmail.com**
- Address **6, KOREGAON ROAD**
- City/Town **PUNE**
- State/UT **MAHARASHTRA**
- Pin Code **411001**

2.Institutional status

- Affiliated /Constituent **AFFILIATED**
- Type of Institution **Women**
- Location **Urban**

- Financial Status **Self-financing**
- Name of the Affiliating University **SAVITRIBAI PHULE PUNE UNIVERSITY**
- Name of the IQAC Coordinator **DR. DIVYA YOGESH LAKHANI**
- Phone No. **02026054491**
- Alternate phone No. **02026054481**
- Mobile **93735 99470**
- IQAC e-mail address **divyalakhani@svims-pune.edu.in**
- Alternate Email address **management.svims@gmail.com**

3. Website address (Web link of the AQAR (Previous Academic Year))

<http://svims-pune.edu.in/aqarigac/>

4. Whether Academic Calendar prepared during the year?

Yes

- if yes, whether it is uploaded in the Institutional website Web link:

<http://svims-pune.edu.in/academic-calendar/>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B+	2.72	2018	02/11/2018	01/11/2023

6. Date of Establishment of IQAC

15/11/2018

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
0	0	0	0	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 03

- 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)

•Inculcating Research Culture: 1)Research Paper Publications in UGC Care Journals: 16 by Faculty and 3 by Students 2)Two Patents published. 3)Organized 2 Credit Course on Research Methodology for PhD Scholars. 4)Industry Analysis and Desk Research Projects undertaken by students. 5)20-hour CSR Projects undertaken by 63 students of MBA II.

Growth/Expansion: Permission from Regulatory Bodies for Introducing 2-year Master of Computer Application Programme from Academic Year 2022-23

•Enhancement of Skills/Employability of Students - 8 Certificate Courses offered during the year - 5 Approved by the Savitribai Pule Pune University and 3 by reputed professional bodies.

•Introduction of New Courses - Introduction of Foreign Language Course: German

•Internship and Placements: 1) Four MOUs signed during the year for provision of Summer Internships 2) 93% Placement of Outgoing batch of 2022. 3) Two students in family-owned business. 4) 63% students have secured Paid Internships.

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
<p>Criteria 1: 1] Introducing Master of Computer Application Programme 2] Introduction of New Certificate Courses Approved by SPPU 3] Skill Enhancement: Certificate Courses</p>	<p>1] Approval received from AICTE and SPPU for introducing 2-year Master of Computer Application Programme. 2] Introduced five SPPU Approved Certificate Courses: a) Spirituality For Leadership Employee Wellbeing and Organizational Excellence - 11 b) Understanding Gender Equity c) Fundamentals Of Stock Market and Online Trading d) IT Skills for Managers e) The Basics of Content Writing 3] Skill based Courses done by Students: a) Tally Prime and Advance Excel (Disha Computer Institute) b) Data Analytics using Tableau (Lagozon Edutech Pvt. Ltd) c) Entrepreneurship Awareness Programme (Maharashtra Centre for Entrepreneurship Development)</p>
<p>Criteria 3: 1] Faculty Development 2] Applying for Patents 3] Research Workshop</p>	<p>1] 14 online FDPs attended by the Faculty Members and 16 Research Papers published in UGC Care Journals 2] Two Patents Published - a) Sustainability Accounting of Carbon Emissions for Mode of Transport used Machine Learning Calculator b] AI mediated Knowledge Sharing Exchange of HRM Practices: Causes and Effects Towards a Conceptual Model. 3] Organized Research Methodology Course Work for Research Scholars.</p>
<p>Criteria 5: 1] Student Welfare: Programmes for Mental Wellness 2] Encourage students to take up entrepreneurship 3] Cultural and Sports Programs 4] Enrolment of Students as Members of Professional Bodies 5] Affording</p>	<p>1] Conducted Twelve programs by Clinical Psychologists and experts. 2] Entrepreneurship Awareness Program organized in association with Maharashtra Centre for Entrepreneurship Development. 3] Organized RAYS:</p>

<p>Paid Internship opportunities for Majority of the Students. 6] Converting 10% of Internships into Preplacement Offers 7] Achieving a target of 90% Placement</p>	<p>Inter Institute Fest comprising Sports, Management and Cultural Events. Celebrated cultural festivals like - Sankranti, Easter, Eid, Ganesh Chaturthi, etc. 4] Students enrolled as members of either of the associations: The American Finance Association, National Institute of Personnel Management or National Association of Sales Professionals 5] 63% of the students secured Paid Internships. 6] 15% students received Preplacement Offers 7] 93% of students placed</p>
<p>Criteria 7: Undertake Programs to promote Sustainable Development Goals</p>	<p>Programs organized like Making Eco Friendly Ganapati idol, Green Vibes - Planters from Waste Bottles. Initiatives undertaken like, use of E-Vehicle, Ban on Single Use Plastic, etc. undertaken.</p>

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

- Name of the statutory body

Name	Date of meeting(s)
Institute Development Committee	26/12/2022

14. Whether institutional data submitted to AISHE

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<p>15. Multidisciplinary / interdisciplinary</p>									
<p>Vision</p>									

A pioneering institute for nurturing women managers, leaders and entrepreneurs with heart - based leadership, skills for the VUCA world and professionalism

Mission

Empower women through provision of affordable, quality management education that is value based.

Our vision and mission encompass the ideas of holistic, multi-disciplinary and interdisciplinary education to adequately enable our students to face the VUCA world.

Approach

We offer the master's in business administration Programme, which is designed to be multi-disciplinary offering a conjointment of various disciplines of Economics, Finance, Commerce, Accounting, Psychology, Mathematics.

The MBA curriculum offers a gamut of subjects in functional areas of HR, Marketing, Finance, Business Analytics and subjects such as Organisational Behaviour, Soft Skills, Psychometric Testing, Project Management, Industry Analysis & Desk Research, Decision Science, Economy and Polity, Sustainability, Indian Ethos and Business Ethics, Business, Government & Society, CSR, Human Rights, Summer Internship Project. These and other subjects help students to develop managerial competencies, analytical perspectives (global, ethical, etc), interpersonal competencies [team building, self-awareness etc]; a sense of global social responsibility and citizenship and sensitivity towards humanity and sustainability issues. The curriculum thus is designed to meet the needs of the multi - disciplinary business world and enables students to gain better insight to understand social, economic and natural phenomenon.

Students can also select cross specialization subjects and choose SWAYAM courses within or outside their electives as part of their curriculum.

Besides the formal curriculum given by the affiliating University,

1. Holistic Education is imparted through 'Sanctuary,' Course on Universal Human Values and a Certificate Course titled 'Spirituality for Leadership, Employee Wellbeing and

Organisational Excellence' and YOGA.

2. Community Engagement Programmes /SEVA Projects through a course on CSR and NSS
3. Certificate courses that are interdisciplinary such as Gender Equity
4. Seminars /Workshops/ Guest Sessions/Events:
 - That facilitate dialogue on critical issues related to sustainability
 - That throw light on how business is facing challenges in meeting social and environmental responsibilities
 - That help students create frameworks, materials, processes and environments for responsible leadership.
5. Internships with NGOs

The MBA Programme is flexible and has innovative curricula that includes credit-based courses and projects.

Institutional Plans to further multidisciplinary/Interdisciplinary education

- Encouraging students to undertake Summer Internship Projects that cut across different disciplines such as sustainability, global warming, pollution, etc.
- Collaborative Research with faculty of other streams in sister institutes
- Joint teaching: in subjects such as Economics and Management
- Joint publication: Based on Joint Research and Joint Teaching
- Organising Seminars which are based on interdisciplinary themes
- Offering Certificate Courses based on Development Studies Best Practice

Promotion of Holistic Education

We conduct a special class every day called 'Sanctuary'. It is used to impart life skills, Universal Human Values, citizenship values, tolerance, secular values, and inclusion. The syllabus is designed to develop intellectual, aesthetic, social, physical, emotional, and moral capacities of the students and enables students to decipher and realise the concept of good life.

16.Academic bank of credits (ABC):

Institutional Registration with ABC

There are two ways of registering for ABC:

- **Autonomous Status:** as SVIMS is not an autonomous Institute, this route is not applicable to us. In the next five years SVIMS plans to apply for autonomous status.
- **Affiliating University:** Though SVIMS is registered with ABC, the registration is under approval process as the affiliating SPPU is required to upload the documents onto ABC website.

Institutional Efforts

As SVIMS is affiliated to SPPU, per se, we cannot design our own curriculum. However, in preparation of being autonomous institute in near future, the Director and Management have adopted progressive measures to implement NEP into the existing curriculum framework, preparing faculty for the imminent shift.

Most faculty members have been on Subject / Course Designing Committee at SPPU. They design and offer university approved certificate courses on modern and relevant subjects like Gender Equity, Spirituality, Diversity, Equity and Inclusion etc.

Faculty are trained and encouraged to adopt modern experiential, participative and problem-solving pedagogies with ICT tools, chalk and talk, management through movies, Tedtalks, case studies etc. They are given full freedom and guidance to explore innovative teaching methods. Live projects and internships also play an important role in these.

SVIMS pioneered in adopting OBE as basis of curriculum and assessments. The faculty attended FDPs, internal training sessions by the Director on designing of Rubrics, mapping of POs, PSOs and COs in courses & assignments. The practice continues till date. This enables the faculty to be more creative in their approach to subjects and adopt best fit pedagogies. Well-structured rubrics and mapping practices support a well-established, transparent assessment system. Assessments are designed to test higher learning outcomes of application, analysis, evaluating/creating.

As a practice, instructions are task based that fosters student[1]thinking, leading to constructive discussion and

problem solving. This is achieved through break-out rooms, debates, group discussions. Students, with their teachers, review, assess, and reflect upon what they have learned.

Given the requirements of changing higher education scenario, faculty regularly upskill themselves through FDPs, workshops etc. Writing research papers in eminent journals and authoring books contribute to the body of knowledge as well as reference material for the students. Apart from prescribed readings, articles from HBR, Brand Equity & other popular e-resources are incorporated in classroom teaching.

With focus on holistic learning approach, SVIMS plans to initiate joint collaborations with foreign universities for exchange of value[1]based and skill-based learning, amalgamating their modern concepts with our ancient traditional value education.

We presently may not be able to offer joint degrees but this is on our list of future plan of action as soon as we become autonomous.

Institutional Practice

In line with UGC guidelines and as prescribed by SPPU, the students have created ABC Ids.

17.Skill development:

The Institute is responsive to the soft and hard skills needed to support the students' employability and soft skills training and training in skills that focus on environmental, economic and social responsibility are integrated within the MBA programme.

- Students undergo a special training in development and application of business skills through a compulsory two-month Summer Internship Project. Some such projects are with stipend - we thus promote the concept of Earn While You Learn.
- The Institute offers Professional Certificate Courses like TALLY, Advanced EXCEL, Project Based Training on Data Analytics, Digital Marketing etc.
- Soft Skills training is imparted under Employability Enhancement & Youth Livelihood Program - Mahindra Pride Classroom Project of Naandi Foundation; additionally, we

offer a Certificate Course on Business Etiquette.

- Courses on Constitution of India, CSR; Certificate Course on Gender Equity and workshops/sessions on Life Skills are also conducted.
- Students are encouraged to take up courses on SWAYAM, courses offered by UN as also The National Education Alliance for Technology (NEAT).
- Further, Guest Sessions by industry experts and entrepreneurs are arranged to bridge the gap between theory and practice.
- Value Based Education: Every day we have a special 30-minute session called 'Sanctuary' - Art of Living. These sessions help to educate the heart and cultivate the soul. Meditation sessions are conducted every week. Students and staff speak about moral values and narrate incidents from the lives of great ones of humanity and conduct activities that lead to imbibing of values. Besides seva/community welfare programmes are conducted regularly to sensitise students about the need to contribute to social welfare.

The objectives of Sanctuary are:

1. Enrich the youth with vital truths of spiritual life and Indian ideals and culture.
 2. Develop values such as universal love, humility and respect and other character-building values
 3. Educate students to respect all races and religions
 4. Nurture the process of education as an instrument of service to the poor, needy and even animals.
- Besides we also have designed SPPU approved Certificate Course titled: 'Spirituality for Leadership, Employee Wellbeing and Organisational Excellence'
 - We also conduct classes on Universal Human Values of AICTE during 21 days of Student Induction Programme Future Plans
1. Registering for courses of NSDC
 2. Registering under SANKALP
 3. Developing Entrepreneurial Skills through a tie up with Maharashtra Centre for Entrepreneurship Development
 4. Introduction of courses such as SAP, Financial Modelling, Fintech and German
 5. Capacity Building - Preparing students for the 21st Century Skills

Best Practice

The conduct of 'Sanctuary' for imparting Value Based Education on a daily basis is our distinct feature of education. This is helping our future professionals /leaders to be ethical and effective and display heart-based leadership qualities and face the VUCA world with resilience.

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

1. Every day, a special session called Sanctuary is conducted, wherein students sit together on the floor in the traditional Indian style and learn about our great spiritual leaders and Indian values of compassion, reverence for life, love, etc. and meditation. Students are imparted knowledge of the 'inner self', 'atman' and 'parmatma'. This knowledge helps to connect one with oneself, community and creation and is instrumental to create harmony. It is the honing of the inner instruments that help students to become compassionate and competent managers. Sanctuary represents our special effort to preserve and promote Indian ancient traditional knowledge.
2. During Student Induction programme spanning 21 days, special sessions are taken on Universal Human Values
3. The Institute has designed and offers an SPPU recognized Certificate Course titled 'Spirituality for Leadership, Employee Wellbeing and Organizational Excellence'
4. YOGA course
5. The curriculum has a course titled, 'Indian Ethos and Business Ethics' which helps the students to correlate the learnings from Indian Knowledge System to the business environment SVIMS observes and celebrates Indian traditions, customs, arts in the course of our academic lives. Efforts are made to transmit knowledge of our historical past: our rich Indian traditions, our heroes and our culture.

Other Efforts to Integrate Indian Knowledge Systems

1. The Institute organizes special 'seva' 'ahimsa' and forgiveness day programmes to sensitize students about the concept of 'Vasudhaiva Kutumbakam'.
2. We celebrate the birth and 'punyathithi' of our Indian heroes and spiritual leaders, who we consider as icons and repositories of Indian culture.

3. We celebrate Matribhasha Diwas to promote awareness of linguistic and cultural diversity in India and to encourage students to develop proficiency in their mother tongue.
4. Extra-curricular activities are conducted to display different art forms
5. Festivals such as Diwali, Janmashtami, Holi, Sankranti, Ganesh Chaturthi, Raksha Bandhan etc. are celebrated in a traditional way.
6. Programmes such as millets cooking competition are held.
7. Marathi Bhasha Diwas is celebrated with fervour.

Strategy to integrate Indian Knowledge system and Future Plans:

1. To promote Indian languages, we shall now train our students to study SWAYAM and other Courses in regional languages [using AICTE's Artificial Intelligence tool to translate courses in English into Indian Regional Languages]
2. Teachers will be encouraged to teach in a bilingual fashion in English and Marathi /Hindi
3. Introducing Certificate Course on Management - The Bhagwad Gita way and on Chanakya and Personality Development

Good Practice/s of the institution pertaining to the appropriate integration of Indian Knowledge system

This year we participated in Azadi Ka Amrit Mahotsav [AKAM] and synergized with an educational institution in Odisha to showcase to students of our respective institutions our rich Indian heritage and culture. The programmes had dances, cuisine, poems and songs, attire, traditions and festivals et al that showcased Maharshtrian and Odisha culture. The Institute was shortlisted by AICTE on merit to undertake a student exchange programme.

We plan to conduct similar programmes with educational institutions in other states of India.

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

Institutional initiatives to transform curriculum towards Outcome

based Education

We have adopted the OBE pattern since 2019. Faculty members have been trained in adopting OBE pattern.

Under the SPPU curriculum that we follow, Course Outcomes, Programme Outcomes are well defined and documented. The Institute has complimented the same with Programme Education Outcomes and Programme Specific Outcomes.

The institute adopts OBE in the transaction of:

- MBA program
- Institute designed Certificate Courses approved by SPPU
- Activities and Events

Outcome based education in Teaching and Learning Practices

Adoption of OBE is ensured through the following

1. A well-documented manual for implementation of OBE
2. Session plans are designed with pedagogies aligned with achieving learning outcomes. Each session is designed keeping in mind the learning outcome being targeted
3. The Assignments are designed keeping the higher order outcomes.
4. Rubrics are well defined in each assignment
5. Well laid out procedure and its implementation for Measurement of Attainment of Outcomes
6. Corrective action for attainment of outcomes below desired/specified levels

Certificate Courses are introduced each year to bridge the gap between the curriculum and industry expectations and these too, spell out Learning Outcomes.

Curricular and extra-curricular activities too are designed keeping in mind Learning Outcomes

Good practice/s of the institution pertaining to the Outcome based education (OBE) in view of NEP 2020

Our assignments under CCE [Three assignments per course of three credits] are designed keeping in mind the attainment of higher

order learning outcomes such as Application, Analysis, Creation/Evaluation. The Assessment Design is discussed with students so that there is transparency and confidence is built among students. Each assignment has well detailed out rubrics and assessment are according to set parameters. The results are used to measure the levels of attainment of outcomes and remedial measures are initiated wherever and whenever outcome levels are below accepted norms.

20.Distance education/online education:

SVIMS is committed to principles of equity and reach in higher education and is well equipped in terms of both physical and human resources to handle online education.

Technological tools for Teaching Learning activities

1. ICT resources: 124 Computers, Projectors, LCS system, 100mbps internet connection, WiFi
2. Licensed software and applications such as Microsoft Teams to conduct online classes
3. Faculty trained in the use of ICT tools and social media such as META and U Tube for broadcasting sessions by professionals and experts
4. A recognised SWAYAM - NPTEL Local Chapter to encourage uptake of online courses among students and staff.

Under SPPU guidelines we encourage students to enrol for these courses and earn credits throughout their MBA programme. Similarly, faculty members too have enrolled for SWAYAM courses that are inter disciplinary in nature or enhance their domain knowledge.

5. A rich Library having e resources and remote access facility

Hybrid mode of teaching is the new normal at SVIMS and we are well aligned with the New Education Policy on this.

Future Plans

We plan to offer distance education programmes over the next three years.

Good Practice/s of the institution

pertaining to the Distance Education/Online education

We conducted the entire MBA curriculum through the online mode as the Institute was closed during lockdown. For this we used the MS TEAM platform. Besides this we used the Lecture Capture System (LCS) to record the sessions of the faculty members - that were made available to students for their learning post the regular online lectures. The examinations were also conducted in online mode.

Each year students and staff are encouraged to register for SWAYAM courses/Coursera and earn certifications.

The institute conducted seminars/webinars in online mode through MS TEAM, Facebook Live sessions during the lockdown to ensure that the learning goes on unhindered. Some of the prominent ones were:

- Webinar on National Education Policy
- National Workshop on Intellectual Property Rights Management
- Webinar-Emerging Business World- Challenges and Opportunities during Covid-19
- Webinar on Leading in a VUCA World

The institute offered following certificate courses that were conducted in online mode:

Sr. No.	Description
1.	Advanced Course in Business Etiquette <ul style="list-style-type: none"> • Mihika Banot Image Consultancy
2.	Project Based Training on Data Analytics (ERP, BI and AI) <ul style="list-style-type: none"> • Lagozon Edutech Pvt. Ltd.
3.	Employability Enhancement & Youth Livelihood Program <ul style="list-style-type: none"> • Mahindra Pride Classroom Project of Naandi Foundation
4.	Spirituality for Leadership, Employee Wellbeing and Organizational Excellence <ul style="list-style-type: none"> • Inhouse Certificate Course - Recognised by Savitribai Phule Pune University

Extended Profile

1. Programme

1.1	83
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	120
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	00
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	58
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3. Academic

3.1	06
Number of full time teachers during the year	

File Description	Documents
Data Template	View File
3.2 Number of sanctioned posts during the year	06
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	05
4.2 Total expenditure excluding salary during the year (INR in lakhs)	45.83
4.3 Total number of computers on campus for academic purposes	124
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	
<p>Planning Process</p> <p>1. Faculty Meeting</p> <p>A meeting is called before closure of the previous semester to decide on:</p> <ol style="list-style-type: none"> 1. Subject combinations to be offered based on our vision, mission, teacher competencies, student interests and industry requirements 2. Workload distribution 3. MOOCs /blended learning 	

4. Introduction of Certificate Courses

5. Finalisation of dates for submission of Session Plans, Assignments

B. Document Submission

On the designated day, HOD collects:

1. Session plans outlining experiential, participative, collaborative pedagogy to achieve Course and Programme Outcomes

2. Assignments with Rubrics

3. Assignment Schedule

C. Academic Calendar and Time Table

Time Table and Institute Academic Calendar is prepared based on SPPU calendar. It maps CCE, cocurricular, and extracurricular activities.

D. Publication of Documents

Academic Calendar, Assignment Schedules are uploaded on website and displayed on notice boards within eight days of starting the semester.

E. Slow and Advanced learners

Within fifteen days of completing admissions, advanced and slow learners are identified and remedial courses are planned.

Curriculum Delivery

1. Teachers follow Session Plans; maintain Academic Reports

2. Progress is monitored by HOD/IQAC every 15 days.

3. Semester-end Feedback is collected to know attainment of learning outcomes, student satisfaction and plan corrective action.

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)

The Academic Calendar is prepared before commencement of academic year in accordance with SPPU and includes dates of commencement and completion of semesters, holidays, extra and co-curricular activities, festivals, 'hero' days, exams etc. This pre-planning brings in effective curriculum delivery and better student engagement.

Preparing the academic calendar is a collaborative effort with inputs primarily from Faculty, Librarian, Chief Examination Officer and NSS Coordinator. Each one lists out events/activities that need to be mapped on the Institute Academic Calendar. Some events are drawn from List of Annual Institute Events /events mandated by regulatory bodies.

Drafts are prepared and zeroed in after a 'buy in' from all concerned. Responsibility of each faculty member in executing different activities mapped is defined. This collaborative exercise itself ensures adherence to the Academic Calendar.

Adherence to Teaching plans, CCE schedules, declaration of results is monitored every fifteen days by the HOD/IQAC.100% adherence was noted for commencement and closure of semesters and 96% for Scheduled Internal Exams.

Similarly, reasons for events not held as per academic calendar are investigated into and are noted for corrective action or refining planning for the

next academic calendar.

Unplanned activities are allowed only when regulatory bodies mandate them.

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

02

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

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

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

requirement for year: (As per Data Template)

08

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

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

119

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

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

For the holistic development of the students, SVIMS incorporates crosscutting issues through curriculum and extra curriculum activities.

Human Values:

- Daily Sanctuary [Spiritual /UHV teachings]
- Universal Human Values Course (under AICTE)
- Celebration of Republic & Independence Day, Chhatrapati Shivaji Maharaj Jayanti, Birth Anniversary of Savitribai Phule, Mahatma Jyotiba Phule, Dr. Babasaheb Ambedkar, World Hindi Diwas, Marathi Bhasha Diwas, Easter Day, AKAM-EBSB - Heritage of Odisha & Maharashtra
- NSS camp at Kelgaon
- CSR Activities:Parulekar Doghouse, Maher Ashram - Home for destitute women and children, Shantai Foundation - NGO, amongst others.

Professional Ethics

- Certificate Course on Spirituality, Tally, Excel, Content Writing, Stock Market.
- Self-Grooming Workshop, Email Etiquette, Cyber Crime Awareness, International Forgiveness and Yoga Day.
- Experts' sessions on topics related to Finance, Marketing and HRM.

Gender Sensitivity:

- Certificate Course on Gender Equity
- Guest sessions on, Better Mental & Physical well-being, Gender Sensitivity, Diversity and Inclusion, Cancer awareness, and Corporate Responses to Sexual Assault.
- National Girl Child Day
- Nirbhaya Kanya Abhiyan
- International Women's Day

Environment and Sustainability:

- Water Conservation
- World Earth Day
- Green Vibes only
- E-Waste Drive
- Eid and NO Flame cooking Competition
- World Oceans Day - Symposium on Sustaining Life Below Water
- Session Tools for Paperless office
- World Ozone Day.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

9

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

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

120

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

1.4 - Feedback System

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	http://svims-pune.edu.in/stakeholders-feedback/
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	View File

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents
Upload any additional information	View File
URL for feedback report	http://svims-pune.edu.in/stakeholders-feedback/
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	
120	
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	
12	
File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File
2.2 - Catering to Student Diversity	
2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners	
Marks secured in Graduation and in Common Entrance Test are used to assess learning levels of students at entry level. Graduation	

marks are assigned 75% weightage, while CET marks carry 25%. Through statistical analysis we arrive at a cut-off point to place students in the categories of advanced and slow learners.

Programmes for slow learners:

1. Organisation of remedial and bridge courses. This year we conducted a bridge course for Basics in Accounting and remedial sessions for 'Accountancy'.
2. Provision of 'beyond-the-lecture' support and clarification of doubts if any.
3. Arrangement of Buddy system with the advanced learners for providing additional support.
4. Mentoring them and guiding them for improving their performance.
5. Provision of notes for selective subjects and question banks.
6. Personal attention is provided to these students.

Programmes for advanced learners:

1. Identification of certificate courses offered by World Trade Organisation/ Swayam/ Google/ Coursera and encouraging the students to complete these courses.
2. Assignment of additional responsibilities for organization of seminars/conferences/events.
3. Encouraging them to participate in competitions and in seminars/conferences of national/international level.
4. Arrangement of guest lectures.
5. Appointment of these students for positions of Class Representatives/President of Students' Council/ Representatives of Committees.

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
120	06

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

The Institute focusses on achieving of higher order learning outcomes and employs the following pedagogy methodologies:

A. Experiential Learning

1. Role Play

2. Industrial Visits

We arrange two industrial visits in a year.

3. Projects

Under subjects like Marketing and Corporate Social Responsibility, we assign students with at least one on-field project every Semester. A minimum of 20% of all our subjects have field projects as part of the assignments.

4. Internships

Mandatory two-month summer internship programme after completion of first year of MBA

5. Seminars, workshops

6. Shadowing Women Executives/Insurance Agents/Salesmen etc.

7. Visits to malls to study retail formats; Labour court to witness cases etc.

B. Participative Learning

1. Gamification

2. Quizzes and Puzzles

3. Group discussions on TED talks

4. Pair and Share

Used for Subjects under Finance and Economic Analysis

5. Guest lectures/Consultation with Specialists

Students interact and participate in a minimum of 12 sessions every semester in which industry experts/professionals are called to discuss current trends and developments.

C. Problem-solving Methodologies

1. News-article analysis

2. Case studies and caselets

In each subject, faculty discusses and analyses at least one case study/research paper/caselet/news article per unit of that subject.

3. Book reviews and Movie reviews

4. Demonstrations

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

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

All faculty members have been trained in the use of Information Communication Technology (ICT) tools for pedagogy.

ICT tools used:

- Microsoft Teams has been adopted as a unified platform for online teaching. Reference material, website links etc. are shared through this application.
- Faculty members use PowerPoint Presentations in their teaching by using LCD and projector.
- Lecture Capture System - IMPARTUS is used by faculty to

record the offline lectures.

- E-resources like J-Gate, INFLIBNET are made available for faculty and students.
- Repositories are available for use by students.
- Guest sessions are conducted live- Stream Yard and META Evaluation and Assessment.
- Registration of attendance and collection of student data is done through Google Forms.
- Online exams - MCQ examination is conducted employing GOOGLE tools.
- Kahoot, a free student-response tool is used for administering quizzes that stimulate the learning as well as classroom discussion.

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

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

2.3.3.1 - Number of mentors

06

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

06

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

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

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

03

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

24

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

2.5 - Evaluation Process and Reforms

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

Here is a snapshot of our examination mechanism:

1. We have a well-defined policy and manual for Outcome Based Education and Examination. Assignments are designed to assess attainment of specific Course outcomes, and these are mentioned in assignments.
2. We design and conduct three forms of assessment under each subject. Assessments primarily test higher learning outcomes of application, analysis, evaluating/creating. Accordingly, teachers design an assessment mix comprising of, a case study, an experiential assignment, a class test / role play etc.
3. Teachers are encouraged to use a variety of assessment tools.
4. The CCE Schedule is shared with the students right in the beginning of every academic session. Faculty members are required to ensure that there is a gap of a minimum of three days within submission dates of two assessments.
5. All the internal assessments except the ones involving tests are discussed with the students.
6. Rubrics for every assessment are shared as part of the document and so also, the model answers.
7. Assignments after assessment are shown to students.
8. Some assignments are assessed basis peer reviews, or by external experts.
9. The result for every assignment is declared within 72 hours of submission.

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

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

We have introduced an online internal examination grievance redressal system this year. The process of this system is as follows:

1. Any student who has an internal exam related grievance is required to register her grievance on the Google form link
2. The respective faculty member is then intimated about the grievance in the format specified in the process templates.
3. While simultaneously a record of the grievance thus

- registered is created by the office administration staff.
4. The respective faculty member then writes an email to the HOD and office administration stating if it was a genuine mistake or due diligence has been followed.
 5. After the HOD approves the resolution thus offered, an intimation is sent to CEO and office administration. An email detailing the resolution is then sent to the respective student.
 6. In the end, an acknowledgement for receipt of resolution is to be received from the student and only then the grievance is closed.
 7. Grievances received are generally in context of correctness of marks given and/or attendance.

Since the entire system has been moved to online mode, it offers transparency and robustness. We ensure that we complete this entire cycle of grievance redressal within a week's time.

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

2.6 - Student Performance and Learning Outcomes

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

SVIMS, affiliated to SPPU, offers the Outcome Based Education along with the choice-based credit system in its MBA program.

Communication:

At the commencement of every year, the basic philosophy of Outcome Based Education, i.e. Concept, Need, Importance, etc. is communicated to the incoming batch during the Induction Program by the HoD.

Before commencing the new topic, the faculty informs the students about the course outcome that will be achieved as well as the teaching pedagogy being followed. The assignments are designed by giving due emphasis to different course outcomes. At the conclusion of every course and the MBA programme, feedback is taken to check the attainment of different learning outcomes.

Thus, every effort is made to communicate to the students about the Course Outcomes, Programme Specific Outcomes and Programme Outcomes.

Teachers' Training:

- Faculty have attended FDP/Workshops on Outcome Based Education organized by SPPU as well as in-house.
- Director personally trains each faculty on designing the session plans, assignments. This ensures that the teaching pedagogy adopted is in sync with the plans to achieve the desired outcomes.
- OBE Manual helps the teachers to do justice to the OBE Model adopted.

The institute has displayed the COs, PSOs and POs on its website.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	http://svims-pune.edu.in/programme-outcomes-and-course-outcomes/
Upload COs for all Programmes (exemplars from Glossary)	View File

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

We undertake an inclusive and rigorous process to measure the attainment of Programme outcome and course outcomes laid down by SPPU. Listed below are the direct and indirect assessment methods [with appropriate weightages] that we use to measure attainment of course and programme outcomes:

1. Direct methods:
 1. Assignments
 2. Tests
 3. End Semester exams
 4. Minor/major projects
 5. Workshops
2. Indirect methods:
 1. Alumni feedback
 2. Employer feedback
 3. Students' feedback

Here is how we evaluate the attainment of Programme outcomes and course outcomes:

1. All the course outcomes laid down by the SPPU are measured for all our continuous concurrent evaluation while, the exams conducted by the University too measure them.
2. Benchmarks are set for the attainment levels of these outcomes.
3. We then explore the reasons for non-attainment of outcomes (if any).
4. At the same time, we set higher attainment levels for the outcomes for which we have attained the set benchmark.
5. The curriculum gaps are identified by measurement of Programme Outcomes.
6. Steps to stitch these gaps are discussed and identified.

This approach and process that we follow helps us to achieve better academic results and help us deliver a holistic course of MBA to our students.

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

2.6.3 - Pass percentage of Students during the year

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

53

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	http://svims-pune.edu.in/wp-content/uploads/2023/05/AnnualReport_2021-2022_IMM016030.pdf

2.7 - Student Satisfaction Survey

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

<http://svims-pune.edu.in/students-satisfaction-survey/>

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	View File
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

3

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

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

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

0

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

We encourage the students and faculty members to undertake quality research, nurture innovative ideas, go inforpatenting, knowledge transfer and fostering Entrepreneurship attitude through the following-

1. Knowledge Transfer - Research Cell

- Rich repository of resources, library provides books, journals, e-journals, and databases (DELNET, JGATE).
- Faculty members and staff are encouraged to attend professional development courses, seminars, workshops and conferences.
- Faculty members are encouraged to enhance their qualification, pursue PhD, publish their research and become research guides.
- On behalf of SPPU, Research Cell conducts the PHD

Coursework for the scholars.

- 2 Patents filed by the Faculty

2. Innovation

- SVIMS -Innovation, Incubation and Start-up Cell (IISC) has been established.
- Interactive Sessions with Eminent Entrepreneurs.
- Session on developing Entrepreneurial Attitude and Content Ideation and Creation
- Celebration of World Intellectual Property Day (Awareness and Quiz Competition)
- Sessions on Intellectual Property Rights in association with NIPAM.
- Workshop on IPR to spread the awareness of IPR.
- Conducted Entrepreneurship Fest inviting budding entrepreneurs to display their stalls
- Academically, two Enrichment Courses on Entrepreneurship wrt Business Plan and Women Entrepreneurs offered to the students.

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

14

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

6

File Description	Documents
URL to the research page on HEI website	http://svims-pune.edu.in/research-centre/
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

16

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

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

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

01

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

SVIMS promotes regular engagement of faculty, students and staff through extension activities and outreach programs with a dual objective of sensitizing students about various social issues and strengthening community participation.

The dedicated NSS unit, alongwith other students and bodies such as Red Cross, NGOs etc, plans and conducts various activities concerned with universal values, women welfare, health and mental wellbeing, spreading awareness about pertinent issues prevalent in the society. Major initiatives are Swachh Bharat Abhiyan, blood donation camps, seva programs, environmental awareness created through road safety (Pollution control), tree plantation, Swach wari etc.

Visits to nearby underprivileged areas to conduct workshops and cleanliness drives instill universal human values and respect for all.

Participation in International Yoga Day, workshops on health and mental wellbeing motivate students to ensure a sound mind in healthy body. Water conservation, tree plantation drive, cloth pad making are conducted as part of environment consciousness and encouraging the community to contribute. Blood donation camps facilitate the collected blood to be sent to authorized agencies to be available to those in need.

Nirbhaya Kanya Abhiyan, POSH Pakhwada and related activities help to actualize the belief of SVIMS - women as symbol of Shakti - and work towards empowering the women in all strata of society.

File Description	Documents
Paste link for additional information	http://svims-pune.edu.in/social-cultural-events/
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

11

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

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

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

32

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

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year	
3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year	
120	
File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File
3.5 - Collaboration	
3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year	
3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year	
35	
File Description	Documents
e-copies of related Document	View File
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File
3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year	
3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year	
4	

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.

The Institute has teaching - learning, ICT facilities and other infrastructure, both in terms of number and size as mandated by AICTE. It is audited annually for Extension of Approval procedures. The classrooms have LCD projectors, are well-furnished, ventilated and spacious. One classroom has a Smart Board and is enabled with Lecture Capturing System. There are Tutorial rooms as also Break out Spaces for Discussion and Analysis. The Seminar Hall is used for conducting seminars, guest lectures and has LCS facilities for classroom sessions, if conducted there. Computer and Language Laboratories are well equipped and have licensed software. These are used for conducting practical classes, research work and learning content beyond syllabus. The Institute has 91 Desktop Computers; 84 of these are used in the Library, Computer Lab, classrooms and by teaching staff. The whole campus has LAN, is wi-fi enabled and has internet Connectivity of 100 MBPS. We have UPS and generator for power back up. There are six Printers and 2 Xerox machines for reprography. The campus is under CCTV surveillance. Library has reading and multimedia room; over 5000 books, journals, J Gate, DELNET and e-resources. Accessibility of books from the Institute and outside is facilitated via N-List.

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

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

SVIMS integrates sports and extra-curricular activities as essential components within the transaction of its curriculum. It has adequate facilities for sports, games and cultural activities. The playground has provision for multiple games, such as, Athletics, Volleyball, Basketball, Throwball, Badminton, etc. Facilities for indoor games that include carrom, table tennis and chess are also provided. Special classes on self-defense are organized. We have a state-of-the-art gymnasium with equipment such as Tread Mill, Cross Trainer, Elliptical Machine, Upright Cycle, Recumbent cycle, Bench Press, Abs Bench, Dumbbells, Gym Ball, etc. There are breakout spaces (11.25 sq/m) maintained on every floor for the students to meet and discuss. Cultural events are organized at the Ground Patio as well as the Seminar Hall (145.12 sq/m). Sanctuary is the spiritual and the mental nurturing practice at SVIMS and has a dedicated Sanctuary Hall to facilitate the same. The meditation hall (145.12 sq/m) is located on the fifth floor where students can meditate for their mental wellbeing. The SVIMS terrace (537.105 sq/m) is an apt space for conducting Yoga and / or discussion retreats. Besides, we have a separate First Aid Room and Training and Placement Cell

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

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

05

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://svims-pune.edu.in/who-are-we/infrastructure/
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)

10.29

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	No File Uploaded
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)

SVIMS Library is a fully automated resource centre with latest techniques of operation and services with internet bandwidth of 100 MBPS. We use KOHA Integrated Library Management Software - open-source and customizable web-based interface. It contains modules of acquisition, circulation, cataloguing, advance search and reports. It has RFID system for library circulation and includes Z39.50 server and client for data interchange. KOHA OPAC also enables the use of content management e-learning. KOHA OPAC enables easy search through its ten fields - Keyword, Subject, Title, Class, Barcode, Author, Publisher, etc; placing reservations on library items and submitting suggestions for acquisition. SVIMS Library has 10 computers for students. SVIMS Library provides institutional e-repositories and facilitates

Reprography service. Besides KOHA, we also use VRIDDHI ERP system with Library Management Software. It includes several modules for library functions such as Library membership, Book card, General reports, etc. VRIDDHI is used for generating Library ID Cards and accession of physical national and international journals.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://sites.google.com/site/svimslib/online-resources?authuser=0

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

A. Any 4 or more of the above

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

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

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

0.27

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

56

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

4.3 - IT Infrastructure**4.3.1 - Institution frequently updates its IT facilities including Wi-Fi**

Institution frequently updates its IT facilities including Wi-Fi IT upgradation is done based on course requirements, computer -student ratio, budget constraints, working condition of the existing equipment. SVIMS campus is wi -fi enabled since: 2016 Internet Bandwidth has been upgraded from 16 MBPS in 2017-18 to 32 MBPS in 2018-19 to 50 MBPS in 2019-20 and 100 MBPS in 2020-21. AMC's are in place for upgradation of Software applications, ERP and maintenance of ICT facilities and UPS. Training programmes are conducted for the installation and optimal use of new technology / systems. For example training in Smart Boards when the same was bought in 2018, Epson Smart Interactive Projector in 2020. VRIDDHI ERP and KOHA have been adopted since 2017 -18 and system upgrades are regularly undertaken. The Institute uses RUSA software [2020] for NAAC documentation as also DMS [2018] Document Management System] - open software to meet documentation needs. System updates are undertaken regularly. The institute installed a new version of EPBAX system in 2021 to facilitate smooth flow of communication.

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

4.3.2 - Number of Computers

124

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

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

4.4 - Maintenance of Campus Infrastructure

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

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

35.61

File Description	Documents
Upload any additional information	View File
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.

Maintenance

- Annual Budgetary provisions are made for insurance, Annual Maintenance Contracts and other expenses to ensure proper maintenance of physical facilities.
- Housekeeping staff clean physical, academic and support facilities every day

- Schedules are set up for maintenance: - Painting of Building: Once in 7 to 8 years Cleaning Fans and ceilings: once in a month - Seminar hall: vacuum cleaned bi-annually - Water tank: cleaned annually - Book shelves: everyday on rotation and weeding of books is done as per policy - Computer cleaning as per fixed schedules. Replacement of keyboards, mouse etc is done as per need - Lift audit, fire audit : undertaken as per Govt rules.
- Dustbins are kept on every floor/classrooms/labs and cafeteria for dry and wet waste.
- A certified electrician and plumber are appointed to undertake preventive maintenance and repairs once every week.
- AMCs are executed for electrical equipments, lifts, generator etc Utilization The curriculum delivery, co curricular and extracurricular activities are planned and executed in a manner to allow optimum utilization of Classrooms, seminar hall, Library and IT facilities. IT infrastructure, Library and its physical and e- resources are used by staff and students for pedagogy and research purposes. Playgrounds and gym are used for promoting physical and mental health.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://svims-pune.edu.in/who-are-we/infrastructure/maintenance-policy-and-procedures/

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

67

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

8

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

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

A. All of the above

File Description	Documents
Link to Institutional website	http://svims-pune.edu.in/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

120

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

120

File Description	Documents
Any additional information	View File
Number of students benefitted 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**

56

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year**5.2.2.1 - Number of outgoing student progression to higher education**

1

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

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

0

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

5.3 - Student Participation and Activities

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

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

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	View File
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)

We have student representatives in:

1. Students' Council
2. Internal Quality Assurance Cell
3. Institutional Development Cell
4. Scheduled Caste & Scheduled Tribe Committee
5. Anti-Ragging Committee
6. Grievance Committee
7. Internal Committee [POSH]
8. Innovation, Incubation and Start-up Cell
9. Kalam Program for IP Literacy and Awareness
10. Global Connect Cell

11. Training and Placement Committee

The Students' Council primarily drives all student committees/activities. A faculty member is assigned to each committee to provide guidance and to ensure fair representation of SC/ST students, NSS students and merit holders.

Facilitation of Student Representation.

1. Students are made aware of different committees, their constitution, roles and responsibilities of student members and ways in which they can engage in a meaningful way
2. Rules of nomination/election are explained
3. Procedural requirements such as filling out application forms are explained

Outcomes of student engagement:

1. Promotion of Students' Development activities
2. Better handling of student grievances
3. Networking with national and regional bodies
4. Healthy faculty- institution-student ties

Some programmes organised/achievements of Student Committees:

Annual Fest - RAYS

AKAM-EBSB Events

Cultural events - Ganesh Chaturthi, Diwali, Easter, etc.

File Description	Documents
Paste link for additional information	http://svims-pune.edu.in/social-cultural-events/
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

22

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

5.4 - Alumni Engagement

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

Alumni Participation at SVIMS

Our Institute was established in 2010. After the graduation of the first two batches, Alumni Meet has been a regular feature. Alumni Association was registered on 22nd February 2018 under the Societies Registration Act 1860.

The alumni engagement in our Institute is seen in the following -

- The alumni made a financial contribution of ₹ 5940/- in the year 2021-22. The contribution made by the alumni are used for the welfare activities of the students.
- Guest sessions by alumni
 - Ms. Komal Panjwani, SAP SD Consultant, TCS
 - Ms. Snigdha Das, Business Development Manager, IFAS Edutech.
- Alumni involved in Committee Activities
 - Ms. Tasneem Hakkimjiwala, HR Manager, Sekel Technolgies - Internal Quality Assurance Cell
 - Ms. Akansha Dharmani, Director, Athas Vibrant Woven Stories - Institutional Development Committee

They support the Institute in the Developmental and Quality Control Initiatives.

Alumni contribution - Students' Internship and Placements

- The alumni have also contributed towards the growth of the Institute. Alumni Feedback is taken annually. The Alumni feedback helps the Institute to improve their teaching learning process.

File Description	Documents
Paste link for additional information	http://svims-pune.edu.in/svims-alumni-association/
Upload any additional information	View File

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

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Vision

A pioneering institute for nurturing women managers, leaders and entrepreneurs with heart - based leadership, skills for the VUCA world and professionalism

Mission

Empower women through provision of affordable, quality management education that is value based.

The organizational culture, Perspective Plans; provision of operational autonomy, best infrastructural and decision-making support by management; necessary impetus for faculty development,

creating a culture of excellence and championing organizational change by the Director and operational support and governance by IQAC and different Committees augur well for the promotion and achievement of the Vision and Mission of the Institute.

To impart heart-based leadership, special 'Sanctuary' Sessions are conducted every day. 'Seva' programmes for orphanages, home for the aged, destitute help students imbibe values of social responsibility, care and compassion.

Students are nurtured to develop professionalism and skills for the VUCA world through:

1. Building their domain knowledge by employing competent staff
2. CCE that assesses higher order learning.
3. Certificate courses for developing employability/entrepreneurial skills.
4. Mentoring by faculty
5. Representation in statutory committees leading to participatory decision making.
6. Opportunities for Cultural activities leadership
7. Sessions with industry experts; workshops on creativity, problem solving, membership with professional bodies, Summer Internship projects, industrial visits.

File Description	Documents
Paste link for additional information	http://svims-pune.edu.in/who-are-we/vision-mission-and-values/
Upload any additional information	View File

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

The Director is the administrative head of the institution.

Effective administration and implementation of academic activities is ensured by IQAC/HOD, Students Council, Controller of Examination, NSS Coordinator, Training & Placement Coordinator, and statutory and other committees.

Autonomy and authority are given to committees to design and take charge of specific activities. Each committee works seamlessly to promote excellence and there is a culture of crowd sourcing for

ideas. Each faculty and staff member are invariably a member of a majority of committees and therefore becomes a powerful influencer/decision maker. Most of the Committees also have student representations, alumnae, parents and industry representatives reflecting participative decision-making.

An example of Participative Management:

The Director, Faculty, Staff and Students interact and engage in all the activities and events of SVIMS. Events like AKAM - EBSB, RAYS, HR Conclave, Guest Sessions on Recruitment and Selection, etc. empowered the students.

For AKAM-EBSB our Institute needed to collaborate with an Institute from Odisha. The Director took the lead and finalized the same with DAMITS, Odisha. Five events were finalized under this initiative and conducted successfully with the active participation of students from both the sides. SVIMS was shortlisted for visit of students to paired states.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Our Perspective Plan 2017-2022 incorporates major NAAC criteria as thrust areas for action and impact. Several of the strategic goals and targets - augmentation of sports facility, IT infrastructure, higher student enrolment, higher research publications, adoption of Outcome based education etc have been achieved.

Case Study:

MCA Program:

Our target was to add New Post Graduate Program - Master of Computer Application given its employment potential and popularity amongst girl students in 2022. The Institute had undertaken the necessary steps for Infrastructure Augmentation, Acquisition of IT Infrastructure, Expansion of Library, Interactive Panels for

Classrooms before seeking approval.

We received permission from Regulatory Bodies for Introducing 2-year Master of Computer Application Programme from Academic Year 2022-23.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

Institutional bodies, policies, appointment and service rules are as mandated by AICTE, DTE, UGC and SPPU & annual compliance reports are submitted to such bodies.

Institutional Governance

The Governing Council: This apex authority guides the Institute on strategic plans/policies, infrastructural development/augmentation, annual budget, etc. It reports to the Trust on key issues and forms a link between the Trust & the Director.

Director: As Executive Head of the Institution, directs and manages daily institutional affairs and implements the directives of the Governing Council.

IQAC: sets the parameters for excellence to ensure adherence to quality benchmarks, undertake Academic and Administrative Audit, etc.

Institute Development Committee: It draws up comprehensive development plans regarding academic, administrative and infrastructural growth, commencing new courses/programmes, welfare measures, and other operational processes.

Committees and Cells: Statutory & other Committees - IQAC, Purchase Committee, Library Committee, Anti ragging etc support the Institute's administration. These committees look into

specific issues of academics/administration/cultural/ social development. Faculty, Staff and students are members of most committees and help bring about an interconnection.

Administrative Setup:

The Registrar is overall in-charge of nonteaching staff. Recruitment, cadre ratio, promotion, performance appraisal, service rules are in line with directives of regulatory bodies. These can be viewed on Employee Handbook.

File Description	Documents
Paste link for additional information	http://svims-pune.edu.in/wp-content/uploads/2018/06/Employee-Handbook_v2_1a.pdf
Link to Organogram of the institution webpage	http://svims-pune.edu.in/wp-content/uploads/2022/05/Final-Organogram.pdf
Upload any additional information	View File

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	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

I) Common Welfare Measures

1. Group insurance

2. Medical & Maternity leave
3. 7th Pay commission scales, EPF, Pension scheme
4. Medical facilities for free/subsidised rates
5. Duty leave / relaxation for pursuing higher studies.
6. Birthday Celebrations
7. Celebration of some festivals with family members of staff
8. Gym facilities, indoor and outdoor games
9. Canteen facility
10. Pantry facility with gas stove, RO plant for drinking water, microwave oven, crockery, refrigerator, etc
11. Housekeeping to ensure cleanliness of the work area.
12. Internet and free Wi-Fi facilities
13. Lift facility
14. CCTV camera to ensure gender sensitive environment.
15. ATM facility
16. Accurate calculations of leave, Attendance and Salaries using biometric system.
17. Non-discriminatory treatment for promotions, benefits etc
18. Participative decision making
19. Motivation and counselling
20. Free COVID-19 vaccination for staff and their family members

II) Welfare Measures - Teaching Staff

1. Opportunities for attending programmes by Professional Associations, membership of which is paid for by the Institute.
2. Provision of cabins for privacy and ease of work
3. Faculty development programs conducted for professional growth.

III) Welfare Measures for Non-Teaching Staff

1. Ration kits for Class IV employees
2. Skill development courses

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

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

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

6

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

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

08

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

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)**6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

06

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

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

The performance of each permanent employee is assessed annually. The objective is to objectively evaluate performance and identify potential aspects for improvement. Appraisal of teachers comprises of:

1. Self-appraisal - The teacher details out fulfilment of set KRAs in respect of Teaching - Learning, Research, Industry interface, contribution to corporate life etc.

2. Student Feedback Collected at the end of every semester, the students assess teachers in terms of ability to communicate well, complete syllabus on time, design meaningful assignments etc.

3. Appraisal by Director: The Director's narrative and assessment of the teacher's competencies and contributions. Based on ratings teachers are commended for achievements and motivated to take up higher responsibility or counselled for improvements in terms of training for improvement in competence, improving attitude, communication skills etc. Where poor performance is repeated, a teacher may be called upon to resign. Non-Teaching Staff Nonteaching staff are required to fill a simple self-appraisal form at the end of the year rating themselves on various parameters such as: Job Knowledge, Co-operation with Co-workers, Delivery of student services etc. The Registrar and the Director review such performances and the assessment is based on the cumulative grade by the Registrar and the Director.

File Description	Documents
Paste link for additional information	http://svims-pune.edu.in/employee-handbook/
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

1. Scrutiny of financial transactions by Parent Trust - Sadhu Vaswani Mission
2. Within the Institute, the Director checks financial transactions, vouchers, cash book and entries.
3. External audit is undertaken annually by M/s. Mutha and Lahoti, Chartered Accountants. They check vouchers, undertake ledger scrutiny, fixed assets register, verification of acquisition of fixed assets against quotations, cash book, reconciliation statements and compliance of expenditure norms set by regulatory bodies for grants received and reporting of:
 - Revenues generated in terms of fees, grants, donations.
 - Expenses incurred, fixed assets acquired, etc.
 - Utilization of grants
 - Dues from Govt. of Maharashtra, ie, MAHADBT
1. The audited Financial Statements of SVIMS are incorporated by SVM in their Financial Statements after they are verified by their Statutory Auditor - Shri E V Venkatraman Associates. SVM, being a Trust, the financial statements are checked and audited as per the provisions of Bombay Public Trust Act, 1950 and submitted to Charity Commissioner and the Income Tax Department for authentication.

There have not been any objections till date except clarifications in terms of call for additional documents to support an expenditure or amortization of expenses or categorization of expenses into revenue and capital expenditures.

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

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

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

2.09

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

Resource mobilization:

Efforts are made to mobilise Funds in multiple ways:

- Striving for full admissions to help sustain through fees.
- Donations/grants from philanthropists/industry
- University for conducting examinations.
- Grants from SPPU/AICTE for conducting Seminars.
- Sponsorship of events.
- Management Funding for Infrastructure development and augmentation

Resource Utilization:

- Quotations are invited from three vendors. They are scrutinized and finalized by Purchase Committee based on parameters like Price, Quality, Terms of Service, etc.
- Donations from philanthropists for providing scholarship, construction or acquisition of fixed assets, books is

utilized strictly for the said purpose.

- The organizing committee prepares a budget in consultation with Director, for utilizing the grants received from SPPU for the specific project. Its utilization is certified by the auditor.
- Funds are utilized for effective teaching-learning practices that includes Honorarium to Visiting Faculty, Guest Resource Persons, Orientation Programmes, Seminar, Workshops, Interdisciplinary activities, Training Programmes, Refresher Courses that ensures quality education.
- The institute undertakes CSR initiatives as a part of its outreach programme through NSS and SDO.

The institute spends money judiciously and the Director and faculty leverage the goodwill of the Sadhu Vaswani Mission to get the best of corporate speakers on a pro bono basis.

File Description	Documents
Paste link for additional information	http://svims-pune.edu.in/wp-content/uploads/2022/12/6.4.3-Resource-Mobilization-Policy.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

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

IQAC has institutionalized processes for:

I. Teaching - Learning - Evaluation - Adoption of Outcome Based Education. Assignments with Rubrics aligned to Higher Order Learning Outcomes, Measurement of Attainment of Outcomes. Curriculum Enrichment: Two certificate courses and two industrial visits per year; Sessions by industry Experts for each core subject.

II. Faculty Development • Two quality research publications per teacher per year • Attending one professional development course and conducting one national /international level seminar per year • Monitoring of KRAs

III. Research, Innovation and Extension Activities • Activities with NSS and Red Cross • Ph. D Research centre • Two workshops in

a year on IPR/Cyber Security/ Entrepreneurship

IV. Infrastructure •Infrastructure augmentation • Library Services

V. Student Welfare and Progression • Full admissions • Higher enrolment for Govt scholarships • Formal training and placement efforts; Compulsory SIP • Personality development. Support and Mentoring

VI. Governance • Submission of AQARs, Compliance reports to Committees for Participative Management • E governance: VRIDDHI ERP, RUSA, Data Management System • Framing of Institutional Policies • Resource Mobilization

VII. Institutional Values • Two programmes every year on Gender Equity; UN Sustainable Development Goals • Sanctuary/Character Building session • Green Audit, Energy Audit

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 has spearheaded adoption of OBE, encouraging teacher training in online tools of teaching, research, Universal Human Values, etc.

Review of Teaching – learning processes

- Preparation of the Academic Calendar
- Sessions Plans are collected before commencement of the semester.
- Fortnightly Checking compliances of curriculum delivery.
- Assignment schedule is put up within one week of starting the semester. Compliance thereof is monitored.
- Mapping of POs, PSOs and COs in courses as also in assignments is mandated.
- Rubrics are given in every assignment to ensure transparency in assessment.
- Marks are uploaded within 72 hours of evaluation.

- Grievance mechanism is made known to students.

Attainment of Course and Programme Outcomes is measured through Direct and Indirect methods and systematic measures are initiated for identifying and correcting curriculum gaps.

Statistics to identify slow and advanced learners.

Conducting Bridge courses, remedial courses, extra classes etc for different category of students.

Structured Stakeholders Feedback mechanism has been developed. This data is analysed for initiating corrective measures and improvements.

The Institute collaborated with an Institute of Odisha - DAMITS to organize events under Azadi Ka Amrut Mahotsav. Five events were organized jointly attracting participants from across 2 states - Maharashtra and Odisha.

File Description	Documents
Paste link for additional information	http://svims-pune.edu.in/aqariqac/
Upload any additional information	View File

<p>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)</p>	<p>A. All of the above</p>
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File Description	Documents
Paste web link of Annual reports of Institution	http://svims-pune.edu.in/wp-content/uploads/2023/05/AnnualReport_2021-2022_IMMP016030.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

- As an employer SVIMS provides a gender sensitive and inclusive work environment to maintain coherence amongst employees.
- As an Institute, SVIMS practices gender equality at three levels -
 - Curriculum
 - Certificate course on gender equity
 - Guest sessions and inspirational talks
 - Institute
 - counselling sessions by clinical psychologists, DEI mentors
 - observing important days - International Women's Day, International Men's Day, National Girl Child's Day
 - career awareness programs
 - Community
 - programs at underprivileged schools, nearby communities.

Committees & Cells

- Equal Opportunity Cell to guide employees and students to accept diversity and develop an inclusive approach.

- Internal Committee (POSH) to address gender-based grievances
- Gender sensitization programs

Safety & Security:

- 24/7 CCTV coverage and provision of woman security personnel during working hours
- Wearing Identity cards by staff and students
- Visitors' Entry Book
- Insurance of students and staff
- Self-defense training for all

Common Room facility:

- Well-equipped common room for girls
- Sanitary napkin vending machine and incinerator.
- Separate Rest rooms for males and females
- Unisex restroom

Health and Wellbeing:

- 24/7 medical support with Inlaks and Budhrani Hospital
- Sessions by medical practitioners on mental wellness, suicide, cancer, nutrition and health, menstrual hygiene, sexual assault etc.
- Counselling and mentoring for students

File Description	Documents
Annual gender sensitization action plan	http://svims-pune.edu.in/wp-content/uploads/2023/05/7.1.1-Annual-gender-sensitization-action-plan-2021-22.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	http://svims-pune.edu.in/wp-content/uploads/2023/05/7.1.1-Specific-facilities-provided-for-women-2021-22.pdf

7.1.2 - The Institution has facilities for

B. Any 3 of the above

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

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

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

SOLID WASTE MANAGEMENT

- The collected solid waste is segregated into wet and dry garbage.
- Wet garbage is treated at biogas plant by Inlaks and Budrani Hospital(MOU).
- Dry garbage, after further segregation into plastic, paper etc is handed over to Pune Municipal Corporation.
- Separate Dry and Wet waste dustbins on every floor/ classrooms /labs and cafeteria
- Incinerator in girl's washroom for disposal of sanitary napkins
- Creative workshops with waste paper in extracurricular activities

LIQUID WASTE MANAGEMENT

The Campus has an STP for treating grey water

E WASTE MANAGEMENT

- An e-waste collection bin is available in the Institute.
- E waste collected through drives is handed over to SWACH(Solid Waste Collection and Handling) for recycling

OTHER ENVIRONMENT FRIENDLY PRACTICES

- CSR initiatives:
 - cleanliness drives and health camps at less privileged areas

- River cleaning drives
- cloth pad making workshops
- Ban on single use plastic
- Observing Earth day, World Ozone Day
- Encouraging students to adopt environmentally friendly practices through:
 - Eco Friendly Ganpati making
 - Workshop on making plant holders out of plastic bottles
 - No Flame cooking competition
 - Water conservation sessions

There is no biomedical waste, hazardous chemicals or radioactive elements dealt with or allowed in the premises.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
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

A. Any 4 or all 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

A. Any 4 or All of the above

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	View File
7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution	
7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	A. Any 4 or all of the above
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded
7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	A. Any 4 or all of the above

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

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

- SVIMS believes in the oneness of humanity and through 'Sanctuary [Character-building sessions] that are conducted every day to build universal and human values
- Festivals - Diwali, Eid, Christmas, Onam, Gurupurab and many more are celebrated to build an inclusive environment and communal harmony
- Forgiveness Day, Gratitude/Thanksgiving week, International Meatless and Animal Rights Day etc. help develop empathy towards other diversities
- Various 'seva' programmes are organized throughout the year to serve orphans, the disabled, aged people and destitute women and animals too.
- Our inclusive environment helps us attract students from other minorities, Reserved Categories and students from outside Maharashtra despite being a Sindhi Linguistic Minority Institution.
- Language Lab and soft skills training sessions help students from non-English speaking backgrounds to adjust to life on campus.
- 21-day Induction program helps to build camaraderie and bonhomie amongst the students, faculty and staff.
- Institutional Scholarships are 'need based' irrespective of caste and creed.
- Recruitments are merit based with career growth prospects.
- participative decision making, exchange of ideas and experiences, value education define SVIMS.

The following table reflects the events conducted during the year:

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

- Various programs are organized throughout the year for sensitizing the students and employees to the Constitutional values, rights, duties, and responsibilities of citizens.
- The curriculum includes Human Rights, Indian Ethos and Business Ethics, Corporate Social Responsibility, certificate / value added courses in gender equity, diversity and inclusion etc that enlightens the students about the values, rights and duties of individuals, citizens and organizations.
- Vigilance Awareness Week, Constitution Day, Voter's day, Azadi ka Amrut Mahotsav et al are conducted in accordance with the directives of the Government with Red Cross / NSS.
- Employees and students offer their reverence to the National Flag on Republic Day, Independence Day, and such commemorated days.
- National Anthem is respectfully played as an integral part of the events.
- Birth and death anniversaries of national heroes are observed such as Gandhi Jayanti, Martyr's Day, Shivaji Jayanti, Dr. Ambedkar Jayanti etc.
- Community service and outreach activities - Swachh Bharat Abhiyan, Cleanliness drives, tree plantation drives, contribute towards a clean and green environment.
- SVIMS cultivates the values of respect, reliability, resourcefulness and reverence for all life through seva programs.
- Sanctuary sessions sensitize the faculty and students to rights, duties, responsibility and accountability as individuals as well as proud citizens.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://svims-pune.edu.in/wp-content/uploads/2023/05/7.1.9-Sensization-of-Students-to-Constitutional-Obligations-2021-22.pdf
Any other relevant information	Nil

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

A. All of the above

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

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

International and national festivals/days, birth and death anniversaries of our national leaders are celebrated to show our respect and reverence. Independence Day, Republic Day and Maharashtra Din are celebrated by hoisting the National Flag, singing of the National Anthem and other patriotic songs. Students participate in Unity Run, present cultural program to mark the importance of the day. The following table details the events organized / celebrated at the Institute during the year:

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

7.2 - Best Practices

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

Best Practice - 1: Curriculum Enhancement through Certificate and Enrichment Courses

LINK-<http://svims-pune.edu.in/wp-content/uploads/2023/05/svims-BP1.pdf>

Objectives of the Practice:

To develop and strengthen students' knowledge and career skills, catering to various academic and vocational needs and enriching their learning experience.

The Practice

SPPU approved courses offered throughout the academic year enable students to complete multiple courses. Industry Academia gaps are brainstormed in academic meetings, based on which courses on relevant subjects like Gender Equity, Spirituality, Tableau, Advanced Excel, Stock Market are offered. Students improve their employability, skills and gain better placement opportunities.

Best Practice - 2: Environment Sustainability through Audits and Institutional Measures

LINK-<http://svims-pune.edu.in/wp-content/uploads/2023/05/svims-BP2.pdf>

Objectives of the Practice:

To identify, describe, ascertain and prioritize framework of Environment Sustainability in compliance with the applicable regulations, policies and standards.

The Practice

Audits and Institutional measures helped to appraise performance of the institute, infrastructure and equipment systematically.

The focus was on safeguarding the environment by undertaking environmental practices, conforming with various guidelines and regulatory bodies, sensitizing students about the growing environmental issues and encouraging them to actively participate in the same.

File Description	Documents
Best practices in the Institutional website	http://svims-pune.edu.in/university-results/institutes-best-practice/
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

SVIMS Research Centre - Inculcating Research as Value and culture

SPPU recognized Ph D Research Centre was started in 2017 to promote a Research culture and mindset. Even though we are a young institute, the research centre has created an ecosystem for creation and transfer of knowledge. Apart from the Director and HOD who are recognized guides with SPPU, we have 11 empaneled guides. Number of students registered has increased over the years from 12 scholars in 2019 to 27 scholars in 2022. SVIMS conducted PhD Coursework on Research Methodology for research scholars.

SVIMS motivates staff to present papers in National/International Conferences/Seminars. This year, 6 faculty members have written 16 research papers in Web of Science / UGC Care approved Journals and

2 patents have been published. The faculty members encourage research orientation in students through desk research-based projects like Enterprise / Industry Analysis and Desk Research, case study developments, joint research papers with faculty. The faculty are encouraged to attend research-oriented Faculty Development Programs. Faculty and Students attend various workshops / seminars on IPR, Patents and copyrights etc. SPSS is available for research scholars.

The Institute has rich repository of e-resources and has subscribed to more than 20 national, international journals.

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

Preparation of SSR - NAAC 2nd Cycle.

Applying for NBA Accreditation.

Curriculum:

- Commencement of MCA Program
- 5% students to be enrolled for Dual Specialization
- Introducing Japanese course for MCA students.

Teaching Learning and Evaluation:

- Continuous Professional Development of Faculty
- Setting up Industry Sponsored Lab for MCA Students
- Introducing full-fledged SAP Course of 160 hours and getting 10% of MBA students enrolled for the same.
-

Research:

- Two papers to be published in Scopus Indexed Journals
- Minimum one Patent to be published.
- Adding Research Guides associated with the PhD Research Centre in Marketing Specialization.

Infrastructure and Library:

- Installation of Interactive Panels in Classrooms.
- Expansion of Library
- Infrastructure Augmentation to support MCA Program

Student Support

- Increase the number of students availing Government Scholarship by 10%.
- Increase in Sports and Cultural Events
- International Placements especially for MCA Students
-

Governance:

- Strategic Plan 2023-28 to be prepared.

Audit:

- Academic Administrative Audit, ISO - 14001

International Tie-Up/Memorandum of Understanding with Universities/ Institutions from abroad.

Structured Portal for Alumni