

ANNUAL QUALITY ASSURANCE REPORT

(2016-2017)

Submitted by
Internal Quality Assurance Cell
St. Mira's College for Girls, Pune
Maharashtra

Submitted to
National Assessment and Accreditation Council
(NAAC)
Bangalore

The Annual Quality Assurance Report (AQAR) of the IQAC
2016-2017

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. (Note: The AQAR period would be the Academic Year. For example, July 1, 2014 to June 30, 2015)

Part – A

1. Details of the Institution

1.1. Name of the Institution

**Sadhu Vaswani Mission's,
ST. MIRA'S COLLEGE FOR GIRLS,
Pune, Maharashtra**

1.2 Address Line 1

6, Koregaon Road

Address Line 2

Near Hotel Taj Blue Diamond

City/Town

Pune

State

Maharashtra

Pin Code

411001

Institution e-mail address

mira_college@yahoo.co.in

Contact Nos.

020- 26124846; 020- 26133016

Name of the Head of the Institution:

**Dr. Gulshan H.Gidwani,
Principal**

Tel. No. with STD

020- 26124846; 020-26133016

Code: Mobile:

09049003758

Name of the IQAC Co-ordinator:

Mrs. Madhuchhanda Banerjee

Mobile:

09637315427

IQAC e-mail address:

miraiqac@gmail.com

1.3. NAAC Track ID (For ex. MHCOGN 18879) : **MHCOGN10195**

1.4. NAAC Executive Committee Number and Date: **EC/PCRAR/59/21 dated April 21st 2012**

1.5. Website address:

www.stmiracollegepune.edu.in

Web-link of the AQAR:

<http://www.stmiracollegepune.edu.in/AQAR201617.doc>

1.6. Accreditation details:

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 st Cycle	B++	--	2002	--
2	2 nd Cycle	A	3.03	2012	2017
3	3 rd Cycle	A	3.41	2017	2022
4	4 th Cycle	--	--	--	--

1.7. Date of Establishment of IQAC:

15/07/2003

1.8 AQAR for the year (for example 2010-11)

2016-2017

1.9. Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC

AQAR 2015-2016 submitted online to NAAC on 27.9.2016

1.10. Institutional Status -

University State Central Deemed Private

Affiliated College Yes No

Constituent College Yes No

Autonomous college of UGC Yes No

Regulatory Agency approved Institution Yes No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education Men Women

Urban Rural Tribal

Financial Status Grant-in-aid UGC 2(f) UGC 12B

Grant-in-aid + Self Financing Totally Self-financing

1.11. Type of Faculty/Programme

Arts Science Commerce Law PEI (Phys Edu)

TEI (Edu) Engineering Health Science Management

Others (Specify)

-

1.12. Name of the Affiliating University (*for the Colleges*)

**Savitribai Phule Pune University,
Pune**

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

**Central Govt.(UGC);
Savitribai Phule Pune
University.**

Autonomy by State/Central Govt. / University

University with Potential for Excellence

UGC-CPE

DST Star Scheme

UGC-CE

UGC-Special Assistance Programme

DST-FIST

UGC-Innovative PG programmes

Any other (*Specify*)

UGC-COP Programmes

2. IQAC Composition and Activities

2.1 No. of Teachers

12

2.2 No. of Administrative/Technical staff

01

2.3 No. of students

01

2.4 No. of Management representatives

01

2.5 No. of Alumni

01

2.6 No. of any other stakeholder and
community representatives

01

2.7 No. of Employers/ Industrialists

01

2.8 No. of other External Experts

01

2.9 Total No. of members

19

2.10 No. of IQAC meetings held

**05
+05(Informal)**

2.11 No. of meetings with various stakeholders: No. Faculty
Non-Teaching Staff/ Students Alumni Others

2.12 Has IQAC received any funding from UGC during the year? Yes No

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos	International	National	State	Institution Level
3	-	-	1	2

(ii) Themes:

- a) A One-Day State Level Workshop on 'Sexual Harrassment at Workplace' in collaboration with the Women's Studies Centre, Savitribai Phule Pune University and the Maharashtra Women's Commission.
- b) A week long Faculty Development Programme with sessions on a) How to write a Research Paper b) Knowledge Management c) Multiple Intelligence and d) Mind Mapping for the faculty.
- c) A workshop on 'Pune Cycle Plan' to promote the use of alternate and environment friendly means of transportation in collaboration with the Centre for Environment Education (CEE).

2.14 Significant Activities and contributions made by IQAC:

- Reviewing and analysing academic programmes
- Introduction of new Additional Credit Courses
- Finalising the Self study Report to be presented to NAAC for the 3rd Cycle of Accreditation and working with NAAC for appointing the Peer Review Committee for the 3rd Cycle of Accreditation
- Preparing for the Peer Team visit
- Ensuring the quality of the administrative units of the College
- Initiating ICT innovations and increasing the activities of the Green Club
- Following up with UGC for disbursement of Grants not received- UGC XII Plan Development Grant and Autonomy Grant and monitoring the use of the UGC - College with Potential for Excellence Grant
- Revisiting the marking scheme decided upon for self-appraisal (API) and promotion through Career Advancement Schemes of UGC; Guiding teachers for the same
- Encouraging research among teachers and students
- Encouraging various departments to conduct Seminars, Conferences and Workshops
- Adopting Quality Enhancement Strategies for increasing Institutional Social Responsibility.
- Conducting skill development activities for students
- Implementing some important Examination Reforms

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Outcomes
1) Reviewing and analysing academic programmes	<ul style="list-style-type: none">• Feedback from students was assessed and analysed by every HOD• Analysis of the Feed Back for the year 2015-2016 showed an overall high satisfaction with the course content of every subject.• Syllabus for the S.Y. B.A. and the S.Y.B.Com classes was revised; while the new autonomous syllabus for the S.Y.BBA , S.Y. BCA, S.Y.B.Sc.(Computer Science) and the M.A. Part-II Courses was prepared .
2) Introduction of new Additional Credit Courses	<ul style="list-style-type: none">• Some inter disciplinary short term extra credit courses to make our students employable in fields other than in pure academics were conducted. They are as follows:<ol style="list-style-type: none">1. Three basic courses in French2. Two basic courses in Spanish3. A year long two credit course in Bharat Natyam4. A single credit course in 'Contemporary Dance'5. A course in Tally 96. A single credit course in Cartooning and7. A two credit course in 'Tourism Management'.These courses were open to all students of every discipline.
3) Finalising the Self Study Report to be presented to NAAC for the 3 rd Cycle of Accreditation and preparing for the Peer Team visit	<ul style="list-style-type: none">• Letter of Intent for being accredited by NAAC sent on 22.11.2016• Self Study Report sent on 3.1.2017• Informed about the NAAC Peer Team Visit scheduled on 22nd, 23rd and 24th of March.
4) Preparing for the Peer Team visit	<ul style="list-style-type: none">• Steering Committee constituted• Duties and Responsibilities assigned to every member of the staff – teaching as well as non-teaching• Resource Persons from outside colleges in the city who had recently undergone the accreditation process invited to guide the faculty• Monitoring of Department Presentations and Documentation• Cultural Committee trained students for the cultural programme to be presented to the NAAC Peer Team• Digitization of all academic and administrative documents

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

<p>5) Ensuring the quality of the administrative units of the College</p>	<ul style="list-style-type: none">• Introduction of a new software 'Vridhhi' for admissions and online filling of examination forms implemented• All documents in the administrative unit have been digitized to ensure quick access to information and for preservation of important documents
<p>6) Initiating ICT innovations and increasing the activities of the Green Club</p>	<ul style="list-style-type: none">• A number of indigenous softwares have been developed by the faculty of the Computer Science department to improve the academic and the administrative efficiency of the college• A Green Audit of the campus was carried out; other green initiatives taken include vermi-composting, disposal of e-waste and plastic, installation of solar panels and rain water harvesting unit and adopting the drip water irrigation method for watering plants.• Sensitize students about the need for preservation of the natural environment and encourage activities that focus on the theme of 'Reduce-Reuse-Recycle.
<p>7) Following up with UGC for disbursement of Grants not received- UGC XII Plan Development Grant and Autonomy Grant; monitoring the use of the UGC - College with Potential for Excellence Grant</p>	<ul style="list-style-type: none">• The IQAC followed up with the UGC for disbursement of the Autonomy Grant which has not been received by the college since 2012• Worked with the UGC (WRO) for disbursing salaries of substitute teachers appointed in place of teachers granted FIP• The UGC CPE Grants received and expenses planned and initiated
<p>8) Revisiting the marking scheme decided upon for self-appraisal (API scores) and promotion through Career Advancement Schemes of UGC; Guiding teachers for the same</p>	<ul style="list-style-type: none">• IQAC has interpreted the intricacies of the new appraisal system for College teachers as per UGC regulations (2010) and has guided teachers with respect to the marking scheme of the 3 categories of API. This year the IQAC revisited the marking scheme and updated it as per suggestions received. Six teachers were promoted this year according to the Career Advancement Scheme

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

<p>9) Encouraging research among teachers and students</p>	<ul style="list-style-type: none"> • Four staff members awarded the Ph. D. Degree for their research work this year; two are working on their doctoral work and one member accepted for research by the University, Department of English • Launching of an interdisciplinary journal entitled 'Beyond Boundaries' • 17 faculty members have presented research papers at International, National and State Level Conferences and Seminars and published their research work in reputed International and National Journals • Two books authored and edited • Introduction of a paper on 'Research Methodology' by two departments • Taking up of live projects with NGOs • Organization of a Workshop on Academic Writing for post graduate and undergraduate students and subsequently presentation and publication of research papers by students at Seminars and Conferences organised by the college departments.
<p>10) Encouraging various departments to conduct Seminars, Conferences and Workshops</p>	<ul style="list-style-type: none"> • Department of English - International Conference <i>Global Shakespeare</i> • Department of Business Studies - National Conference on 'Social Entrepreneurship: <i>A Global Approach</i>'. • BBA(CA) and BSc(CS) departments - State Level seminar on <i>Growing Trends in Computer Science and Application</i> • Departments of Economics and Business Economics - Local Level Post Graduate Students' Seminar on <i>Make in India : An Industry Perspective</i>. • BBA Department hosted a seminar, conducted by ICICI Direct Centre for Financial Learning to introduce StockMIND season 5, a national level contest for the undergraduate students of the college.
<p>11) Adopting Quality Enhancement Strategies for increasing Institutional Social Responsibility</p>	<ul style="list-style-type: none"> • Adoption of 'Sandhya' – a home for the aged. • Collaboration with RESQ – an animal shelter for stray, wounded animals. • Students of the Education department have taken up a project with the Dhanwantri School, Ganj Peth, for engaging the young school children in craft, drawing, brain games and painting. • The Psychology Department has tied up with the NGO 'Connecting' to participate in its Suicide Prevention programmes. • Students have joined 'Teach For India' as volunteers. • An Investor Awareness Programme for Class IV employees was organised by the Accounts department of the college. • Maya Khadka, our student Taekwondo expert trained 200 nurses in self defense techniques

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

<p>12) Conducting skill Development activities for students</p>	<ul style="list-style-type: none"> • The counselling Cell was actively involved in both intervention and preventive efforts to support and enhance coping skills in students. • An MOU with Rightpath Lifestyle Pvt. Ltd. has been signed for Professional Intelligence, aptitude measurement and career guidance; a stress management program managed by the students themselves and an <i>arts based therapy</i> module on <i>dance movement therapy</i> have been conducted. • A ten day soft skill workshop for the final year students was conducted • The students welfare board introduced the year long 'Earn while Learn' scheme and conducted a one day Personality Development workshop • The Department of Computer Science, organised 'Teklogica 16-17', an Inter Collegiate Fest. • SPECTRUM 2016-'Unleash the Skills Within' – a two day inter college fest and the annual 'Mira Bazaar' was organized by the Department of Business Studies • The BBA and BCA departments organized a three day Inter College Fest 'Exodus 2016' with corporate sponsorships. • The Sadhu Vaswani Inter College Debate was organized by the English Department • Numerous events organized throughout the year provided a platform to students who excel in music, dance, drama, debates and other fine arts to showcase their talents . • At the inter collegiate , district, zonal, State and National levels our sports girls bagged a total of 30 gold medals, 11 silver medals and 23 bronze medals.
<p>13) Implementing some important Examination Reforms</p>	<ul style="list-style-type: none"> • As a pilot project, the Examination Cell has successfully used two indigenously devised softwares - the Question Paper Picker and the Examination Timetable Scheduler - during the conduct of the examinations. These softwares have facilitated the processes in the examination cell and increased the confidentiality of the examination process. • Use of The Flexi – Test generator and the Advanced online exam software to convenience the Internal Testing System. • Alternate day exams instead of extended study leave

* *Academic Calendar of the year as Annexure-I attached*

2.16 Whether the AQAR was placed in statutory body Yes No

Management Syndicate Any other body

Provide the details of the action taken

As mentioned in 2.15

Part – B

Criterion – I

1. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	-	-	-	-
PG	4	-	4	-
UG	5	-	3	-
PG Diploma	-	-	-	-
Advanced Diploma	-	-	-	-
Diploma	-	-	-	-
Certificate	-	-	-	-
Others	-	-	-	-
Total	9	-	7	-
Interdisciplinary	-	-	-	-
Innovative	-	-	-	-

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options:

1) All UG programmes follow the Core and Elective option system.

2) All PG programmes have CBCS system

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	9 (UG & PG)
Trimester	-
Annual	-

1.3 Feedback from stakeholders* Alumni Parents Employers Students
(On all aspects)

Mode of feedback : Online Manual Co-operating schools (for PEI)

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

- More emphasis on the inter-disciplinary approach and on promoting emerging trends.
- Academic audit of all revised syllabi by eminent entrepreneurs, corporate luminaries and academicians from renowned universities like IIT Mumbai, Jawaharlal Nehru University, Delhi University, Jadhavpur University, University of Mumbai, Hyderabad Central University was carried out.
- The Second Year B.A./B.COM. syllabus has been revised and the new Autonomous syllabus for S.Y.B.Sc./BBA/BBA(CA) and M.A. Part-II has been devised. Among the new papers introduced in 2016 is the Business Management paper for SY BCOM Semester III entitled 'Event Management'; a paper entitled 'Contemporary Issues in Economics' for the M.A. (Economics) Part-II students and 'Introduction to Behavioural Finance' for M.Com Part-II to acquaint students with the upcoming trends in the financial market. The English syllabus incorporates the latest developments in the field of literature and the use of the English language. Newer forms of expression like the graphic novel and social activism through social media have been incorporated and special attention has been paid to imparting practical teaching skills; the Psychology students now have a whole module on 'Positive Psychology' and focus on topics like 'Conflict and Peace Making'. For the first time in Indian universities and colleges, papers on 'Sociology of Culture and Cultural Studies' and 'Sociology of Culture and Art' have been introduced for M.A. Sociology students.
- Some short term extra credit courses to make our students employable in fields other than in pure academics were conducted. They are as follows:
 1. Three basic courses in French and two in Spanish
 2. A basic course in Bharat Natyam and a single credit course in 'Contemporary Dance'
 3. A course in Tally 9
 4. Courses in Cartooning and 'Tourism Management'.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

Nil

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
31* Grantable 20 Non-Grantable	18 (Grantable)	12	-	20 (Non-Grantable)

2.2 No. of permanent faculty with Ph.D.: 13

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
-	1	-	-	-	-	-	-	-	1

2.4 No. of Guest and Visiting faculty and Temporary faculty

37	11	03
----	----	----

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended Seminars/ Workshops	2	3	1
Presented papers	12	7	2
Resource Persons	-	-	-

2.6 Innovative processes adopted by the institution in Teaching and Learning:

- To facilitate the much needed link between theory and profession a number of training workshops, guest lectures and industry visits are organised by every department
- Students visit museums, institutions working in the area of mental health and rehabilitation, 'Anganwadi', the Jaipur Literature Festival and participate as volunteers at the UK Education Fair organized by the British Council.
- A Heritage Walk across Pune exposed the students to the cultural history of the city.
- Every year scientists, consultants, businessmen, writers, actors, entrepreneurs and successful ex-students are invited to the campus to interact with the students, share their expertise and inspire them. They deliver lectures and conduct workshops on diverse topics - those in the curriculum as well as on those beyond the syllabus. This year a number of guest lectures and workshops were conducted.
- Video conferencing
- A workshop on Drama helped students get a better understanding of the performative aspects of theatre like lights, sound, stage props, etc., a workshop to educate youngsters on online safety by the Centre for Social Research, New Delhi, and one on 'Patachitra' were also conducted.
- To supplement the texts taught in the class, musical programmes are staged and documentaries and films are screened
- Workshops on Stress Management, Yoga and Dance Movement Therapy were conducted to enhance life skills in the students.
- Our faculty too utilised their talent to deliver inter-departmental guest lectures.
- In order to nurture creativity, students are guided to write articles based on events in and around the college campus in a fortnightly English Wall Magazine and put up street plays highlighting several current topics
- Quiz competitions to exercise the memory cells of the participants and exhibitions to encourage research work are organized.
- The Language Laboratory has been installed with a remote control system and updated with latest software that enables personal interaction with the teacher console. New modules in grammar and phonology have been added keeping in mind the latest developments in language.

2.7 Total No. of actual teaching days during this academic year

193 days

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

- The Open Book Examinations and the Online Multiple Choice testing have been adopted for Continuous Internal Assessment
- As a pilot project, the Examination Cell has successfully used some indigenously devised softwares - the Question Paper Picker and the Examination Timetable Scheduler - during the conduct of the B.Sc. (Computer Science), BBA and BBA (CA) examinations. These softwares have facilitated the processes in the examination cell and increased the confidentiality of the examination process. The Flexi – Test generator and the Advanced online exam software has simplified the Internal Testing System.
- A Double Valuation is permitted and a photocopy of the paper of the concerned subject is provided.
- Model answers are put up for the students immediately after every examination

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

All the Faculty members of the Autonomous streams are involved in Curriculum Development and are members of their respective Subject Boards of Study.

2.10 Average percentage of attendance of students

75%

2.11 Course/Programme wise distribution of pass percentage:

Title of the Programme	Total no. of students appeared	Division				
		Distinction	I	II	III	Pass
BA (HONS.)	146	35	73	37	-	-
COMMERCE	237	62	73	42	-	1
BCS(COMPUTER SCIENCE)	44	10	14	11	-	-
BBA (HONS.)	69	3	19	29	-	3
BCA (HONS.)	59	6	12	23	-	1
MA ECONOMICS	05	1	4	-	-	-
MA ENGLISH	16	2	4	9	-	-
MA SOCIOLOGY	12	2	4	6	-	-
MCOM	30	7	9	13	-	-

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes?

- The IQAC of the college is the central body within the college that continuously reviews the teaching –learning process. It facilitates the creation of a learner-centric environment by optimising and integrating modern methods of teaching and learning. It also helps in motivating the faculty to adopt the required knowledge and technology for participatory teaching and learning processes. Thus it is responsible in creating a climate within the institution that is conducive to quality education.

- The IQAC reviews the teaching-learning process
 - Directly through:
 1. Preparation of the Academic Calendar
 2. Preparation of Faculty Time-tables
 3. Deciding upon the institutional parameters for devising a marking scheme for self appraisal
 4. Scrutiny and assignment of Performance Appraisal Scores of teachers through their Annual Performance Indicators.
 5. Analysing the performance results of students subject wise to assess the performance of students as also that of teacher. The reasons for large number of backlogs, if any, are investigated.

- Indirectly through the H.O.D.s of every department
- 1. The H.O.D.s monitor adherence to the syllabus – every member of the department submits unitised work plans which are monitored by the respective H.O.D.s.
- 2. Interface between departmental members and HODs is regular and frequent to discuss pedagogical practices and content clarifications.
- 3. These are further monitored through the regular and periodic internal tests and the representation of the syllabus with the requisite weightage given to units in exam papers.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	04
UGC – Faculty Improvement Programme	02
HRD programmes	1
Orientation programmes	-
Faculty exchange programme	-
Staff training conducted by the university	-
Staff training conducted by other institutions	1
Summer / Winter schools, Workshops, etc	-
Others	-

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	15	7	-	7
Technical Staff	-	-	-	4

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- The Research Co-ordination Committee along with the IQAC adopts initiatives for promotion of research amongst faculty.
- Younger faculty members are encouraged to pursue their Ph. D and are provided with administrative assistance to do the same – Four faculty members have completed their doctoral work out of which two faculty members have availed of the FIP Programme of the UGC; three more members are pursuing research
- Information regarding revised guidelines, directives of various funding agencies are passed on to the teachers from time to time.
- Major and Minor research proposals are scrutinised before submission to the funding agency – One faculty member has completed her ICSSR Minor Project with a funding of Rs. 4,00,000 and another faculty member has her Minor Project approved by ICSSR and has received a funding of Rs. 2,00,000.
- Teachers are encouraged to present and publish their research papers at conferences and seminars. 17 papers have been presented and published at State, National and International Conferences and two books published / edited.
- The college has launched an interdisciplinary journal entitled 'Beyond Boundaries'.
- A Faculty Development Programme with sessions on a) How to write a Research Paper b) Knowledge Management c) Multiple Intelligence and d) Mind Mapping was organised by the college for its faculty.
- The IQAC encourages the departments of the college to organise Workshops, Seminars and Conferences to promote research and develop research skills amongst the staff and the students.
 - The departments of Economics and Business Economics organized a one day local level Post Graduate Students' Seminar on the theme "Make in India : An Industry Perspective'.

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

- A one day state level seminar on “Growing trends in computer science and application” was organized by the BBA(CA) and BSc(CS) departments. Many erudite speakers from Pune and outside the state discussed current topics like cloud computing and cyber forensics.
 - A seminar by ICICI Direct Centre For Financial Learning saw them introduce StockMIND season 5, a national level contest for undergraduates.
 - The department of Business Studies hosted a two-day National Conference on ‘Social Entrepreneurship: *A Global Approach*’. The well attended conference sponsored by the UGC and the BCUD had as its keynote speaker the charismatic Padma Shri Ms. Laila Tyabji, *founder and Chairperson of Dastkar, a Society for Crafts and Craftspeople*. Powerful speakers and the distinguished team of panelists ensured the success of the conference.
 - St Mira's College organised its first International Conference 'Global Shakespeare'. As a curtain raiser to the Conference, the English Department in collaboration with the British Council hosted Andrew Dickson, noted Shakespeare critic, freelance journalist and faculty at King's College London. The Conference brought together academia, theatre actors and students on a common platform. Kunal Kapoor of Prithvi Theatre fame was engaged ‘in conversation’ by the Department and the conference came to a climactic end with a thrilling solo performance by the maestro Salim .Ghouse ‘A tribute to genius- Shakespearewallah’.
- There has been a conscious attempt at encouraging and imbibing research culture among students. While some departments like Economics and Sociology have introduced a paper on ‘Research Methodology’ as part of their curriculum.
 - As a quality initiative, we have taken up field research in collaboration with external agencies through ‘live projects’. We have tied up with organisations such as ‘Connecting’, the Women’s Study Centre, AIDWA and Arts sphere where students carry out collaborative research.
 - The English Department organized a Workshop on Academic Writing. Several students wrote out research papers and made presentations on the plays and theatre of Shakespeare; the best 10 among these were selected and for the first time at the International Conference hosted by the department in December 2016 these students got an opportunity to present and publish their research papers.

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	--	--	--	--
Outlay in Rs. Lakhs	--	--	--	--

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	01	01	01	01
Outlay in Rs. Lakhs	Rs. 4,00,000	Rs.2,00,000	Rs. 2,00,000	-

3.4 Details on research publications

	International	National	Others
Peer Review Journals	6	7	-
Non-Peer Review Journals	-	-	-
e-Journals	-	-	-
Conference proceedings	4	4	-

3.5 Details on Impact factor of publications:

Range Average h-index Nos. in SCOPUS --

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects	--	--	--	--
Minor Projects	2017	ICSSR	6,00,000	4,00,000
Interdisciplinary Projects	--	--	--	--
Industry sponsored	--	--	--	--
Projects sponsored by the University/ College	--	--	--	--
Students research projects <i>(other than compulsory by the University)</i>	--	--	--	--
Any other(Specify)	--	--	--	--
Total	--	--	--	--

3.7 No. of books published i) With ISBN No. Chapters in Edited Books

ii) Without ISBN No

3.8 No. of University Departments receiving funds from - **Not Applicable**

UGC-SAP	<input type="text"/>	CAS		DST-FIST	<input type="text"/>
DPE				DBT Scheme/funds	<input type="text"/>

3.9 For colleges

Autonomy	<input checked="" type="checkbox"/>	CPE	<input checked="" type="checkbox"/>	DBT Star Scheme	<input type="text"/>
----------	-------------------------------------	-----	-------------------------------------	-----------------	----------------------

INSPIRE	<input type="text"/>	<input type="text"/>	<input type="text"/>
CE			
Any Other (specify)			

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

3.10 Revenue generated through consultancy - Nil

3.11 No. of conferences organized by the Institution	Level	International	National	State	University	College
	Number	1	1	1	-	1
	Sponsoring agencies	Self Financed	Savitribai Phule Pune University	Self-Financed	-	Self-Financed

3.12 No. of faculty served as experts, chairpersons or resource persons **05**

3.13 No. of collaborations International National Any other **04(local)**

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs:

From funding agency

From Management of University/College

Total Approximately Rs. 5,00,000

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	--
	Granted	--
International	Applied	--
	Granted	--
Commercialised	Applied	--
	Granted	--

3.17 No. of research awards/ recognitions received by faculty and research fellows Of the institute in the year

Total	International	National	State	University	Dist	College
--	--		--	--	--	--

3.18 No. of faculty from the Institution who are Ph. D. Guides and students registered under them

03
10

3.19 No. of Ph.D. awarded by faculty from the Institution

--

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF	<table border="1"><tr><td>--</td></tr></table>	--	SRF	<table border="1"><tr><td>--</td></tr></table>	--	Project Fellows	<table border="1"><tr><td>--</td></tr></table>	--	Any other	<table border="1"><tr><td>--</td></tr></table>	--
--											
--											
--											
--											

3.21 No. of students Participated in NSS events:

University level	<table border="1"><tr><td>150</td></tr></table>	150	State level	<table border="1"><tr><td>-</td></tr></table>	-
150					
-					
National level	<table border="1"><tr><td>-</td></tr></table>	-	International level	<table border="1"><tr><td>-</td></tr></table>	-
-					
-					

3.22 No. of students participated in NCC events:

University level	<table border="1"><tr><td>04</td></tr></table>	04	State level	<table border="1"><tr><td>-</td></tr></table>	-
04					
-					
National level	<table border="1"><tr><td>-</td></tr></table>	-	International level	<table border="1"><tr><td>-</td></tr></table>	-
-					
-					

3.23 No. of Awards won in NSS:

University level	<table border="1"><tr><td>-</td></tr></table>	-	State level	<table border="1"><tr><td>-</td></tr></table>	-
-					
-					
National level	<table border="1"><tr><td>-</td></tr></table>	-	International level	<table border="1"><tr><td>-</td></tr></table>	-
-					
-					

3.24 No. of Awards won in NCC:

University level	<table border="1"><tr><td>-</td></tr></table>	-	State level	<table border="1"><tr><td>-</td></tr></table>	-
-					
-					
National level	<table border="1"><tr><td>-</td></tr></table>	-	International level	<table border="1"><tr><td>-</td></tr></table>	-
-					
-					

3.25 No. of Extension activities organized

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

University forum	--	College forum	19		
NCC	--	NSS	12	Any other	02 (Management)

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

- Social and community service is seamlessly integrated as a part of the curriculum in the form of co-curricular activities. On an average the college conducts about one programme every week.
- The students of the college have adopted 'Sandhya' – the home for the aged. Under the guidance of their teachers the students celebrate the birthdays of the old inmates and bring warmth and laughter their lives.
- The college has also tied up with RESQ – an animal shelter for stray, wounded animals. Students of the BBA department raised an approx amount of Rs. 21,000/- and bought items required for making the lives of these animals comfortable.
- Students who have offered Education as a subject visit the Dhanwantri School, Ganj Peth, and every week and engage the young school children in craft, drawing, brain games and painting.
- The Psychology Department in collaboration with the NGO Connecting reaches out to the community by actively participating in its various programs, seminars and Suicide Prevention Helpline.
- Nikita Sehgal, an alumna of Lady Sriram College, New Delhi came and spoke to the students about becoming a Teach For India Fellow and inspired a few students to join the organisation as volunteers.
- An Investor Awareness Programme for Class IV employees was organised by the Accounts department of the college. The Programme, sponsored by NSE was conducted to improve financial literacy and educate the participants about investment, financial planning and options for insurance. The students also took up a project, 'Each-one, teach-one', where the uneducated were educated on going cashless.
- Our **NSS programmes** incorporate constituents that enhance and sharpen ethical and social responsibilities. This year at their Annual Winter Camp, at Dhamani village, near Ambegaon, the team organized cleanliness drives, tree plantation programmes and guest lectures on water management and women related issues. The main theme of the winter camp was '*Swaccha va swastha bharat*'. Group discussions and Street plays were organized to spread awareness of certain social issues. Their other activities include
 - 'Shramdaan'
 - Spreading Awareness about Gender Equity and innovative methods of farming
 - Participation in programmes on 'Road Safety'.

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	3 Acres	-	-	3 Acres
Class rooms	47			47
Laboratories	03			03
Seminar Halls	04			04
No. of important equipments purchased (\geq 1-0 lakh) during the current year.	-	-	-	-
Value of the equipment purchased during the year (Rs. In Lakhs)		1185674	UGC (CPE) Grants and College	1185674
Others	-			-

4.2 Computerization of administration and library

Library:

- All library functions like acquisition, accessioning, cataloguing, circulation and serial control are computerised.
- Library software generates bar code labels for books, CDs, DVDs, and borrower's I Cards with the help of a Bar code printer.
- Online catalogue-**Web OPAC** and leased line internet facility is available on all library computers.
- Users have access to audio, video, images and PDF files uploaded in **D Space repository** and helps to maintain an **Institutional Repository**
- A separate server with 8.00GB RAM and 1 TB storage capacity has been set up for digital library.
- **Content management system for e-learning** – the Library makes available syllabus, previous years' question papers, and student projects in the Digital library to assist students in academic learning process. Library blog is updated with information like list of new arrivals, quote of the month, monthly display of books, etc.

- **Participation in Resource sharing networks/consortia** (like Inflibnet) - Library has institutional membership of NLIST database to access e-journals and e-books. User names and passwords are provided to faculty and students for remote access.
- **Information Deployment and Notification:** Done through the library blog / Web OPAC; Web OPAC provides simple search and advance search facility to search documents and display useful details like book cover images, physical location, abstracts, category of items, inventory and circulation status, bibliographical details, information regarding library membership, online databases, new arrivals and periodicals.
- The college subscribes to e-journals/e-books through N-LIST programme of UGC INFLIBNET and has access to e-resources with more than 6,000 e-journals and 97,000 e-books of various disciplines.
- The library has implemented QR (Quick Response) Code to the online catalogue that helps to scan the bibliographical records on mobile phones of the library users.
- A 'Google preview' facility that enables the user to preview 'Google Books' is now available to the Online Catalogue.

Administration:

- All the administrative blocks are connected with **broad band internet** connectivity through the Airtel lease line with 5 MBPS and LAN.
- **Automation/Computerisation of routine administrative jobs** e.g. admission of students, generation of fee receipts, GR Entries, Leave records, Generation of Admit and Marks Cards etc. has been done to remove the delay/ drudgery associated with these jobs.
- All official records have been **digitised** for preservation and safe keeping
- An indigenously created software for **Classroom Mapping** that helps to check the availability of classrooms, laboratories, computer labs, and common space units such as the Auditorium, Sanctuary Hall and the Audio Visual Room has contributed to optimum space utilisation and enhanced the administrative efficiency of the college.

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

4.3 Library services:

Library Information For IQAC Report 2016-17

	Existing 1962-(2015-2016)		Newly Added 2016-17		Total	
	No.	Value (Rs)	No.	Value (Rs)	No.	Value (Rs)
TBS	16740	1484167.00	278	68840.00	17018	1553007.00
Other Ref....	41037	6260293.00	893	275106.00	41930	6535399.00
Ref Books	2283	827743.00	30	16611.00	2313	844354.00
Subscribed Journals			47	58768.00	47	58768.00
Gratis Journals			17		17	
Ebooks and E- Journals under Databases			e-books = 300000 e-journals = 8744	5750.00	3	5750.00
Audio, Video Cassettes	642				642	
CDs,	1757	59023.00	102		1859	59023.00
DVD	656	33629.00	64	210.00	720	33629.00
Other Resources-:						
General Periodicals			11	37350.00	11	39153.00
News Papers			17		17	
Bound Volumes	3009		69		3078	
Theses +Dissertation	70		5		75	
Projects – Students Projects	1231		199		1430	
Annual Reports	17				17	
Braille Books	23				23	
Manuscripts	13				13	
Maps	1				1	
Music Books	163				163	

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	228	05	13	13	3	28	08	16
Added	8							
Total	236	05	13	01	3	28	8	16

4.5 Computer, Internet access, training to teachers and students and any other programme for technology up-gradation (Networking, e-Governance etc.)

User Orientation

- Free training sessions to teachers is given for upgrading their computer skills;
- The students are trained to be 100% computer literate as they have to apply for online tests.
- Resource persons are invited to train faculty and students in the use of EBSCO databases and OPAC within the campus and remotely. Whenever new softwares are acquired, workshops are conducted and resource persons are invited to familiarize the faculty and students about its usage.
- We even develop, customise and upgrade our own examination and admission software.

4.6 Amount spent on maintenance in lakhs:

i)ICT	Rs. 8,37,566
ii)Campus Infrastructure and facilities	Rs.14,05,300
iii) Equipments	Rs.11, 85,674
iv)Others	Rs.20,47,036
TOTAL	Rs.54,75,576

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- The College website provides information about student support services.
- The College Prospectus gives a brief account of the College Profile, Courses offered, Admission policy, Fee Structure, Eligibility rules, College rules, rules of attendance and discipline, Examination Ordinances and information about Tests / examinations, Freeships, scholarships, Medical Check -up, Welfare schemes, etc..
- A detailed Library Orientation Programme is carried out to inform and educate the First Year students about Library facilities and services.
- A workshop to inform students eligible for receiving Government Freeships is conducted every year.
- A power point presentation to inform students about the Autonomous syllabus and examination pattern is made by the Vice Principal and the Controller of Examinations at the beginning of the academic year.
- Differently abled students and foreign students too are informed of the support services available to them through their class teachers and the administrative staff.

5.2 Efforts made by the institution for tracking the progression

- The Computer Science Department of the college has been extremely innovative and has devised a '**Result Analysis Software**' that makes it possible to study the incremental academic growth of different categories of students. The graph generated by the software clearly indicates the learning curve of the student over a period of time.
 - Thus the performance of the student at entry level and at each successive semester examination can be compared – increasing, decreasing or constant.
 - Such monitoring of the student's progress ensures timely rectification of learning / teaching / evaluation methods.
 - Teachers have used this information to gauge the strengths and weaknesses of the incumbents- paying special attention to their weak areas and encouraging their strengths.
 - The above practices have drastically reduced the number of drop outs, improved their performance and above all their self esteem.

5.3 (a) Total Number of students

G	PG	Ph. D.	Others
2023	158	-	-

(b) No. of students outside the state: 351

(c) No. of International students: Foreigner:5

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

No	%	Men	No	%	Women
-	-			100	

Last Year(2015-2016)						This Year (2016-2017)					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
1935	84	06	20	06	2045	2049	89	5	28	10	2181

Demand ratio 1.5:1 Dropout %: 2.6% (only for FY classes)

5.3 Details of student support mechanism for coaching for competitive examinations (If any)

- Students are given coaching for appearing for MPSC and UPSC examinations. Resource Persons are invited to deliver lectures. Workshops are also arranged for the same. PG Seminars to help students to appear for NET/SET exams are also conducted.

No. of students beneficiaries

125 approximately

5.4 No. of students qualified in these examinations : Not Known

NET	<input type="text"/>	SET/SLET	<input type="text"/>	GATE	<input type="text"/>	CAT	<input type="text"/>
IAS/IPS etc	<input type="text"/>	State PSC	<input type="text"/>	UPSC	<input type="text"/>	Others	<input type="text"/>

5.6 Details of student counseling and career guidance

The college follows a multi level mechanism for the process of Counselling/ mentoring and advising.

- **Academic counselling** is provided at every stage of the student's tenure in college. They are counselled by the Vice-Principals and members of the admission committee regarding the choice of subjects and streams at the time of admission. During the academic year subject teachers and class counsellors provide guidance and help in developing effective learning strategies, in the selection of projects for internal assignments as well as ways to improve their level of academic performance.
- For **personal counselling** every class has a class representative and a class mentor who address all areas of student concern. Faculty is sensitized through FDP's to identify and recognize behavioral issues beyond their area of intervention. Training programs for mentoring are also arranged with experts.
- Students with relationship problems, emotional problems, adjustment problems are referred to the **Counselling cell**, supervised by the Department of Psychology. The Cell has been actively involved in both intervention and preventive efforts to support and enhance coping skills in students.

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

- The college has signed an MOU with Rightpath Lifestyle Pvt. Ltd for Professional Intelligence, aptitude measurement and career guidance and runs a stress management program managed by the students themselves and an *arts based therapy* module on *dance movement therapy*. 'Right Path' also trains students in Career Counselling.
- The college follows an **open door policy** and the students also have a 'no restrictions access' to the Principal and Vice principal of the college.
- The students can also voice their concerns through the **suggestion box and the grievance redressal cell**.
- As a quality enhancement initiative, we have attempted to implement the **peer counseling module for stress management**. Students of psychology have been trained to conduct stress management workshops for the students in college. The project is in its nascent phase and will gradually advance to a complete peer counselling unit set up.
- A ten day soft skill workshop for the final year students, an annual activity of the college aids the students to enhance their employability and make the transition from the classroom to the corporate world
- A Placement Cell does a commendable job in placing our students in some of the prestigious corporate houses in the city.
- The students welfare board introduced the year long 'Earn while Learn' scheme and conducted a one day Personality Development workshop.

No. of students benefitted

App. 250

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
09	167	63	110

5.8 Details of gender sensitization programmes

Our Curriculum under Autonomy reflects Academic relevance, contemporaneity and global trends. Gender related issues are incorporated in the syllabus of most of the subjects, besides these lectures by eminent people, film screenings, seminars, classroom discussions, field visits, street plays and student participation in conferences and seminars sensitize our students towards gender.	
1	The college hosted a One-Day State Level Workshop on 'Sexual Harassment at Workplace' in collaboration with the Women's Studies Centre, Savitribai Phule Pune University and the Maharashtra Women's Commission.
2	Department of Sociology organised a 3 month course on Gender and Development' in Collaboration with Women's Study Centre, Savitribai Phule Pune University.
3	The Department of Sociology organized a guest lecture by Lokayat, Pune on 'Cosmetics, Media and Women' for students across all faculties on 14 th September 2016. Lokayat is a civil initiative body working on various themes like women empowerment, violence and impact of globalization on India.
4	The department of Sociology organized a public lecture entitled 'Nation Re-choreographed: Dancing Against the Nation in the Age of Nationalism' on 25 th February, 2017 and threw light on the broader politics of gender, caste and nation and was a commentary on the potential of alternative dance movement in critically looking at the construction of the nation.

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level National level International level --

No. of students participated in cultural events

State/ University level National level International level

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports: State/ University level National level International level

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution (Prizes and Scholarships)	81	182777
Financial support from government	242	1309600
Financial support from other sources	-	-
Number of students who received International/ National recognitions	-	-

5.11 Student organized / initiatives

Fairs : State/ University level National level International level -

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

22 app.

5.13 Major grievances of students (if any) redressed:

- 1) Number of additional credit courses to be increased - against 3 additional credit courses run last year 12 credit courses have been run in 16-17.
- 2) Option of Foreign Languages to be offered as a core credit. As this was not possible courses in Spanish and French were introduced as additional Credit Courses which will appear as add -on credits in the final year marksheet.

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision Statement: To grow into a Centre of Excellence providing Quality Education and empowering women to take their place in society.

Mission: Empowerment of women through a triple training of the Head, the Hand, and the Heart.

6.2 Does the Institution have a management Information System

Yes. Our MIS accesses a range of information and resources to help deliver the content and administer the various workflows in operational activities such as Online Admissions, Attendance records of students, Attendance records of employees, Casual Leave Records, Online feedback, Online Examinations, Question paper generator, Scheduling –Timetables & Examinations, Results of Examinations, printing of marks cards and result analysis, Classroom mapping, Laboratory utility mapping and Work balance.

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

Recognizing the need to initiate up to date content, new courses that are in tune with emerging national and global needs and to impart an education that realizes core values, some **quality enhancement measures** have been introduced. They are as follows:

- Our emphasis on value based education has been formalized by introducing our daily sanctuary session as a credit course.
- Revamping curricula to maintain contemporariness, relevance and promotion of competency based skills.
- Academic auditing of syllabus by outside academia – Please refer to Point No. 1.4
- Consulting national, international faculty while framing the syllabi
- In house compilation of text books, especially by language departments
- Increase in student – industry interface
- A diversified PT Course (compulsory for freshers) is offered with exciting options like Sports/ Athletics, Yoga and Self-Defense to all FY students.
- Students are allowed the flexibility to choose one subject from an alternate stream
- Repetitions across all syllabi are avoided by arranging a reading session by members of the Academic Council
- Subjects in Basic and Advanced levels are offered to cater to students with differing learning capabilities
- Inclusion of the gender perspective in most of the subjects
- Emphasis on inclusion of the experiential learning component
- Some short term extra credit courses to make our students employable in fields other than in pure academics were conducted. Please refer to Point No. 1.4.

6.3.2 Teaching and Learning

- The quality of teaching-learning has been enhanced by an eclectic mix of strong theory building along with hands-on experience in the field. In most of the disciplines, training workshops, guest lectures and industry visits are now used to facilitate the much needed link between theory and profession.
- Differential communicative and linguistic competence of students is addressed by offering special remedial classes in English and a heavily subsidised additional credit course on 'Spoken English' for the economically disadvantaged regional medium students and first generation learners.
- Gap in the knowledge base of students from outside Maharashtra is bridged by special, free coaching outside class hours by the subject teachers; 'The Buddy System' - Free coaching by advanced learners, is encouraged.
- Heterogeneous learning abilities of students is catered to; 'Advanced learners' are assigned additional learner-oriented, skill-building assignments and Book bank facility.
- Though the lecture method remains the main vehicle of transacting the curriculum, a spate of innovative practices to make learning effective and interesting have been adopted. They are as follows:
 - **Blended Learning:** This is achieved by a mixing of different learning environments; the traditional face- to-face classroom method is combined with modern computer mediated activities. Technology and digital materials are being used by almost every teacher to supplement classroom teaching. Audio visuals in the form of short films, documentaries and posters have the effect of bridging distances, destroying the barrier of time, promoting accurate understanding of an idea and helping retention. They make accessible what is unavailable to the imagination of the students either due to cultural distance or because the events have occurred in the remote past.
 - **Interactive Learning:** Under Autonomy, teachers have the liberty to develop their own course / study material which may be in the form of notes or power point presentations. The college library provides excellent internet facilities which enable them to share their known e- resources and books with the students. Science students are taught through Video Conferencing with experts abroad on Skype, demonstrations and simulations. Students are encouraged to ask questions.
 - **Collaborative Learning:** Students are made to work in pairs or in groups of three or four in debates, quizzes, role plays and group discussions; industry sponsored internships, field work and models. Creative learning in groups is enabled by involving students in working on theme based posters and projects on current topics. The Department of Psychology conducts collaborative research projects to bridge the gap between theory and application and uses Peer education module for stress management workshops.
 - **Independent Learning:** Students are motivated to work on their own and prepare charts and make power point presentations on a given topic. The Online Study Material Repository and the electronic workbook developed by members of the Department of Computer Science promotes self study.
 - **Experiential Learning:** Almost all subjects in the Science, Commerce and Arts Streams have made the 'experiential learning component' a compulsory part of their course through visits to industries, hospitals and institutions of mental health and NGOs.

6.3.3 Examination and Evaluation:

1. **Introduction of Choice Based Credit System with Grading**
2. Our system permits the students to offer **additional/value added courses** and acquire more than the required number of credits, depending upon the learner's aptitude. The grades of these are reflected in the final year result sheet.
3. Some **ICT enabled innovations** to facilitate the processes in the examination cell like the Question Paper Picker, Examination timetable scheduler, Flexi test paper generator, and Advanced online exam software have been incorporated
4. **Increased security** – The mark sheet (since June 2012) carries a hologram as a security feature. It has 10 features, including micro and laser readable features.
5. **Xerox copy of Answer-sheet** - A photo copy of the answer sheet is provided on receiving an application from the candidate for verification or revaluation in a prescribed form and on payment of fees, as per SPPU Ordinance 184(A) since 2013.
6. **Redesign of Answer sheet** – Answer sheets have been redesigned to ensure accuracy when assessment is carried out by examiners as well as moderators.
7. **Some Processes introduced in the Examination Cell to ensure efficiency, accuracy, etc.**
 - Mark sheets are provided to subject teachers for internal assessment. Submission of the marks in a printout of the mark sheet ensures that there are no changes/alterations made to marks entry at any point of time.
 - To ensure transparency, internal mark sheets are countersigned by students to make them aware of their internal marks.
 - Examination forms are filled online.
 - A masking strip has been designed to carry out the masking of answer sheets of students.
 - Stationery has been designed for various functions in the examination process: (i) for paper setting (ii) for printing of Question Papers (iii) for evaluation of answer sheets.
8. **Continuous Internal Assessment** through online testing and flexi -tests
9. **Adherence to declared examination schedules** with respect to online form filling, conduct of examinations and declaration of results.
10. **Systematic Management** of the Pre-Examination, the Examination and the Post-Examination Processes as well as the Grievance Redressal Mechanism under Autonomy.

6.3.4 Research and Development

Please refer to Point No. 3.1

6.3.5 Library, ICT and physical infrastructure / instrumentation

- The college has adequate IT infrastructure and other learning resources, which are extensively used for academic and administrative purposes. Please refer to **Point No. 4.3** for details.
- Information Technology is offered as an elective for students in the Arts / Commerce stream. Such students obviously acquire the required computer skills.

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

- Besides this course all students are given hands on experience in computer skills as all such students have to compulsorily appear for an on-line test in each of the subjects taught. 100% computer literacy (at least basic computer skills) is thus ensured and assured among our college students.
- Students are encouraged in the participative method of learning where they have to make presentations to the class on MS PowerPoint. They also have to spend hours on the internet searching material as an essential component of their studies for their projects and assignments.
- The teachers too regularly use ICT-enabled teaching methods as part of their lesson plans.
- Free computer courses are conducted to teach teachers about internet browsing and other computer fundamentals.

6.3.6 Human Resource Management

- Faculty involved in decision making.
- Choice based duty allocation leading to job enrichment and effective performance. Hence 'Right Person' for the 'Right Job'.
- Valuing employee contribution by announcements and felicitations during the Sanctuary period or the Annual Prize Distribution Day; publishing their achievements /contributions in the College Miscellany; allotting greater and more significant role in decision making; awarding monetary compensation for outstanding work.

6.3.7 Faculty and Staff recruitment

- Selection is based strictly on merit.
- Advertisement about vacancy is published in all leading newspapers; candidates are shortlisted and personal interviews are conducted
- The interview/ selection panel is constituted as per University norms.
- Decision of HOD and subject experts / university representatives is respected.

6.3.8 Industry Interaction / Collaboration

- The Board of Studies for each subject has at least one member having an industrial/professional background. They provide a critique of and inputs for curriculum construction and delivery. This helps the College and faculty to stay abreast of the latest developments in Industry.
- Several courses include flexi tests (for internal assessment) which essentially involve Project Work that requires research beyond the Text Book. Very often these are in the form of a visit to a industry or a corporate office helping the student to evolve from a theoretical understanding of a topic to the practical application of the theory.

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

Projects Undertaken with Institutes / Industries

Institute/ Industry	Projects undertaken
Connecting	Exploring the experiences of volunteers visiting the 'Burns Wards' in Government Hospitals.
	'Volunteer Retention' and 'Volunteer Dropout' at the NGO – 'Connecting'.
	'Capacity Building of Volunteer Peer Educators in Schools.'
Women's Study Centre	Survey on 'Declining Sex Ratio in Pune'
	Survey on issues faced by rag pickers.
AIDWA	Creating database of domestic servants in few selected slum areas in Pune
	Survey in slum areas to understand need for crèche facility.
	Women's TV serial viewing practices: Comparative study across working class and middle class women
Art sphere	Dance Movement Therapy (DMT) Research activities – 'Monitoring and Evaluating the Effectiveness of DMT across various populations'.

• **Collaborations in Process:**

- Linkage with a foreign university and are looking forward to a research Collaboration with the faculty of Management, IT and Governance, University of UKZN, Durban, South Africa.
- An incubation centre in collaboration with Tata Institute of Social Sciences (TISS)

6.3.9 Admission of Students

The Admission process is systematic, streamlined, transparent computersied and strictly based on merit.

Information regarding the admission process is published in the Annual prospectus and the College website.

As the College is a Linguistic Minority (Sindhi) College, 50% seats are reserved for Sindhis.

Remaining seats are filled in accordance with Government and University of Pune Guidelines for General and Reserved categories.

No Capitation fees (not even for Management Quota Seats) are ever taken for admissions.

6.4 Welfare schemes for

Teaching	02
Non teaching	02
Students	12

Teaching: Emergency medical facilities; free homeopathic dispensary

Non-teaching: Emergency medical facilities; free homeopathic dispensary

Students: Emergency medical facilities; free homeopathic dispensary; fee concessions; on campus counseling; remedial course in English, free hostel accommodation, free notebook, foot-ware free breakfast coupons for sports students; book bank facility; free computer facilities

6.5 Total corpus fund generated Rs.8,94,41,872

6.6 Whether annual financial audit has been done Yes

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Intern	
	Yes/No	Agency	Yes/No	Author
Academic	Yes	Academic Audit done from eminent entrepreneurs, corporate luminaries and academicians from renowned universities like IIT Mumbai, Jawaharlal Nehru University, Delhi University, Jadhavpur University, University of Mumbai, Hyderabad Central University.	Yes	1) Academic Council 2) Internal Quality Assurance Cell 3) Subject Board of Studies 4) Students
Administrative	Yes	1)University Grants Commission (New Delhi) 2) University Grants Commission WRO, Pune 3)Savitribai Phule Pune University, Pune	Yes	Sadhu Vaswani Mission, Pune

6.8 Does the University/ Autonomous College declares results within 30 days?

We are an Autonomous College and declare our results within 45 days of the conduct of the Examinations

For UG Programmes Yes No

For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

(Please refer to Point No. 6.3.3)

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

St. Mira's College was the first Arts and Commerce College in the entire State of Maharashtra to be granted Autonomy by UGC and the University of Pune from 2007. The College was granted an extension of the Autonomous Status – valid from June 2013 to May 2019.

6.11 Activities and support from the Alumni Association

Our outstanding alumni are already a part of our subject Board of Studies. Now the alumni are contributing to the overall growth and well being of the college as well by:

- Sponsoring freeships for our economically under- privileged students, visit us as guest faculty, institute awards, freeships/scholarships/ concessions on need cum merit basis
- Conducting stress management workshops for our students
- Helping with mobilising funds for our inter- college fests and conferences
- Provide internship support
- Providing basic dental treatment for the students.

6.12 Activities and support from the Parent – Teacher Association

They have instituted freeships and awards for students excelling in Academics, Sports and Co-curricular Activities

6.13 Development programmes for support staff

Faculty Development Programmes for strengthening the technical skill of the support staff was organised. A special module for de-stressing and enhancing the moral values of the administrative staff and support staff was conducted .

6.14 Initiatives taken by the institution to make the campus eco-friendly

- We have initiated a Green Club to sensitise students about the need for preservation of the natural environment and encourage activities that focus on the theme of 'Reduce-Reuse-Recycle.
- Some of the activities of the Green Club include

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA

- a) Eco friendly *Rakhi-making* - using waste and left-over resources followed by an exhibition cum sale of Rakhis.
 - b) Making of an eco -friendly Ganesh idol and immersing it in a tub of water in the college premises itself.
 - c) We have appointed Energy and Water Guardians (*Urja Rakshaks and Jal Rakshaks*) from amongst the Green Club members to monitor energy and water use on the campus.
 - d) The 'Nature Lovers Club' with the Principal as its first member has seen the installation of 'bird feeders' which attract small birds and 'bird houses' for nesting birds.
 - e) We have undertaken 'water harvesting' and 'drip water irrigation'
-
- Plantation: We have a green cover with thick foliage of trees. The trees have all been numbered and labelled with their botanical names.
 - Vermi-compost bins for garden waste management are used to make up for the lack of space for creating a vermin compost pit.
 - E-waste management - The examination cell used to initially store the question papers on CDs which had to be destroyed once they had been exhausted. As a measure to reduce e-waste we now use a security system that enables us to store question papers in the form of soft copies.

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

Innovations:

1. Effective and Enhanced Use of ICT in the Academic and Administrative Functioning of the College:

The Context:

ICT has emerged as a powerful tool for diffusion of knowledge and information. The profound implications that Information Communication Technology (ICT) has for the whole education process- especially in dealing with key issues of access, equity, management, efficiency, pedagogy and quality has been recognized and its use in higher education is being encouraged in a big way today.

Objectives:

In our attempt to support and improve the learning of students and to develop learning environments, we have used ICT for developing course material; delivering and sharing content; increasing communication between learners, teachers and the outside world; academic research; administrative support, student enrolment and facilitate the transaction of our routine jobs under an Autonomous set up.

The Practice:

While incorporating ICT in our academic and administrative processes we have not only utilised many of its obvious benefits but have also tried to overcome some of the challenges that use of ICT in education brings in.

First is the high cost of acquiring, installing, operating, maintaining and replacing ICTs. We have been able to manage these costs largely because we have been supported by the UGC (for our aided section) and by our Management for purchasing the hardware for our laboratories.

More importantly, most of the **software** that we have acquired has been **indigenously devised by a team of highly dedicated and proactive teachers from the computer science department**. As a result we have been able to create software that

- i) involves both faculty and students,
- ii) has customized content appropriate to our specific academic and administrative needs
- iii) has high content quality.

I) For Teaching, Learning and Evaluation, we have

1) Online Study Material Repository

Objectives:

- a) To prepare a repository of study material such as power points, diagrams, charts, etc. prepared by teachers for independent use by students.
- b) To maintain an inventory of the various electronic and digital equipment along with videos demonstrating the working and maintenance of these resources.
- c) To ensure the correct utilization of expensive laboratory devices and thus save cost of repairing and replacing due to manhandling.

Benefits:

The repository (in the college electronic and computer laboratories) has ensured a **customized version** of real resources useful to the students, increased accessibility to relevant knowledge and has proved to be a time saver for the students.

2) Online Interactive Workbook

Objectives: To promote systematic self study amongst students

Benefits:

The workbook is especially suitable for subjects in which answers are in sequential order (for e.g Mathematics, Accounts, Grammar). The student is able to monitor her own performance, detect her weak areas and can access her scores immediately. The software is so customized that it provides clues and aids for solving the problems before giving the solutions.

3) Automated Examination Timetable Scheduler

Objectives: To generate the examination timetable for every class and every examination by successfully catering to the large number of variables involved in examination timetable preparation.

Benefits:

- a) Has successfully and effectively done away with the extremely laborious, time consuming and error prone task of preparing the examination timetable;
- b) Has simplified an activity which could be handled only by an extremely responsible person requiring a large amount of training, vigil and care.

4) Question Paper Picker

Objectives:

- **To eliminate every possible chance of question paper leakage**
The question paper picker is linked to the **exam timetable scheduler**.
- To do away with bulky and space consuming units for storing question papers.
- To drastically reduce ineffective and error prone administrative work.

Benefits:

- Drastic **reduction** in administrative work of **packing and safe storing** of question papers.
- As the question paper selector is now the computer, the innovation has strengthened the **confidentiality** required in the selection of a question paper set and has done away with the menace of **question paper leakage** that looms large during every exam conducted in our country.
- It has **totally eliminated chances of human errors** in selection of question paper set to be administered.
- Helps in assessment of the number of papers remaining in 'activated' mode and arrange for refilling of these folders.

5) Advanced Online Examination

Objectives:

- To add a new dimension to internal testing under the autonomous system
- To enable teachers to test all aspects of a student's expertise in a particular subject
- To go beyond theoretical knowledge evaluation techniques by including the interpretation of Pictures, Videos, Graphs, Mathematical symbols, audio clips, news downloaded with the help of the TV tuner card, etc.
- To eliminate malpractices during examinations by administering multiple sets of question papers to a single class.
- To store a large number of and a variety of questions
- To be able to make learning and examinations more exciting and interesting for the students
- To deliver immediate performance scores to students

Benefits:

Same as objectives. Objectives achieved.

6) Learning and Testing in audio format for visually impaired students

Objectives:

- To enhance academic learning and accurate evaluation for the visually impaired students of the college using computer technology.
- To acquire a database of study & reference material for independent use by the visually impaired.
- To record the lectures delivered by the teachers and store text books and reference material in audio format.
- To enable the visually challenged to be placed in good companies.
- **Benefits:**
- The visually challenged are able to prepare their independent notes by listening to the recorded lecture notes and reference material
- Enhances the self confidence and self reliance of the users and makes them feel on par with the other students
- Does away with the tedium of employing unsuitable 'writers'

7) Result Analysis Software

Objectives:

- To measure individual Student Progression
- To keep track of the academic progress of an academic entire department
- To keep track of the academic progress of the college as a whole

Benefits:

- Individual Student progression is recorded for timely rectification of learning / teaching / evaluation methods.
- Similarly, the progress or regress –of an entire department or the college as a whole can be traced and corrective measures can be implemented if required.

II) For Enhancing Administrative Efficiency:

1) Automated Feedback Mechanism

Objectives:

- To track every minute detail regarding the academic and the administrative systems employed by the institution and use these for necessary corrective measures.
- To improve the precision and objectivity of the 'feedback- taking mechanism'
- To make the process totally paper free and hence cost effective
- To usefully employ the digital (technological / computer) resources already available in the premises

Benefits:

- Highly confidential and standardized. Students now register their feedback in the form of online ratings. These ratings are interpreted by the computer according to a standardized system and made available through electronic mode for appreciation or improvement, as the case may be.
- Has overcome the inadequacy of coming to misleading conclusions based on a small sampling, as feedback from each and every student is taken
- Eliminated the drawbacks of a manually conducted system- large consumption of paper, time and man power
- Extremely user friendly, Easy to store and preserve data for future use
- Ability to generate a holistic status of various academic and administrative parameters as well as give an assessment of any single unit / faculty.

2) Software for Classroom Mapping

Objectives:

- To check the availability of classrooms, laboratories, computer labs, and common space units such as the Auditorium, Sanctuary Hall and the Audio Visual Room for optimum space utilisation
- To provide the administrator with full & easy access to the above details and monitor /approve / reject the reservation.
- To enable the teacher to log in and check approved / confirmed status for **Auditorium and A.V rooms.**

Benefits:

This is a highly efficient and versatile software that provides a lot of information to the user at a click of the mouse. It displays the entire layout of the college meant for academic, cultural, co curricular & extracurricular activities.

- It also provides information of events booked. All space units in the college bear a reserved or vacant mark on each slab for all the days of the year, month wise. The software has provision for selecting an appropriate space unit and reserves it for the required time slot.
- It has a supplement requirement format in which faculty could book equipments needed for the event such as microphones, computers, LCD, furniture, etc.
- Helps in judicious and optimum utilisation of infrastructure resources.

3) Choice Based Duty Selection

Objectives:

To allow teachers the freedom to choose their non academic duties according to their hobbies and areas of interest and to give them ample scope to exhibit their talents and use it for the benefit of the student community.

Benefits:

- Teachers do not find themselves burdened with non academic duties that they are not good at or not interested in.
- A teacher is given the option to either assume a leading role, a supporting role or a minor role in discharging the duties enlisted
- Every role has been assigned a certain weightage depending upon the quantum of work the task requires
- The teacher chooses duties out of the wide range of duties enlisted and ensures that she has at least 50 points to her credit.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

Please refer to Point No. 2.15

7.3 Give two Best Practices of the institution (please see the format in the NAAC Self-study Manuals)

Best Practice 1:

Title: Institutionalising 'Value Education' as a Credit Based Course.

While we do not compromise on our excellence in academics and extracurricular activities, our USP continues to be the promotion of ideals and values. For nearly fifty years, our Sanctuary Period, has been our pride. Under Autonomy it has now been **institutionalised as our credit based course on value education.**

Objectives:

- i) To emphasise on character building education in the midst of all our academic pursuits
- ii) To foster the ideals of simplicity, service and prayer which remain at the root of all our developmental activities.
- iii) To train the students not only to sharpen their intellect, but also sensitize their hearts through social and community service
- iv) To help fructify our character building endeavours we have institutionalised a well-structured Value Education course which is compulsory for all our students.

The Context:

The need to incorporate value education as an intrinsic part of higher education has been the concern of educationists since the Education Commission (better known as the Kothari Commission) in 1964-66 proclaimed that 'while a combination of ignorance with goodness may be futile, that of knowledge with the lack of essential values may be dangerous'. The Delors Commission (UNESCO-1996) Report on Education for Twenty First Century, clearly states that 'education goes beyond generating knowledge and applying it. Its objective has to be all round human development'. The Commission has rightly suggested, "in the situation that is developing, it is equally important for us to give a proper values-orientation to our educational system". The World Conference on higher education (held in Paris in October 1998), firmly affirmed that their main mission now-a-days is to educate responsible citizens.

St. Mira's College, was founded by legendary visionary Sadhu T.L.Vaswani in 1962 as one of the pioneering colleges set up exclusively for girls in this part of the country. 'Education', as Sadhu Vaswani perceived it, 'is a process of drawing out the inherent potential of man... transforming you from a mere being into a human being'. Hence in creating St. Mira's he created an academic institution with a difference. He envisioned an institution that advocates a holistic concept of education, Swami Vivekananda's concept of man-making education. With his intuitive foresight he believed deeply in woman-power and the woman-spirit, long before feminism was even thought of. Reflecting the ideals that our visionary founder had envisioned for St. Mira's the College mission statement unfolds as:

Sadhu Vaswani Mission's ST. MIRA'S COLLEGE FOR GIRLS, PUNE, MAHARASHTRA
**'Empowerment of women students through an integrated education of the head, the hand
And the heart shaped by character and competence building.'**

The Practice:

Among the unique features of the College, the College Sanctuary takes pride of place. Our daily curriculum begins with the Sanctuary where the students are taught that life is larger than livelihood and the end of knowledge is service. The 30 minute sanctuary period, serves as a focal point in imparting holistic education. We use this daily period to inculcate moral and ethical values, to build character and competence, impart reverence for all forms of life, to build sensitivity to social and national issues and to develop in the students life coping skills.

Through the forum of the sanctuary, students of all disciplines are given basic awareness of their constitutional rights, privileges as well as their civic duties and responsibilities as citizens of a democratic, secular republic. This time is devoted to prayer, reflection and sharing of thoughts on the ART OF LIVING. Indian ideals and the eternal values of life are sought to be inculcated in the students, through this unique feature of the college. Every day there is a talk that has either an inspirational message regarding values or relates to the students in terms of career, development and growth, relationships, attitude to life, commitment and goals.

Not only is the sanctuary a crucial part of an aim to impart value based education, it also fosters a strong sense of belonging among teachers and students. It serves as an assembly which promotes cultural and religious harmony and strives to instill in the students love for ideals of Honesty, Integrity, Ethics, Compassion for animals, Reverence for all life, Respect for elders, Care for environment, etc. An attempt is made to make a study of the lives of heroes of humanity and saints of all religions. Interfaith prayers are conducted. Important festivals and sacred days of all religions are observed.

At the end of the year, the students appear for a 100 marks paper on the values imparted to them. These marks are reflected in their mark sheet.

Evidence of Success:

Our unique concept of imparting values through a daily session carved out for the purpose has been deeply appreciated by all our visitors. It has indeed impacted many students and it is in their sharing of experiences even long after they have left college, that we comprehend the success of our method.

Problems encountered and resources required:

Present day curriculum is full of content of techno informative data consisting of facts, figures, theories and laws etc. The education of today has sharpened the intellect but neglected the heart. One of the challenges of the College is to make value education effective and interesting to the modern youth. Till date, have not encountered any problems regarding either monetary resources or human resources so far. The college has constructed a Sanctuary Hall where students along with the staff assemble every morning for this special session. The Sanctuary Hall is equipped with an efficient sound system, an LCD / overhead projector and a screen. The students and teachers actively and whole heartedly participate in all the activities that take place in the Sanctuary.

Best Practice 2:

Title: Innovative Curriculum Design

As an Autonomous College, emphasis has been on designing and developing an **innovative curriculum** that will help women become independent thinkers and decision-makers. Our curriculum is student centric – meeting the aspirational needs of both slow and advanced learners and reflects academic relevance, contemporaneity, global trends and gender related issues. The highlights of the curriculum are that it facilitates **project-based and experiential learning**.

Objectives:

- a) To offer value additions to the students in terms of content, methods and materials.
- b) To devise a syllabus which is **academically and intellectually stimulating**
- c) To include such components in the syllabus that are geared to **generate employment**.

The Context:

Over the years, we have understood and appreciated the importance of curriculum as the essential ingredient of all our teaching, learning and evaluation endeavours. Almost all subjects in the Science, Commerce and Arts Streams have made the 'experiential learning component' a compulsory part of their course.

Trying to select projects that will interest students, involve their whole hearted participation and those that will be affordable to the class as a whole is a challenge that teachers have to face while introducing them as part of their syllabus.

The Practice: Research Beyond The Textbook

In order to ensure that students evolve from a theoretical understanding to a practical application of theory every course involves project work that requires research beyond the textbook.

One of the major thrust areas of the **Psychology department** is on the applied aspect of psychology. The department has concentrated on developing a scientific rigor in the students and helping them make the connect from text books to real life.

Students of **Special Psychology**, do an actual **Research Project** as part of their Research Methodology paper. They work on research projects right from the stage of conceptualizing the problem area to statistical analysis and interpretation of their findings. The research areas range from understanding marital attitudes among different age groups, life satisfaction and happiness in senior citizens to exploring emotional coping patterns in the youth. The students are partnering with the interns of the DMT course to conduct a joint research project on effectiveness of DMT.

The paper on '**Abnormal Psychology**' has books by foreign authors that use examples typical to western contexts. In order to connect these texts to real life situations, the students are taken for field visits to local centres of mental health and models applicable to local contexts are used. Regular field visits to Agencies working in mental health such as Mukangan de-addiction centre, Yerwada Mental Hospital, Kamayani Institute for the intellectually challenged, Schizophrenia Awareness Association, NAB Home for the Aging blind, Prasanna Autism Centre, Chaitanya Home for the Mentally ill, Connecting- Centre for prevention of youth suicide and Centre for Advocacy in Mental health are regularly conducted for the students.

The College has also

- Started a **peer counseling program**. Based on the idea that most people prefer to seek out their peers for help when experiencing challenges, frustrations, concerns and general problems, Peer counseling trains and equips students with skills to enable them to help their peers.

As a first step in the development of the, Students were given exhaustive training in the conduction of **stress management program**. The skills taught were problem solving skills, decision making skills, group cohesiveness, empathy building skills, conduction of relaxation and pranayam.

- **Collaborated with “Artsphere”** – an organization of national repute known for its **Dance Movement Therapy** training modules.
- Tied up with **‘Right Path’ for a Career Profiling Programme’** that will provide the students with an opportunity to be trained as counsellors.

Business Entrepreneurship, being a subject that talks about facing challenges, starting enterprises and being innovative we decided to add an extra dimension to the teaching of the subject by establishing an **Entrepreneurial Development Cell**. The focus is on making students entrepreneurial. The activities of the Cell include conducting workshops and industrial visits, carrying out feasibility studies, Making Business Plans, Idea generation, Achievement Motivation Training - The activities of the EDC culminate in the form of an inter – college event, **MIRA BAZAR**, organised on a grand scale, where students of other colleges too get an opportunity to showcase their entrepreneurial skills. This annual Mega Event draws a number of institutes and a good number of women entrepreneurs participate.

A Core Committee of students plans all the important issues related to the Mira Bazaar like sending out invitations, working out stall space, procuring sponsorships, getting media partners, accounting, assigning stall numbers, issue of entry passes, account of footfalls, etc.

Recognising the NGO sector as a potential field offering career opportunities, **the Sociology Department** organizes a six day orientation workshop in NGO skills for the students of its undergraduate and post-graduate course. The workshop aims at

- i) orienting the students into the historical development of the NGO sector in India;
- ii) introducing various fields and areas in which NGOs are working
- iii) discussing specific skills required to work in the field of NGOs.

Evidence of Success:

One of the major benefits of the training and counseling experience under the **peer counseling program** is evidenced in the increased self-confidence and self-efficacy of the students participating in it. The peer counselor too gains in feelings of self-worth for she has the opportunity to share a valuable and worthwhile experience. This in turn can motivate the counselor to reach out

to others and to perfect her skills. For many peer counselors this position can be a vehicle for career development.

The **joint project with 'Artsphere'** enables the sharing of knowledge which in turn enhances the research for both the groups in the context of depth and rigor of methodology, outcomes and findings. One of the research projects, is being conducted in the college with the FYBA students. The project aims at studying the role of DMT in enhancing self esteem and body image in the students. It is a double win situation for the psychology department, wherein the benefit is not only for the senior students learning skills of conducting research on the field, but also for the participant subjects who benefit with interventions that are aimed to improve their self esteem and body image.

One of our Special Psychology students, **employed** at the Centre for Advocacy in Mental health as Research Associate directly after her graduation received a special complimentary letter for having shown '**scientific rigor**' in her working.

That an Intra college activity has grown into a programme that offers a platform for women entrepreneurs of the city is itself an indication of its success. The activities of the **Entrepreneurship Development Cell** of the college has put us on the international map this year. We were amongst the **top five colleges** selected across the globe to make a presentation at the **Entrepreneurship Educator's Programme at the San Diego Conference, USA in January 2016.**

Analysis of success and failure is done in the class at the end of every 'Mira Bazaar'. **At the Mira Bazaar**, generally, the adult entrepreneurs show a turnover between Rs.75,000 to Rs. 85,000; while the students' turnover ranges between Rs. 25,000 and Rs.50,000. It has been found that less than 1% suffers a loss. That is because during the course of the 'Mira Bazaar', students are seen to conduct market surveys and accordingly improvise and diversify on the spot. This encourages a spirit of healthy competition and team spirit in them.

Problems encountered and resources required:

No problems are encountered by the Psychology Department for conducting 'field visits' or industrial visits. Students invest both time and money for these trips and research studies. However, the 'career counseling programme' open only to those students who can pay an amount of Rs. 2000/- acts as a limiting factor to those who would like to take up the course but cannot afford it

The 'Mira Bazaar' has encountered some problems. Lack of financial support from outside agencies does not allow the EDC to conduct it on a larger scale - Space crunch, is another limiting factor. Adequate security arrangements have to be made for storing wares and for warding off undesirable gate crashers.

7.4 Contribution to environmental awareness / protection

(Please refer to Point No. 6.14)

7.5 Whether environmental audit was conducted? Yes ✓ No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

Strengths

- Consistently accepting new challenges in our journey towards excellence which has seen us being the first in many areas.
- Our Ideals, Values and Philosophy of Education, our Ethical Practices and our complete and absolute commitment to our chosen goal of Women's Empowerment; Our strong and committed system of value based education , extension and social outreach activities seamlessly woven into the academic calendar.
- Our Healthy Practices in Leadership and Governance promote a democratic, participatory and distributive Management.
- Total student centricity in our teaching-learning evaluation practices and our innovative reforms in curricular design and implementation.
- Excellence in Sports and extra curricular activities that re-emphasises our commitment to the overall development of our students.
- Differential credit rating under autonomy which has enabled us to offer additional credits to outstanding performers in sports .

Weaknesses

- Saturation of space in our current location. The phenomenal growth and expansion of our academic programmes has left us with no room for further expansion.
- The constraints of affiliation from the University that prevent us from offering additional P.G. Courses.
- Shouldering additional responsibilities like CAP and Senior Supervision at the University side by side with the expected duties like attending BOS / Academic Council Meetings and college level exam duties as an Autonomous College, leaving them hard pressed for their research endeavours.

Opportunities

- Being a Lead College for Autonomy in the State, with the responsibilities and duties of a path breaker – an institution that has chosen to take the road less traveled with all that this entails.
- Being invited to offer consultancy in our core competency areas like Value Based Education, Innovative Practices and Academic Autonomy.
- Devising an increasing number of innovative programmes, and inter-disciplinary courses in full exercise of our academic freedom under autonomy
- Introducing 'beyond the curriculum add-on courses' saving student time and effort in seeking these courses outside the campus.
- Designing more innovative, ICT enabled evaluation modules.

Challenges

- The stipulated class strength in Maharashtra, which is often 120+ in many classes – this far exceeds the limits prescribed by many States and Universities. This poses an additional challenge for evolving creative teaching-learning modules to cater to the widely different learning needs of our students.
- Sustaining the morale and the motivation of our faculty members in the face of dual responsibilities and conflicting roles often thrust on them by the University, the Government and the Election Commission.
- Recruiting and retaining quality teachers in the unaided sections.
- The non-receipt of non-salary grants from the State Government since 1996 and NOCs against vacant teaching posts has imposed a strain on our resources – a burden that we have not passed on to our students.
- Constraints from the largely affiliating practices of the University that severely limit the subject choices we can offer.

8. Plans of institution for next year

1. Introduce Post Graduate Programme in Computer Science
2. Increase the number of collaborations and linkages with International Universities
3. Introduce more variety in the choice of Additional Credit Courses to increase employability
4. Promote entrepreneurship amongst students by establishing a 'Centre for Women Entrepreneurship'
5. Register the Alumni Association
6. Work towards our vision of growing into a Centre of Excellence'

Mrs. M. Banerjee
Coordinator, IQAC

Dr. G.H.Gidwani
Chairperson, IQAC

