



Yearly Status Report - 2018-2019

Part A

Data of the Institution

1. Name of the Institution	THE POONA GUJARATI KELVANI MANDAL'S HARIBHAI. V. DESAI COLLEGE OF COMMERCE, ARTS & SCIENCE
Name of the head of the Institution	Girish Rajaram Pathade
Designation	Principal
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	020-24450373
Mobile no.	9922219778
Registered Email	principal.hvdc@gmail.com
Alternate Email	y.mithare@gmail.com
Address	596, Budhwar Peth, Pune 411002
City/Town	Pune
State/UT	Maharashtra
Pincode	411002

2. Institutional Status					
Affiliated / Constituent		Affiliated			
Type of Institution		Co-education			
Location		Urban			
Financial Status		state			
Name of the IQAC co-ordinator/Director		Dr. Prakash Pandare			
Phone no/Alternate Phone no.		02024450373			
Mobile no.		9422331221			
Registered Email		pvpandare@hotmail.com			
Alternate Email		principal.hvdc@gmail.com			
3. Website Address					
Web-link of the AQAR: (Previous Academic Year)		http://www.hvdesaicollege.org/index.php/AQAR			
4. Whether Academic Calendar prepared during the year		Yes			
if yes,whether it is uploaded in the institutional website: Weblink :		http://www.hvdesaicollege.org/application/views/pdf/Academic_Calender_SEM-I_2018.pdf			
5. Accrediation Details					
Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
3	B+	2.75	2018	26-Sep-2018	25-Sep-2023
6. Date of Establishment of IQAC			01-Jan-2004		
7. Internal Quality Assurance System					
Quality initiatives by IQAC during the year for promoting quality culture					
Item /Title of the quality initiative by		Date & Duration		Number of participants/ beneficiaries	

IQAC		
Meeting related to preparation of student satisfaction survey report by IQAC	22-Jun-2018 1	46
Workshop on	11-Aug-2018 1	35
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
No Data Entered/Not Applicable!!!				
No Files Uploaded !!!				

9. Whether composition of IQAC as per latest NAAC guidelines:	Yes
Upload latest notification of formation of IQAC	View File
10. Number of IQAC meetings held during the year :	4
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	Yes
Upload the minutes of meeting and action taken report	View File
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No

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

Conducted Seminar/ Workshops/ Training etc. to promote quality, research Development. Conducted academic audit by a team of external experts. Collected Feedback from various stake holders and analyzed. Conducted various awareness programmes and outreach activities addressing social issues. Organized soft skills and personality development programmes for students.

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

Plan of Action	Achivements/Outcomes
Academic audit for the year 201819	Academic audit has been carried out by the concerned head of the departments and the vice principals
Attendance record of staff	Retina scan attendance registering machine has been installed
Teacher parent meet	Meeting with parents has been organised to keep the parents updated about various activities in the college
Promotion of teachers	Proposals for promotions of teachers have been forwarded to the university and joint director of higher education
Students satisfaction survey	Student satisfaction survey has been carried out for the academic year 2018-19
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14. Whether AQAR was placed before statutory body ?	Yes
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Name of Statutory Body	Meeting Date
The Poona Gujarati Kelawani Mandal	30-Apr-2019

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	No
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16. Whether institutional data submitted to AISHE:	Yes
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Year of Submission	2019
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Date of Submission	07-Feb-2019
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17. Does the Institution have Management Information System ?	Yes
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If yes, give a brief descripton and a list of modules currently operational (maximum 500 words)	Yes, Management Information System is used in the college to store student data such as personal data, Fee, Exam records and library details. Performance of student is also recorded in software system by the college. Continuous Internal Assessment Test marks are stored in MIS and further students' performance is analyzed. It also helps track of faculty data such as attendance, and performance. But, more importantly, an MIS reduces the
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workload on teachers by providing quick access to data on any student or a group of students which can be drilled down, filtered, and arranged accordingly within a few clicks. It also helps to view fee category wise student data, admission status for all class, cast category wise statistical report, admission fee summary report, library status details etc. Apart from this, it let provides exact status of admitted and vacant seats of any class. Details of fee collected, class wise, and fee category wise analysis.

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

1. At the beginning of each academic session, college prepares its proposed academic calendar, which is uploaded in the college website. The proposed academic calendar is prepared according to the notices and circulars received from the affiliating university. Students are informed about the academic calendar of the college notifying the probable teaching days, dates of internal examinations, curricular, extension related and co-curricular activities 2. Based on the departmental planning, departments conduct meetings for allotment of classes and syllabus distribution among the teachers. Students are given details of teaching assignment of each teacher at the beginning of a session by the department 4. Based on the teaching assignments allotted in the syllabus distribution, teachers prepare their "teaching plans" according to the number of lectures allotted in the university syllabus for each topic 5. Along with the traditional chalk and talk method, teachers often use power-point projections during the lectures to demonstrate topics 6. Class tests/surprise test and student seminars are held after completion of a section of the syllabus and periodic review of performance of students is undertaken 7. Field tours are organized by various departments to ensure effective implementation of the prescribed curriculum 9. Post-graduate students are specially trained to handle assignments, open-house seminars and dissertation to prepare themselves for academic research in future 10. Student satisfaction survey is conducted by IQAC to improve the teaching learning process of each department

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
No Data Entered/Not Applicable !!!					

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
No Data Entered/Not Applicable !!!		
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
No Data Entered/Not Applicable !!!		

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

Certificate	Diploma Course
No Data Entered/Not Applicable !!!	

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
No Data Entered/Not Applicable !!!		
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1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MSc	Computer Science	57
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	
Employers	
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained

College has conducted feedback activity for students, parents and alumni for the academic year 201819. Feedback from students is analysed on different parameters such as teaching methodology, availability, and organizing different activities for students, counseling etc. However feedback from parents is analysed on admission process, discipline, curriculum, examination system, college environment, administration and other necessary facilities for students. Feedback from Alumni is evaluated on different aspects such as curricular, cocurricular activities for overall development of students, introducing new courses and various facilities provided by college to students. The feedback analysis from Alumni also considered the role of alumni to strengthen the institute academically and financially. Parents and alumni have suggested that instate should have placement cell programmes for students of all streams. They also requested to make the administration and examination facilities feasible for students. Alumni suggested for availability of canteen. The feedbacks from students, parents and alumni are analysed .Necessary and fruitful steps were taken for overall development of institution such as 1. Introduction of curriculum based courses 2. Administration facilities needed

for students were improved 3. Hygienic and healthy canteen is available for students and staffs.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BSc	NA	132	160	123
BCom	NA	528	806	521
BA	NA	264	264	254
BSc	Computer	176	176	173
BCA	Science	88	88	88
BBA	CA	88	88	85
BBA	NA	88	88	88
MSc	COMPUTER	60	61	60
MCom	Advanced Accounting	60	30	30
MSc	Physics	24	55	24
MSc	Analytical Chemistry	24	65	22
MSc	Environment Science	24	25	22
MSc	Microbiology	48	84	48

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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	2987	383	70	18	10

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
84	35	5	6	0	20
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2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

The College has a mentor mentee system. The system operates faculty wise. The mentoring system is created at the entry level by the college itself. The need for the mentoring is the most when the new student joins the organization. • All students (mentees) are assigned a mentor (faculty including the college Principal and Vice Principal). • Students are matched randomly with their faculty and staff mentors, who helps avoid conflicts of interest within their programs of study but are related to the same class. • Mentor and mentee assignments happen at orientation, so students begin the mentoring program as soon as possible. They can also change their assignments at any time based on the connection between the mentor and mentee. • Mentor – mentee sheets are created. These sheets have allotted mentees with their phone numbers and e mail ids. • The mentor maintains the record of the mentee. He takes the feedback from the teachers and remains in touch with the students. • He interacts with the mentees from time to time. At times mentors also talk to the parents to inform the progress of the student. • The mentor gives some simple tips to be effective in the classroom. The mentor verifies the academic status of the student and guides him from time to time.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
3370	88	1 : 38

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
17	15	2	0	0

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2018	Dr. Girish Pathade	Principal	Environmentalism of the Year Award
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2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
BSc	NA	Year	30/04/2019	27/05/2019
BCom	NA	Year	30/04/2019	24/05/2019
BA	NA	Year	30/04/2019	27/05/2019
BSc	Computer Science	Semester	30/04/2019	04/06/2019
BBA	CA	Semester	30/04/2019	06/06/2019
BBA	NA	Semester	30/04/2019	06/06/2019
BCA	Science	Semester	30/04/2019	31/05/2019
MSc	Computer Science	Semester	15/05/2019	10/07/2019
MSc	Physics	Semester	15/05/2019	08/07/2019

MSc	Analytical Chemistry	Semester	15/05/2019	12/07/2019
MSc	Environment Science	Semester	15/05/2019	08/07/2019
MSc	Microbiology	Semester	15/05/2019	26/06/2019
MCom	Advanced Accounting	Semester	15/05/2019	04/07/2019
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Examination section is a vibrant section and conducts examinations very vibrantly. The reforms initiated for Continuous Internal Examinations are as follows: 1. The writing of the numbers on the benches replaced by computerized numbering mechanism, making benches clean and creating an easy mechanism. 2. Traditional notice board replaced by digital notice board for easier clean viewing. It aims to reduce paper. 3. Supervision charts of junior supervision are created under the guidance of examination CEO by respective faculties. 4. The student information sheet made easy to use and easy to fill for the junior supervisors. 5. Number of junior supervision terms and dates finalized and followed strictly. 6. The date of result declaration is strictly followed and results are declared on the said day. 7. The paper set by the subject expert is provided in a sealed folder with details of Course no, course name, date of examination, time of examination, no of questions, maximum marks and number of copies to be printed. 8. The internal paper submission is one week before the internal examination begins. 9. The internal paper is assessed for grammatical errors and follows the format of the examination department in presence of the paper setter. 10. The patterns of the paper, marks distribution, topics, nature of questions are explained to the students a week before the examination and are displayed on the departmental notice board.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

The college prepares academic calendar every year and is displayed on the noticeboard and on the website throughout the year. The academic calendar focuses on: 1. Term beginning and term end dates given by Savitribai Phule Pune University (SPPU). 2. Internal examination dates and events dates finalized by the meeting of the faculty heads, Examination CoE and the principal. 3. The previous year Academic Calendar, Suggestions from the stakeholders and declared holidays by the university are considered by the committee. 4. The Academic calendar is displayed on the notice board for suggestions from the stakeholders for one weeks' time. 5. Positive suggestions and errors are rectified and the Academic calendar is finalized. The finalized academic calendar is kept on the noticeboard and website throughout the year. 6. A copy of the academic calendar is kept in every department and the working is done as per the guidelines.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<http://www.hvdesaicollege.org/application/views/pdf/PSO.pdf>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year	Number of students passed in final year examination	Pass Percentage
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			examination		
001	BSc	Computer	124	40	32
002	BBA	NA	65	45	69
003	BBA	Computer	62	35	56
004	BA	History, English, Political Science	97	77	79
005	BCom	Costing	351	184	52
006	BSc	Chemistry, Physics, Microbiology	101	73	72
007	MSc	Computer Science	57	56	98
008	MSc	Microbiology	23	20	87
009	MSc	Environment Science	17	15	88
10	MSc	Physics	23	23	100
11	MSc	Chemistry (Analytical)	24	24	100
12	MCom	Advanced Accounting	55	53	96
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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<http://www.hvdesaicollege.org/application/views/pdf/SSSQuestions%20and%20analysis.pdf>

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Projects sponsored by the University	1	S.P.P.U.	10000	10000
Projects sponsored by the University	5	S.P.P.U.	20000	20000
Projects sponsored by the University	2	S.P.P.U.	20000	20000
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3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
No Data Entered/Not Applicable !!!		

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Best Poster Presentation	Parineeta Maske, Divyani Shrirame, Shital Walvekar, Suchitra Patil and Girish Pathade	Foundation of Environment and ecology Kolkata and in collaboration with Confederation of Indian Universities, New Delhi	20/02/2019	International Conference
Best paper presentation (oral)	Dr. Mukund Shridhar Ambawade	Foundation of Environment and ecology Kolkata and in collaboration with Confederation of Indian Universities, New Delhi	20/02/2019	International Conference
Innovation Young Environmental Biotechnologist Award	Pranay Dilip Abhang	Department of Biotechnology, Ministry of Science and Technology, Government of India	01/04/2019	National Conference
Clean Air Excellence Award	Pranay Dilip Abhang	U S Environmental Protection Agency	01/04/2019	International Conference
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
No Data Entered/Not Applicable !!!					
No file uploaded.					

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
	100000	75000

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
No Data Entered/Not Applicable !!!	

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Microbiology	1	1
National	Economics	1	0
International	Economics	1	0
International	Microbiology	1	4
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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
No Data Entered/Not Applicable !!!	
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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Indole Acetic Acid (IAA) Production by Bacillus siamensis BE 76 Isolated from Musa balbisiana (Banana)	Dr. Mukund S. Ambawade and Girish R. Pathade	Journal of Chemical and Pharmaceutical Research	2018	0	Department of Microbiology, H. V. Desai College, Pune	0
'Human Capital Trends in new millenium'	Dr. Anita Sathe	COSMOS	2018	0	HVD	0
Ethical Hacking	Dr. Anita Sathe	Vidyawarta	2018	0	HVD	0
Fraud in Digital Marketing	Dr. Anita Sathe	Ajanta	2019	0	HVD	0
New Trends In Commerce: A brief overview on use of Technology to Enable the Skill	Dr. Anita Sathe	Ajanta	2019	0	HVD	0

Development Initiative in NSDC'S Pradhan Mantri Kaushal Yojana (PMKVY) Scheme						
Skilling Initiative :A brief Overview on Deen Dayal Upadhyay Gramin Kaushalya Yojana (DDUGKY) scheme	Dr. Anita Sathe	DCRC Research Journal	2019	0	Department of Commerce, S.P.P.U	0
Purification and Characterization of an Active Principle, Lawson, Responsible for the Plasmid Curing Activity of Plumbago zeylanica Root Extracts	Dr. Rajashree B. Patwardhan	Frontiers in Microbiology Volume 9, Article 2618, November 2018 doi:10.3389/fmicb.2018.02618 Impact factor 4.019	2018	1	Department of Microbiology, H. V. Desai College, Pune	1
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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
No Data Entered/Not Applicable !!!						
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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	10	3	6	5
Presented papers	7	1	0	0

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3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Knowing difference online courses national and international	Bhutada Enterprenuer and GST tax calculation	2	20
JSPM - NahreAmbegon Pune	JSPM, College	2	15
Health Check up for Rule Villagers	Department of Microbiology	5	35
Workshop on GST	MERSK India	2	10
Pre Placement Training	Tata Strive Ltd. 1	1	50
Pre Placement Training	Institute of Computer Accounting 1	1	80
Pre Placement Traininh	Triumphant Education Pvt. Ltd.	1	120

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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
No Data Entered/Not Applicable !!!			
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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agen cy/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
No Data Entered/Not Applicable !!!				
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3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
No Data Entered/Not Applicable !!!			
No file uploaded.			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the	Name of the	Duration From	Duration To	Participant
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	linkage	partnering institution/ industry /research lab with contact details		
No Data Entered/Not Applicable !!!				
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Mahindra Pride School, Nandi Foundation, Pune	18/04/2018	Placements, Trainings Career Opportunities for B.Com, B.B.A, B.Cs,	200
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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
No Data Entered/Not Applicable !!!	

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
No Data Entered/Not Applicable !!!	
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4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
Vridhhi	Fully	2.0	2018

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Others (specify)	4233	525878	110	14876	4343	540754
Reference Books	8773	1917479	86	26360	8859	1943839
Journals	23	68406	0	0	23	68406
CD & Video	96	10000	0	0	96	10000
Others (specify)	2147	398175	150	23985	2297	422160
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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
No Data Entered/Not Applicable !!!			
No file uploaded.			

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	283	6	283	3	6	19	37	32	0
Added	11	1	11	0	1	2	0	0	0
Total	294	7	294	3	7	21	37	32	0

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

32 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
No Data Entered/Not Applicable !!!	

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
No Data Entered/Not Applicable !!!			

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Haribhai V. Desai College (Arts, Science Commerce) Pune 411002 Policies for Maintaining and Utilizing Physical, Academic and Support Facilities Laboratory, Library, Sports Complex, Computers, Classrooms etc. • The college ensures optimal allocation and utilization of the available financial recourses for maintenance and upkeep of different facilities by holding regular meetings of various committees constituted for this purpose and using the grants received the college as per the requirements in the interest of students. • Laboratory: Record of maintenance is prepared and maintained by laboratory technicians, laboratory in charge and supervised by HODs of the concerned departments. • Maintenance of laboratories is done is as follows: The calibration, repairing and maintenance of sophisticated lab equipments are done by the technicians. • Library: 1. The requirement and list of books is obtained from the concerned departments and HOD's are involved in the process. The finalized list of required books is duly approved and signed by the Principal. 2. The library

also obtains users feedback. Their continuous feedback helps in introducing new ideas regarding library enrichment. 3. To ensure return of books, 'no dues' from the library is mandatory for students before appearing for the examinations. 4. The maintenance of the reading room and stock verification of library books is done regularly by library staff. 5. Other issues such as weeding out of old titles, schedule of issue/ return of books etc. are chalked out and resolved by the library committee. • Sports: Maintenance of sports equipment the college sports is taken care of by the Director, Sports and Physical Education. The college provides necessary financial support for maintenance of the sports equipments. • Computers: 1. The maintenance of computers is done by external agencies as well as the system administrator as the case may be. 2. ERP software is used for maintaining faculty and students details. 3. The campus is Internet and WIFI Enabled. Regular Updation is done by the agency. • Classrooms: 1. The college has various committees for maintenance and upkeep of infrastructure. At the departmental level, HODs submit their requirements to the Principal regarding classroom furniture and other equipments. • Additionally: 1. Laboratory assistant maintains the stock register by physically verifying the items round the year. 2. Concerned Head of the Department performs department wise annual stock verification. 3. Laboratory Assistant does regular maintenance of Computer Laboratory and equipments along with Laboratory attendant and the faculty Incharge heads them. 4. Concerned employees do regular cleaning of water tanks, proper garbage disposal, pest control, landscaping and maintenance of lawns. 5. College campus maintenance is monitored through regular inspection. 6. Outsourcing is done for the maintenance of wooden, furniture, electrification, and plumbing. 7. Regular maintenance of the water cooler and water purifier is done regularly.

<http://www.hvdesaicollege.org/application/views/pdf/Policies.pdf>

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Government of India, Scholarship and freeship	173	2634734
Financial Support from Other Sources			
a) National	Malhotra WeikFIELD Foundation, Pune SPPU Scholarship	30	240000
b) International	NA	0	0

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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Skill Development Program	17/07/2018	120	Haribhai V. Desai College, Pune
Statistics Workshop	18/07/2018	150	Haribhai V. Desai College, Pune
Software Engineering	28/07/2018	120	Mr. Pavan Maradia, System Analyst at

Workshop			Cybage Software Pvt.Ltd. 2) Ms. Pooja Kudale, Software Engineer at Parametric Technology CoPvt.Ltd.
Mock Interview	08/12/2018	106	Mr. Mukund Padale, Software Engineer at Symantec Pvt.Ltd. 2) Mr. Santosh Raut, Software Engineer at MobiBook Tech. 3) Mr, Girish Thakre, HR Executive at TCS. 4) Mr. Leena Chaudhary, HR Generalist at Concordatonetech Ptv.Ltd.
Electronics Workshop	21/12/2018	140	Haribhai V. Desai College, Pune
Job Fair	28/02/2019	423	In coordination with ASPIRE team. Companies Involved in Job Fair 1) Magic Holiday 2) MAP Solutions 3) COSMOS Bank 4) Innovsource Service 5) Velocity Infovision 6) Eureka Forbes 7) Mothers Recipe 8) Altum Credo.
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2018	HVD, Competitive Exam Centre Scheme	385	385	90	90

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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
0	0	0

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Velocity Company and others	30	17	Syntel Ltd and others and others	67	14
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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2018	5	B.Sc. HVD	Physics	Fergusson College, Pune	M.Sc.
2018	25	B.Sc. HVD	Chemistry	Haribhai V. Desai College, Pune	M.Sc.
2018	15	B.Sc.	Microbiology	Haribhai V. Desai College, Pune	M.Sc
2018	15	B.Sc (Computer Science)	Computer Science	Haribhai V. Desai College, Pune	M.Sc.(CS)
2018	25	BCA	BCA	Modern College, Ambegoan	M.C.A, M.B.A
2018	21	BA	Arts	Abasaheb Garware College, Fergusson College, MMCC, Ranade Institute, Bharati Vidhyapith, Mordern College, Yashavantrav Chavhan, Savitribai Phule Pune	M.A

				University Pune, Sir Pa rashurambhau (SP) College	
2018	30	B.B.A	B.B.A	Under College of Savitribai Phule Pune University	M.B.A.
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year
(eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
SET	1
NET	4
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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Weight Lifting	Intercollegiate competition	1
Mallakhamb	Intercollegiate competition	3
Air Pistol Shooting	Intercollegiate competition	1
Rifle shooting	Intercollegiate competition	1
Boxing	Intercollegiate competition	1
Football	Intercollegiate competition	2
Cricket	Intercollegiate competition	16
Kabaddi	Intercollegiate competition	14
Basketball	Intercollegiate competition	12
Chess	Intercollegiate competition	15
Judo	Intercollegiate competition	5
Athletics	Intercollegiate competition	1
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5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
No Data Entered/Not Applicable !!!						
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

- The students of the college participated in Earn and Learn Scheme of the College.
- They worked in various departments and office, Library , Laboratories of the college.
- They did work like watering the plants in botanical garden, maintaining records in the library, mainting the record of breakage and equipment list of the laboratories, data entry work in the office etc.
- Student Welfare department takes initiative in conducting the elections of Student Council.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

No

5.4.2 – No. of enrolled Alumni:

No Data Entered/Not Applicable !!!

5.4.3 – Alumni contribution during the year (in Rupees) :

No Data Entered/Not Applicable !!!

5.4.4 – Meetings/activities organized by Alumni Association :

All faculties College Alumni Meets 25/08/2019 and 08/09/2019 Faculty/ Department Meets 25/08/19 Commerce Faculty Science Faculty Departments Physics Microbiology Chemistry Arts Faculty - Departments English History Political Science Geography BSc (Computer Science) BBA BCA

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

Yes, The Institute strongly promotes a culture of democratic participative management, which reflects time to time in the following manners. There are regular faculty meetings, IQAC, Departmental heads, Staff members, and student Council, both the formal and informal held where the inputs given during the meetings are considered immediately and prompt decisions are taken on important issues those are directly affected on academic and administrative system. The minutes of the meeting are recorded and circulated to all concerned staff. In very events the management authorities actively participates in the inaugural and valedictory sessions and interact with the event coordinator and other staff, whole heartily appreciated the efforts taken by all the staffs to make the event successful. At the time of special achievement retirement of staff the management gets involved to felicitate the staff. Management authorities sitting together with the principal and reviewed the teaching and non teaching satisfaction index. Departmental meetings are conducted to take a review of the progress and practice of the departmental activities. And the feedback is discussed openly with the principal and immediate action is taken. The students

provide feedback about the teachers and nonteaching staff. The issues raised by the students are urgently attended by the management and principal. The student council regularly provide the feedback about the physical and psychological environment of the college. The matters raised by the student council are discuss and solved by principal, department head and convenor of various committees within the time and create the trust among the students that the institute take almost care of even small complaint. The institute has constituted more than 10 committees on which members of the faculty, staff have been nominated by the principal. These committees decide the matters, take the decisions and report to the principal.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Curriculum Development	? Teachers of the college directly participate in the Curriculum development ? Process of the University by working on various positions as BOS Member, Chairman etc., ? No New curriculum has been revised in the Current academic year.
Teaching and Learning	? Questionanswer sessions. ? Brainstorming activities. ? Quiz competition. ? Presentation competition. ? Poster presentation. ? Regular field trips study tours are organized. ? Classroom discussion. ? Home assignments ? Regular test surprise test. ? Implementation of teaching plan strictly monitored by the head of department. ? Practical conducted. ? Conducting seminars, ? Organizing community service. ? Organizing soft skill development training workshop. ? Allowing the staff members to attend the training programmes/workshops/conferences etc. ? There is continuous evaluation of student progress. ? The principal obtains feedback from the student every year and takes necessary actions improve the academic results.
Examination and Evaluation	? Three set of question papers (for Internal Exams) are submitted to the examination department for the transparency in the examination system ? Masking of the answer sheets for the fair evaluation. ? Verification of result sheets by the appointed committee for the accuracy in the results.
Research and Development	? Staffs are encouraged to pursue

	<p>research leading to M. Phil and Ph.D. degrees. ? Study leave granted in order to avail of teacher fellowship by UGC.</p> <p>? Organizing seminars and guest lecturers for refreshing the knowledge of staff. ? Every department is provided with a computer, printer, and internet facility, to pursue their research work. ? Library is upgraded with new reference books magazine, research other journals which support the staff in their research work. ? The management of the institution has a practice of felicitating the faculty acquiring Ph.D. degree.</p>
Library, ICT and Physical Infrastructure / Instrumentation	<p>? New books and Journals are pruchasasd in the library every academic year as per the demands of the individual teachers and departments of the college. ? Library is partially automated with Vriddhi software. Bar coding if books was completed. the Library has N list database for ejournals and ebooks. .</p>
Human Resource Management	<p>? The institute has applied statutory provisions of state government to design the Human Resource Planning and Development policy. The policy lays down guidelines for recruitment, salaries, career advancement, etc.</p>
Industry Interaction / Collaboration	<p>? Interactions with industry by way of industry visit. ? Guest lectures by eminent industry personnel. ? Industrial experts are invited to deliver lectures and interact with the teaching staff. students. ? Campus interviews conducted.</p>
Admission of Students	<p>Procedure of online admission commenced in this academic year. Admission Committee guides students regarding various courses available in the college.</p>

6.2.2 – Implementation of e-governance in areas of operations:

E-governace area	Details
Planning and Development	Administration Calendar is prepared at the beginning of every financial year.
Administration	To achieve the target of Paperless Administration, the college makes optimum use of technology. Some of the initiatives are as below: 1. Use of Google tools, such as Google docs, Gmail and Google forms. 2. The college has Biometric attendance for teaching and nonteaching staff. 3. The college

	campus is equipped with CCTV Cameras installed at various places of need. 4. ICT has been introduced in the Administrative work. 5. Social media platforms are used for transmission of important and urgent information.
Finance and Accounts	? Finance and Accounts Academic and administrative budget is prepared and submitted online
Student Admission and Support	Student Admission and Support Procedure of online admission commenced in this academic year.
Examination	? Examination University Examination question papers are sent by the University Examination Section on the college examination officer's email. ? To avoid malpractices during examination , appointed committee observe the classroom through CCTV footage.. ? Marks of Internal Examination are filled on the university website online.

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
No Data Entered/Not Applicable !!!				
No file uploaded.				

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
No Data Entered/Not Applicable !!!						
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Refresher Course in Science(2	04/10/2018	24/10/2018	21

Physics)

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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
No Data Entered/Not Applicable !!!			

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
No Data Entered/Not Applicable !!!		

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

Institution conducts internal audit after every three months (Kishorbhai Patel, CA) and external financial audit is done after every six months (H.C.Gandhi Associate).

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
No Data Entered/Not Applicable !!!		
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6.4.3 – Total corpus fund generated

No Data Entered/Not Applicable !!!

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No		Yes	HVD
Administrative	No		Yes	HVD

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

Parent - Teacher Association Meetings are conducted on regular basis by all the departments of the college. Parents help the institution by guiding the students regarding placement of students in different companies and organizations.

6.5.3 – Development programmes for support staff (at least three)

The needy staff member is financially supported by Poona Gujarati Kelwani Mandal in case of medical emergency or family problem. 2.If the children of the staff member seeks admission in the college concession is provided in the Tuition fees. 3. Staff members are encouraged to peruse their doctoral work by granting them FIP.

6.5.4 – Post Accreditation initiative(s) (mention at least three)

Maintenance of Teacher's Diary and action taken report 2. Inculcating research orientation among the teaching faculty 3. Encouragement for use of ICT as a

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	Yes
c) ISO certification	No
d) NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	Meeting related to preparation of student satisfaction survey report by IQAC	22/06/2018	22/06/2018	22/06/2019	46
2018	Workshop on 'Documentation for Effective Data Management'	11/08/2018	11/08/2018	11/08/2018	35
2018	Scrutiny and forwarding the applications for promotion under career advancement scheme of full time teachers to the competent authority	15/06/2018	15/06/2018	30/04/2019	5

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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES**7.1 – Institutional Values and Social Responsibilities**

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Gender Sensitization Samyakshanstha	06/03/2019	06/03/2019	52	38

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources

Power Requirement 1,20,000 KWH, LED bulbs 38000

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	2
Provision for lift	Yes	2
Ramp/Rails	Yes	2
Braille Software/facilities	Yes	2
Rest Rooms	Yes	2
Scribes for examination	Yes	2
Special skill development for differently abled students	Yes	2

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
No Data Entered/Not Applicable !!!							
No file uploaded.							

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
No Data Entered/Not Applicable !!!		

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
No Data Entered/Not Applicable !!!			
No file uploaded.			

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Green College Clean College
2. Students and Staff using Bicycles
3. Plastic free Campus
4. Paperless Office
5. Green Landscaping with trees and plants

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Introduction : The college celebrates days of national and international importance
Objectives: 1. Creation of awareness about the contribution of eminent personalities in nation building. 2. To inspire students to follow the principles of these personalities 3. To involve and encourage maximum number of students to participate in these activities
Context and practice: Activity No. 1. 1 : Birth and Death anniversaries of eminent personalities
Context: In the era of social networking sites and deviation of students from history and

culture, it is essential to inculcate these values to mold them into morally responsible citizens. Practice: This practice has been instrumental in personality development of students. Students learn about various events and challenges in the life of these eminent personalities. Evidence of Success: 1. Better discipline on campus. 2. Increase in attendance for such programmes. 3. Improvement in academic results. 4. No on campus reported cases of eve teasing and ragging Problems encountered: 1. Assembling students owing timing constraints. 2. Availability of infrastructure Resources Required: 1. Necessary infrastructure 2. Permissions from concerned authorities P Foot Massage Service to Pilgrims with refreshment Pandharpur Wari or Wari (Vari) is an annual pilgrimage to Pandharpr in the honor of deity, the seat of the Hindu God Vithoba in the State of Maharashtra. This holy perennial pilgrimage consist Paduka and Palakhis. Palakhis (palanquin processions) carry the paduka (foot prints) of various saints most notably Dnyaneshwar and Tukaram. Pilgrims called as Warkari (one who performs the Wari) visit Pandharpur along with their respective shrines. The tradition is more than 700 to 800 years old. The journey takes 21 days Objectives: 1. To serve the community at large 2. To infuse the qualities of respecting elders, social service, gratitude, interaction with pilgrims from varied cultures. 3. To inculcate various organizational skills The practice/uniqueness: The College has been leading this initiative since 201213. This is the only college in Pune city undertaking this activity. Limitations: 1. Infrastructural limitations 2. Constantly increasing number of beneficiary devotees 3. Time constraints for students Evidence of success: 1. The number of pilgrims is increasing, most of them repeatedly visit the college. 2. Social organizations in the vicinity have extended their voluntary help. 3. The activity has received global acceptance and acknowledgement. 4. Many European citizens have lauded the initiative through emails. 5. Number of student volunteers has been consistently increasing. 6. Varkari expressed the satisfaction and relief through their feedback

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<http://www.hvdesaicollege.org/index.php/NAAC>

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

The college has a competitive examination centre. The guidance for various central and state public service examinations is provided at the Centre. The performance of the centre for the year 2018 19 is as below: Total Students benefited by the guidance : 750 , out of which, Students registered for regular coaching of the Centre: 550 Students benefitted by Moulana Azad scheme (Minority Schemes for Gujarati Students) Are : 100 Students benefitted by SARTHI (State Govt's scheme for employment guidance) : 100 1 candidate has cleared the IRS examination and is undergoing the training 1 candidate has cleared IPS examination and is undergoing the training 3 candidates have been appointed as Dy. Collector 1 candidates have been appointed as Tahasildar 2 candidates have been placed in Indian railway services

Provide the weblink of the institution

<http://hvdcec.org/>

8.Future Plans of Actions for Next Academic Year

Future Plans of the Institution A. Curriculum • To introduce short term courses across various faculties • To Organize faculty wise orientation programmes for implementation of Choice Based Credit System for UG Classes from the academic

year 201920 . • To organize state level workshop for 'Filing AQAR as per new guidelines of the NAAC' for the IQAC coordinators. B. Teaching Learning Evaluation • Evaluation on Teaching and Learning through TutorWard system. • Remedial programme for students. • Evaluation on Teaching and Learning with the assistance of students Feedback. • Evaluation and Reformation of Examination System. C. Research Extension • Promotion of Research Culture among faculty and students. • Publication of Research Journal/News Letter of the College. • Initiative for National International Linkage. • Organisation of National/International Seminar/Conference. • Publication of Research Paper through College website. D. Infrastructure • Expansion of college central library. E. Learning Resource • Improvement and Extension of Library facility with special attention of einformation resource by purchasing CDs, DVDs etc. • Extension of Departmental Library. F. Student Progression • Facilitating Support services through activation of placement cell in BPO, Retail Chain Management, Hardware/Networking, Marketing Management etc. • Coaching of Staff Selection Commission and Combined Service Examination. • Planning specific programme to aware students to join Indian Defence Services, Different State Services, Central Services etc. • Organisation of Seminars/Workshop for entrepreneurship Development among the students. • Planning and Development Strategies for resource generation. • Budgeting and optimum utilization of finance, reflected in uptodate audit. • Improvement of TeacherStudent ratio for better Academic Development. G. Innovative Practices • ParentTeacher Association. • Students Feedback. • Academic Counseling. • Earn Learn Programme. • Teachers Performance Appraisal.