



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

<b>1.Name of the Institution</b>		<b>Anekant Institute of Management Studies</b>
• Name of the Head of the institution	<b>Dr M A Lahori</b>	
• Designation	<b>Director</b>	
• Does the institution function from its own campus?	<b>Yes</b>	
• Phone no./Alternate phone no.	<b>02112227299</b>	
• Mobile no	<b>9028693121</b>	
• Registered e-mail	<b>director@aimsbaramati.org</b>	
• Alternate e-mail	<b>drmalahori@yahoo.com</b>	
• Address	<b>Anekant Education Society Campus, Near T C College</b>	
• City/Town	<b>Baramati</b>	
• State/UT	<b>Maharashtra</b>	
• Pin Code	<b>413102</b>	
<b>2.Institutional status</b>		
• Affiliated /Constituent	<b>Affiliated</b>	
• Type of Institution	<b>Co-education</b>	
• Location	<b>Rural</b>	

• Financial Status	<b>Self-financing</b>				
• Name of the Affiliating University	<b>Savitribai Phule Pune University, Pune</b>				
• Name of the IQAC Coordinator	<b>Dr T V Chavan</b>				
• Phone No.	<b>02112227299</b>				
• Alternate phone No.	<b>02112227299</b>				
• Mobile	<b>9552345000</b>				
• IQAC e-mail address	<b>iqac@aimsbaramati.org</b>				
• Alternate Email address	<b>c.tanaji@yahoo.com</b>				
<b>3.Website address (Web link of the AQAR (Previous Academic Year)</b>	<a href="http://www.aimsbaramati.org/pdfs/aqar%202019.pdf">http://www.aimsbaramati.org/pdfs/aqar%202019.pdf</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	<b>Yes</b>				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.1.2%20Ist%20Term%20Academic%20Calender%20%20A.Y.%202020-21.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.1.2%20Ist%20Term%20Academic%20Calender%20%20A.Y.%202020-21.pdf</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 1</b>	<b>B++</b>	<b>2.93</b>	<b>2019</b>	<b>07/06/2019</b>	<b>30/04/2024</b>
<b>6.Date of Establishment of IQAC</b>			<b>25/09/2017</b>		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			<b>Yes</b>		
• Upload latest notification of formation of			<a href="#">View File</a>		

IQAC		
<b>9.No. of IQAC meetings held during the year</b>	<b>2</b>	
<ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	<b>Yes</b>	
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded	
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	<b>No</b>	
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>		
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>		
Disseminated Minutes and ATRs of the Meeting among the stakeholders.		
AQAC Data Collected, edited, Proofing, and Summited.		
AQAR Query Resolved.		
Activity of Student Council-Mechanism Finalization.		
Student Satisfaction Survey Finalized.		
Student Satisfaction Survey Monitored.		
NBA Awareness Program Organized		
Web site uploads and Dissemination of Disclosures ensured.		
Opportunities provided to participate in the workshops related to Copyright and patents.		
<b>12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year</b>		
Plan of Action	Achievements/Outcomes	
To Disseminate information on various quality parameters of the Institute among the	Achieved	

<b>stakeholders</b>	
To Act as a nodal agency of the Institution for coordinating quality-related activities	<b>Achieved</b>
To Prepare Annual Quality Assurance Report (AQAR) as per guidelines, to be submitted to NAAC	<b>Achieved</b>
To Strengthen the mechanism of institutional documentation and database through MIS for the purpose of enhancing the institutional quality	<b>Achieved</b>
To Strengthen feedback mechanism on quality-related institutional processes	<b>Achieved</b>
To Develop quality benchmarks for various academic and administrative activities of the Institution	<b>Achieved</b>
To develop strong network between students and Alumni for instant employability opportunities	<b>Achieved</b>
To Organize intra institutional workshop on quality related themes and promotion of quality circles	<b>Achieved</b>
To Facilitate establishment of student centric learning environment conducive to quality skill set by adopting latest technology	<b>Achieved</b>
To encourage the teachers for Copyrights and Patents of their intellectual work	<b>Achieved</b>
<b>13. Whether the AQAR was placed before statutory body?</b>	<b>Yes</b>

- Name of the statutory body

Name	Date of meeting(s)
AIMS Managing Committee	08/12/2021

#### 14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021	28/01/2022

### Extended Profile

#### 1. Programme

1.1	86
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

#### 2. Student

2.1	230
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2	61
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

2.3	111
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

### 3.Academic

3.1	<b>11</b>
Number of full time teachers during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

3.2	<b>12</b>
Number of sanctioned posts during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

### 4.Institution

4.1	<b>6</b>
Total number of Classrooms and Seminar halls	

4.2	<b>46.91579</b>
Total expenditure excluding salary during the year (INR in lakhs)	

4.3	<b>134</b>
Total number of computers on campus for academic purposes	

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

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

The curriculum takes the MBA programme to the next level in terms of implementing Outcome Based Education along with the Choice Based Credit System (CBCS) and Grading System.

**Planning:**

1. The sessions start with the academic committee meeting, scheduled in the month of June and December for first and second term respectively. Institute plans for the choices of selection of Major Specializations from the students during the current semester. This will help in course allocation and preparation of timetable. The syllabus reviewed in the meeting and as per choices courses and workload allocation decides. Specialization wise Programme Specific Outcomes (PSOs) finalize in the meeting. The other points comprise course file content, academic calendar, timetable in the meeting. The comprehensive concurrent evaluation plan decides by the respective faculty members and course attainment level is evaluated.

2. The focus is on the preparation of OBE teaching plans for the allotted courses. The teaching plan contains Teaching Pedagogy, Evaluation Method: CCE, Program Outcomes. Program Specific Outcomes, Course Outcomes, Course Outcomes Lesson Distribution, Comprehensive Concurrent Evaluation Plan (CCE Plan), Course Outcomes, Suggested Textbooks, Reference Books, and relevant case studies.

3. At the start of session, an orientation program for newly admitted students is planned. The program helps students to familiarize with institute academic culture, administrative practices, Outcome Based Education (OBE) system of SPPU Syllabus, understanding time table, examination system, code of conduct, academic calendar, placement policy and industry requirement.

4. Planning for industrial Visits (two local and one out of state), guest's lectures, events, and activities in which experts from industry and academics participate in our curriculum delivery process to bridge the gap between industry and academia.

5. Institute follows Mentor-Mentee system. Total admitted students are divided amongst Course Teachers. The Mentor-Mentee system is for the student competency development, issues in academics, as well as administration, is practiced.

#### Implementation:

S P Pune University has designed CBCS and Grading System OBE pattern which Institute follows in its curriculum delivery.

1. Institute follows a cafeteria approach by providing Courses every semester. The students have the flexibility to choose any one specialization from specializations offered in the university syllabus. The students are well explained in the orientation program about the specialization offered.



2. The Teacher delivered course sessions as per Institute timetable. Course Teachers adopts the advanced teaching methodology like use of ICT in delivery of course sessions. Course Teachers focuses on effective delivery and encourages students' active participation in the entire curriculum, curricular and extracurricular activities; directly connected with course outcomes.

3. Course Teachers evaluates course attainment level throughout the semester via CO attainment summary report which comprises CCE, ESE Summary and course exit survey.

All the sessions were conducted in online mode because of COVID 19 situation.

Even in the face of the peculiar situation created by COVID 19, the institute made every effort to ensure that, regular online classes, online study material, interactive sessions, online assessments, and presentations were conducted via online platforms.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.1.1%20Online%20Time%20Table.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.1.1%20Online%20Time%20Table.pdf</a>

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

The Institute being a constituent institute of the SPPU Pune follows the SPPU Pune calendar. The academic calendar schedules the commencement and the closure of the semesters as well the conduct of examination. The academic calendar is being prepared at the beginning of each year. Within the University documented academic calendar, the Institute also prepares semester wise academic calendar taking into consideration the major events and activities to be undertaken in a particular semester. This ensures that academic discipline is maintained and there is no loss of teaching days. This also enables students to plan their academic and extracurricular pursuits. The faculty member also plans their lecture and scheme of instructions and evaluation in advance. The Institute follows the guidelines of the SPPU Pune University and incorporates in each course as part of internal assessment. The Continuous Evaluation System is explained to the students admitted each year during the orientation program year are explained



subsequently in more detail faculty members in their classes Regular classes ensure high academic quality and rigor.

Strict adherence to attendance rules inculcates discipline and regularity amongst students, faculties take the attendance online. For continuous internal evaluation, faculties adopt multiple evaluation formats of assignments such as case studies, field studies and surveys, live projects, research-based projects, presentation, case study analysis, simulation, descriptive and objective tests, quizzes, group assignments and class participation as given in SPPU Syllabus and follows the same. The students are sensitized to the micro as well as the macro level ramifications and duration-fixed processes of their curriculum of study. They are apprised of the expectation from them of participation and rigorous intellectual engagement with the academically challenging atmosphere of the institute. Each faculty member ensures regular and the smooth conduct of presentations and class tests/assignments. Students are well communicated in advance in a transparent manner regarding their internal assessment schedule. The examination schedule is also prepared at University Level which is followed by the Institute. The Institute also schedules its internal assessment to adhere to the overall assessment requirements of the University. Even during the unique situation arising on account of COVID 19, institute made all the efforts to ensure the adherence to the revised university calendar and guidelines for internal assessment evaluation. Classes, interactive sessions, quizzes, online tests, skill development workshops and presentations were conducted through online platforms - Google classroom. Google meet, Google form, zoom, emails etc for teaching and evaluation in a comprehensive manner.

One the greatest challenges that Institute and indeed the world is facing today is Covid. Covid-linked restrictions have created a massive upheaval in the way education is delivered and consumed. Institute embrace this as a worth challenge and have attempted, over the past years, to create systems and processes that best serve the new needs of students and stakeholders. Classes have moved online; assessment is being conducted online and even exams are being held online. All the institute's activities mentioned in academic calendar were conducted in online mode via Google Meet platform.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.1.2%20Internal%20Examination%20March%202021.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.1.2%20Internal%20Examination%20March%202021.pdf</a>

<p><b>1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University</b></p>	<p><b>C. Any 2 of the above</b></p>
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File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**1.2 - Academic Flexibility**

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

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

**1**

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

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

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

1

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

104

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

### 1.3 - Curriculum Enrichment

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

HEI curriculum effectively integrates cross-cutting issues relevant to gender, environment and sustainability, human values and professional ethics and leads to a strong value-based holistic development of students.

#### Moral Values, Human Values & Professional Ethics

Moral and ethical values are integral part of education of the students. Faculty members put their best efforts to groom students and make them responsible citizen. Professional ethics are taught to students as part of their holistic development. Students will be able to understand the importance of ethics and values in their personal, social & professional life after studying these courses. These subjects provide free environment for inculcating values and

developing ethical competence among the students. It is in response to a long- felt and urgent need to integrate value education with decision making skills in their personal, social and professional life. Institute celebrates days of National and International importance as Republic day, Women's day, Independence Day, Teacher`s day, International Yoga Day, Indian Constitution Day, National Unity Day, Mahatma Gandhi Birth Anniversary, Sadbhavna Din, etc. These celebrations nurture the moral, ethical and social values in the students. Students are actively involved in our national conference and Intaglio series to learn the professional ethics.

The curriculum has the following compulsory courses in all Post Graduate programmes specially focused on the development of human values and professional ethics:

Human Rights - 1 , Written Analysis and Communication Lab , Verbal Communication Lab , Skill Development I , Cyber Security I , Cyber Security III , Skill Development II , Cyber Security IV , Cyber Security II , Human Rights II and Constitution of India.

#### Gender Sensitization

The institute has Internal Complaint Committee and Student Grievance Redressal Committee to provide counselling to students, promote gender equity among students and also deal with related issues of safety and security of female students, staff and faculty. Gender related courses are an integral component of various programmes. Students are sensitized and encouraged to work towards gender equity from a cross-cultural perspective. The institute campus is secured with CCTV and high level security. There are separate Boys & Girls hostel for providing the safe environment to all students.

Every activity and program of the Institute provides equal opportunity for the development of the girl students. Institute formed Tejasvita Club. Women activities are conducted through this club and is active.

#### Environment and Sustainability

Awareness about Environment is necessary for the protection of the environment and survival of human life. The basic aim is to make the students aware about the importance of ecosystem to human life. The institute has an integrated rain water harvesting System. Institute celebrates the World Environment Day and It has a lush green campus.

Additionally, the college creates a platform through various

societies and committees to sensitize students and staff by experiential learning, fieldwork, seminars, workshops, and similar engagement on issues of gender equality, human rights, social empowerment, environmental changes and many more. The HEI has Vasundhara Club through which Green initiatives taken care, like tree plantation, swachta abhiyaan. Further, the HEI has inked MoU with Local Municipal Council to strengthen their "Swachh Sarvekshan Program".

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

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

80

File Description	Documents
Any additional information	<a href="#">View File</a>
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	<a href="#">View File</a>
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

103

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

#### 1.4 - Feedback System

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.4.1 URL for stakeholder feedback report.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.4.1 URL for stakeholder feedback report.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

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

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.4.1 Entire File.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/1/1.4.1 Entire File.pdf</a>

#### TEACHING-LEARNING AND EVALUATION

##### 2.1 - Student Enrollment and Profile

##### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of students admitted during the year



230

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

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

143

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

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

**Learner Level Identification:** Academic committee of the Institute is proactive in ensuring the implementation of the cafeteria approach in teaching-learning through lesson plans. Course teachers customize Teaching methodology as per the learning levels of students. Course-specific learning level identification test carried out by respective course teachers during the second week of every semester. The learning level identification test consists of MCQ questions related to the basic concepts of that course. The learning levels are decided based on the performance of students in the test. All students are classified under three categories viz. slow learners, medium learners, and advanced learners. Students having scored of more than 80% are classified as Advanced Learners, 60-80 % are classified as Medium learners and below 60% are considered as slow learners. The classification is not disclosed publically to avoid any kind of disruptions.

**Activities Conducted:** The course teacher plan and conduct special activities as per the need of the course for students in each category. The learning needs are addressed and efforts are taken to stimulate the interest and engagement of students with different



learning levels.

**Activities for Slow Learners:** For slow learners, activities like remedial classes, mentoring, personal counseling video lectures, etc. are conducted. The remedial classes are conducted in flexible schedule. Personal coaching, guidance, and counseling are also done as and when required. These students are given various exercises and home assignments like reading to improve their understanding level. Course teacher seeks their participation in classroom discussion and other academic activities. Interest-based activities are conducted by course teachers to encourage the participation of slow learners. The Mentor Mentee System is integrated with the outputs of Learner Level Assessment. Based on this assessment, Mentor guides the Student.

**Activities for Medium Learners:** The activities conducted for medium learners are peer learning, case studies, presentations, etc. Medium learners are engaged in regular classes, assignments and presentations as per the lesson plan.

**Activities for Advanced Learners:** Special activities and learning platforms are made available to advanced learners which consists of Innovation and Incubation, Start-ups, MOOCs, SAP Courses, Fashion Design Courses, CMA, practical assignments, case studies, field visits, etc. Students are encouraged to take part in Institutional activities and events. Students under these categories are involved in commercial activities such as mystery shopping, income tax filing, etc.

**Monitoring the progress:** The progress of the individual student is closely monitored by the Course Teacher during the entire semester and appropriate corrective actions are taken as and when required. The learning levels of students are made available to the Institute Mentor. Under the mentorship program, special attention is given to slow learners and their progress is closely monitored. If any student has any issue in understanding the particular course, the mentor discusses the same with the respective course teacher to initiate appropriate method.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/Slow%20Advanced%20learners%20activity.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/Slow%20Advanced%20learners%20activity.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
230	11

File Description	Documents
Any additional information	<a href="#">View File</a>

### 2.3 - Teaching- Learning Process

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

The Institute follows Outcome Based Education (OBE) to develop high order thinking skills that includes synthesizing, analysing, reasoning, application, and evaluation. The Institute insists on activity-based learning to ensure involvement of every student.

**Experiential Learning:** Student undertake Summer Internship Project (SIP) for a period of 60 days. Each mentor is allocated around 10 students for SIP guidance and they Visits the Company along with the student during SIP. It makes him/her familiar with business and organizational environment thereby enriching his/her practical experience. Such internships help the students to gain hands-on experience and knowledge on industry operations. Industry visits are arranged every year to enhance student's learning experience and better understanding of the core concepts. All the courses of HEI are providing components of experiential learning through their CCE.

**Participative learning:** The Institute ensures student participation in various workshops, conferences, intercollegiate competitions, seminars, newsletters, and events in the institute etc. Their involvement could also be seen in awareness programs pertaining to society. Different clubs in the Institute works in association with Baramati Municipal Council (BMC). Students' proactive participation could be seen in the activities carried out jointly by the Institute

& BMC. The community work related activities such as awareness programmes, cleanliness drive etc. help in the holistic development of students. Yoga & Meditation Club at the institute encourages the students to arrange events demonstrating health benefits. Students are encouraged to participate in intra and inter-collegiate competition to develop competitive spirit. Students not only volunteer the events at the Institute but also organizes them. This helps them learn management in a practical manner. Students are also motivated to present publications in journals and conferences. As a part of routine teaching- learning process, the Institute organizes guest lectures by inviting subject matter experts of national and international eminence. Intra-class presentations (individual activity) conducted by teachers enhances the creative ability of the students. Alumni of the Institute are actively participated in the various activities and share their experiences.

**Problem-Solving:** Besides these, the comprehensive concurrent evaluation (CCE) as mentioned in the University curriculum aids teachers in adopting CCE methods that ensure experiential learning and problem solving thereby enhancing the cognitive abilities of students. Use of right combination of CCE method by a course teacher enhances learning experience of students at the Institute. The methods adopted are case studies, practical (field work) assignments, quizzes etc. Aftermath of the Industrial visit, students prepares case studies and present the same in the form of skit, role play which gives total solution of the issues. E-caselets are discussed in online classes as a part of problem solving. Use of quiz & polling platform like Slido is also used by the teachers to engage the students during online classes. This is done to make the online class more interesting for students to learn with live polls and quizzes. For subjects involving numerical problems, students are asked to solve Question Banks comprising of numerical examples prepared on every topic. Numerical assignments stimulate student interest.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://www.aimsaramati.org/NAAC/AQAR/2020-21/2/2.3.1%20Experiential%20Learning.pdf">http://www.aimsaramati.org/NAAC/AQAR/2020-21/2/2.3.1%20Experiential%20Learning.pdf</a>

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

The knowledge age has made ICT a prime necessity for all the Institutes to provide quality education to students. Due to the onset of pandemic, the Institute conducted online classes. Teachers used different ICT tools and e-resources for effective teaching-learning process. Use of online platform such as Google Meet was done for conducting classes. For better coordination and communication with the students, Google Classrooms were created by the concerned teachers. Sharing of e-caselets, assignments, notes, announcements became easy for the teachers and students. Learning materials, video lessons and other resources related to the course content are posted in the Google Classroom. Students use this application to submit assignments, seminars in video form and other activity reports. Online internal exam, class tests, online MCQ tests were conducted by creating Google Forms. These were helpful to take survey for assessment, feedback, reviews and to collect details on any area. Teachers encourage students to enroll in the MOOC Courses such as NPTEL, IIT BombayX, Swayam, Coursera, Udemy etc. The videos and the teaching material on these platforms are shared with the students for effective teaching-learning. Students are benefitted through these courses by receiving lessons on selected topics from the subject experts from reputed institutions. Slido is also used by the teachers to engage the students during an online class. This is done to make the online class more interesting for students to learn with live polls and quizzes. Mobile application such as WhatsApp is also used by the teachers for quick communication with the students. For online classes, PPTs with hyperlinks are used by the teachers to understand the course content better. The institution organizes webinars for the students to have constructive discussion with experts. The Institute is a member of NDLI. The remote access is provided to Teachers and students to refer digital collection of journals and articles related to the topic of their research. E-books and e-journals available in the library can be accessed by students at any time. Teachers and students used Shodhganga, J-Gate & Delnet database for enriching their knowledge and creating e-content useful for classes.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

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

completed academic year )

**2.3.3.1 - Number of mentors**

11

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

**2.4 - Teacher Profile and Quality**

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

11

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

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

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

8

File Description	Documents
Any additional information	<a href="#">View File</a>
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

**2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data**



for the latest completed academic year)

### 2.4.3.1 - Total experience of full-time teachers

90

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

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

Evaluation is a student centric activity, the components and rubrics of which are decided by course teacher. These are communicated to the students at the start of the semester through lesson plan in student handbook. The same is disclosed on Institute website and shared with students during the orientation program.

Examination committee works for the proper execution of examination process which includes the plan of the exam, schedule preparation, invigilation standards and duties, the conduct of examination, collection of assessment records from course teacher and result analysis. The course teacher continuously assesses unit-wise student performance and fortnightly discusses it with students for their improvement. Remedial sessions are an integral part of our teaching-learning practice. Reforms in continuous evaluation system are based on findings from feedback analysis which is inclusive of feedback from stakeholders coupled with the Mentors' inputs. On this basis, the progression in continuous evaluation is achieved.

The course teacher interacts with students on one-to-one basis about their performance in internal assessment. This interaction helps students to improve their academic performance.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.5.1.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.5.1.pdf</a>

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

The institute has devised an efficient mechanism to deal with examination related grievances which transparent in the pattern and rectification of grievances is time bound.

The institute follows strictly the guidelines and rules issued by the affiliating university while conducting internals and semester-end examinations

At Institute level, an examination committee, comprising of a Director, College examination Officer (CEO), Faculty members, Office staff and students is constituted to handle the issues regarding examination and evaluation process.

Students can register their grievance with Academic Coordinator or College Examination Officer or Course Teacher or Mentor. On acknowledgement of the grievance, examination committee conducts a meeting for settlement of student grievance. The decision is conveyed to the student and CEO works towards complete settlement of the issue within 24 hours.

The course teacher distributes and discuss the evaluated answer sheets and Assignments to students, and any clarifications or grievances are addressed by the teacher. The internal marks are displayed on the notice board. If any discrepancy like mistakes in question paper, mark allocation, correction is noticed by the students, the concerned teacher will resolve the discrepancy, and the necessary corrections will be made. If a student is not satisfied with the marks awarded even after resolved by the teacher, then he may represent the same to the HOD concerned. All such representations are taken positively and are reassessed by another teacher if necessary.

Students are counselled by the faculty mentor, and remedial classes are conducted for students who have failed in the examinations. Retest for the Internal Assessment are conducted for Students who remain absent for internal exams due to genuine reason.

The examination committee board and grievance redressal mechanism is displayed in examination centre which is clearly visible for all students .The students are guided in the induction program itself on whom to approach for settlement of grievances.



File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.5.2.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.5.2.pdf</a>

## 2.6 - Student Performance and Learning Outcomes

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

**Course Outcomes:** Outcome Based Education (OBE), a student-centered learning model, gives prominence to what should be attained by the students on the completion of the programmes.

The curriculum is developed by Savitribai Phule Pune University. It attempts to align the program structure and course contents to the requirements of the course.

Program Outcomes and Course Outcomes for the program offered by the Institute are well defined, clearly stated and communicated to the teachers and the students.

**Mechanism of Communication:**

During the Induction Program Vision and Mission of the Institute are communicated to the students along with POs of the programme. The faculty members communicate and emphasize on their respective Course Outcomes during their sessions.

The PO and COs are printed in Student handbooks. These handbooks are circulated to students during induction program and are available for students in the Institute's library. PO and COs are also displayed on the Institute's Website.

The lesson plan of OBE pattern is discussed in the Academic Committee meeting. Minutes of the same are shared with the faculty members. The faculty members prepare lesson plan keeping in mind POs, COs of the program and course content of the respective course. The syllabus designed by the university has well defined POs and COs.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.6.1-%20PO%20PSOs%20&amp;%20COs%20%20on%20Institute%20Website.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.6.1-%20PO%20PSOs%20&amp;%20COs%20%20on%20Institute%20Website.pdf</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

The Programme Outcomes (POs) and Course Outcomes (COs) for Masters of Business Administration (MBA) Programme are well defined in the syllabus prescribed by SPPU. These are interlinked and aligned with each other. The evaluated COs attainment helps in attainment of POs. The POs and COs are part of the course file of the teacher.

The attainment of Course Outcomes (COs) is measured using both direct and indirect methods.

The learning outcomes of PO/ CO, hierarchy of cognitive level of learning and strength of mapping are predefined by the University.

Based on the guidelines by the University, the steps adopted for measuring the level of attainment are as follows:

1. Calculate the number of lecture hours devoted to the CO which address the PO
2. Develop Mapping of PO-CO Matrix
3. Set targets for COs
4. Computation of CO Direct Attainment and Computation of Attainment Gap
5. Based on the gap identified in the previous semester, the targets to be achieved in the next semester are set.

Marks achieved by student in CCE (Comprehensive Concurrent Evaluation) forms the basis of measuring the level of attainment of CO. CCE consists of number of parameters to be used for evaluation considering the credits of course. As the learning objectives and

the hierarchy of cognitive levels of learning are predefined by the University, the course teacher tries to match the expectations with students' level of learning. Our teaching pedagogy reflects a part of a PO that is embedded in the CO.

The course teacher works to reason on the strength of mapping /degree of match. Strength of mapping is defined at three levels: Slight or Low (level 1), Moderate or Medium (level 2) and Substantial or high (level 3). To calculate this we adopt a simple method viz. number of hours devoted to the COs which address the given PO is adopted. The standards we practice are: 1.If > 40% then PO is Level 3 2.If 25 to 40% then PO is Level 2 3.If 5 to 25% then PO is Level 1 4.If < 5% then PO is considered not-addressed This is followed by developing a matrix of CO vs PO attainment. Now, targets are set for each CO of a course individually based on the proportional weightages for selected parameters. To get the exact values of attainment levels we use following formula: CO Direct Attainment: Attainment of COX in a course Cxxx = Weightage of IE x Attainment of COX as % in IE

Computation of Attainment of COs in Cxxx (100%)= Direct CO Attainment (45%)+ Indirect CO Attainment(45%) + Course Exit survey(10%)

The last step is to set the targets to be achieved based on the gap identified. In this step course teacher relates the target with CO attainment gap and then puts forward the action proposed to bridge the gap. Along with this course teacher modifies the target where achievement is achieved to a higher level for next academic session.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.5.1.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.5.1.pdf</a>

### 2.6.3 - Pass percentage of Students during the year

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

101

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.6.3%20Result%20analysis%20SEM%20IV%20(2019-21%20Batch).pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.6.3%20Result%20analysis%20SEM%20IV%20(2019-21%20Batch).pdf</a>

## 2.7 - Student Satisfaction Survey

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

[http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.7\\_sss.pdf](http://www.aimsbaramati.org/NAAC/AQAR/2020-21/2/2.7_sss.pdf)

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

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

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

**186000**

File Description	Documents
Any additional information	<a href="#">View File</a>
e-copies of the grant award letters for sponsored research projects /endowments	<a href="#">View File</a>
List of endowments / projects with details of grants(Data Template)	<a href="#">View File</a>

**3.1.2 - Number of teachers recognized as research guides (latest completed academic year)**

**3.1.2.1 - Number of teachers recognized as research guides**

**3**

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

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

1

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Supporting document from Funding Agency	<a href="#">View File</a>
Paste link to funding agency website	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/3/3.1.3.1AICTEGrant.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/3/3.1.3.1AICTEGrant.pdf</a>

### 3.2 - Innovation Ecosystem

#### 3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

AIMS innovative ecosystem is so designed as to address, Market demand, Diversification of resources, Dynamic and life-long learning needs, and Leveraging information communication technology for social engagement. We have established the Centre for Incubation and Startup since 2013 to enable startup ecosystem in the Baramati and surrounding areas. The Institute provides all the basic infrastructural support i.e. Office space, meeting room, platform to do networking, management assistance other support services specific to budding entrepreneurs. The Centre actively supports the beneficiaries with combinations of inputs such as: Broadband Internet, E-commerce knowhow, Live Case studies, Brainstorming Sessions, Digital / Social Network Marketing knowhow, Expert Interaction Sessions, Personalized Mentoring of budding entrepreneurs. The Governing Policy on Innovation Ecosystem at Centre for Incubation and Startup emphasizes on following activities to benefit incubators:

1. To create physical infrastructure and support system necessary for business incubation activities.
2. To provide support services such as training and technical assistance for deserving projects.
3. Facilitate networking with professional resources which include mentors, experts, consultants and advisors for the startups.

Centre for Incubation and Startup constitutes a dedicated AIMS Team. Furthermore, in order to create and disseminate fresh and innovative inputs to our students, faculty and others concerned, we have Research Cell at our Institute. The Research Cell supports following activities: 1.Organizing Annual National Conference around burning issues 2.Conducting Annual Intellectual Property Rights Workshops 3.Organizing Annual Industry Academia Conclave 4.Organizing Skill development activities for external stakeholders 5.Conducting Annual intercollegiate summer internship project competition titled Convex for second year students. These activities are undertaken with a broader aim of ensuring innovative approach to business and at the same time safeguard business ethics and sustainability.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://www.aimsaramati.org/NAAC/AQAR/2020-21/3/ResearchCellPhotos.pdf">http://www.aimsaramati.org/NAAC/AQAR/2020-21/3/ResearchCellPhotos.pdf</a>

### 3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

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

2

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards



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

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

8

File Description	Documents
URL to the research page on HEI website	<a href="http://www.aimsbaramati.org/research-innovations-and-extension.html">http://www.aimsbaramati.org/research-innovations-and-extension.html</a>
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year**

**3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year**

6

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

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

28

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**



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

In A. Y. 2020-21 AIMS Baramati faculty and staff members actively engaged in sensitizing students to social issues. This was achieved by collaborating with Baramati Municipal Council(BMC), Baramati through its active MoU. Students of MBA first year and second year worked in groups for 7 extension activities this year. Student groups were guided by faculty members to execute the said activities.

Following is the list of activities and its impact:

1. Corporate Presentation of BMC Activities under Swachh Sarvekshan 2021

Impact: Students learned MS PowerPoint Presentation Skills. They learned the art of reporting work done keeping objectives and outcomes in mind. The students got sensitized towards the roles and responsibilities of civic societies.

1. Impact Analysis of BMC Activities on Citizen's Life under Swachh Bharat Mission (SBM) 2021

Impact: The students learned the art of online and offline surveys and analysis of data. They understood the importance of active community engagement in the success of SBM by keeping Baramati City Neat, Clean and Safe.

1. Assessment of Hotels, Schools, Hospitals, Market Associations, and RWS/Mohallas of Baramati City for Keeping Workplaces Neat and Clean

Impact: This activity sensitized students towards keeping public and private workplaces in Baramati City Neat, Clean and Safe. They learned about working towards quality in every aspect of a workplace environment.

1. Awareness and Financial Inclusion of Street Vendors and Hawkers of Baramati City through PM Swanidhi Scheme

Impact: Students learned about the importance of the financial inclusion of persons under the BPL community in Baramati. They understood various parameters of financial literacy and the importance of bringing the poor and needy into the mainstream through connecting them with government schemes.

**1. Citizen Engagement through Citizen Voice Survey for Majhi Vasundhara Abhiyaan(MVA) 2021**

**Impact:** Students holistically developed the art of citizen engagement thereby achieving in SBM and MVA 2021 in Baramati. The skills related to survey, connecting citizens with ward officers of Baramati, and environmental consciousness were incorporated.

**1. Street Play on the occasion of Women Health Awareness Cycle Rally**

**Impact:** This activity sensitized students towards the importance of women's health in Baramati. They became aware of Pollution free environment by using Cycles in day-to-day travel.

**1. Online Surveys on Covid 19 Awareness & Issues Relating to Health**

**Impact:** Students prepared comprehensive survey forms & designed certificates under the able guidance of the faculty members. This activity sensitized students towards the importance of health in citizens.

The efforts of the AIMS Team were highly appreciated by AIMS Management, BMC Management, and Council Members alike.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsaramati.org/NAAC/AQAR/2020-21/3/1.1.pdf">http://www.aimsaramati.org/NAAC/AQAR/2020-21/3/1.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

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

1

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

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

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

7

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

**3.4.4 - Number of students participating in extension activities at 3.4.3. above during year**

**3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year**

208

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

**3.5 - Collaboration**

**3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year**

**3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year**

9

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

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

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

5

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

**INFRASTRUCTURE AND LEARNING RESOURCES**

**4.1 - Physical Facilities**

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

AIMS believes in creating a learning environment empowered with high-quality infrastructure which facilitates better instruction, improves teaching / leaning outcomes, and enhances overall students experience in the campus. Besides conforming to AICTE norms and those of Savitribai Phule Pune University, we relentlessly try to keep campus and infrastructure to make it most conducive for

holistic development of our students.

Adequate infrastructure and physical facilities:

1. **Classrooms:** Our classrooms are designed to encourage interactive learning. Each classroom session is replete with Videos, PPTs, Live Demonstrations, role plays, and case-based discussions. These are equipped with AIO Systems, Projectors and Audio-Visual systems.
2. **IT Lab and Media Centre:** We have two computer laboratories: These are the learning areas distinct from classrooms. They provide complimentary and supporting inputs to students subsequent to theoretical learning at the classrooms. They are equipped with PCs, Language Lab, 24\*7 Internet Connectivity, CCTV, ACs, Fire extinguisher etc.
3. **Cells & Clubs:** Separate areas for Personal Counseling, Mentorship, Club Activities, Research, Incubation and Startups, Entrepreneurship development, Training and Placement and Examination Centre have been created. These cells are supported with Computers, LAN, Printers, Scanners, CCTVs etc.
4. **Board Room:** AIMS Boardroom is equipped with ICT facilities such as lease lined internet, connectivity, all-in-one computer, wire-less connectivity. Boardroom is equipped to provide best audio visual effects during Boardroom interactions supported with sound-systems.
5. **Seminar Hall:** ICT enabled Seminar Hall provides right ambience for academic deliberations such as Conferences, Seminars, Workshops, and training activities. The AIMS Seminar Hall acts as an epicenter of Industry-Academia interface.
6. **Tutorial Rooms:** AIMS provides highly personalized tutoring, be it the doubts related to regular curriculum or those pertaining to life skills, soft skills, etc., the students are attended on urgent and need basis. These are equipped with study chairs, tables, White Boards and Projectors.
7. **Library and Reading room:** AIMS Library is our Information Resource Centre. Our Library Management ensures usage assortment of voluminous books on varied subjects into individual knowledge. Our library converges digital and analogue means of knowledge; replete with e-books, journals, periodicals, and daily newspapers. The reading room has separate compartments for students. Our digital library, Library Management Software, E-Register for Accession, Web-Opac installed search engine, 24\*7 high speed internet connectivity, wifi at reading room etc. benefit our students and faculty alike.
8. **Administrative Office:** The administrative office is

facilitated with Thin-client systems at each desk, centralized three in one highly configured printer, separate cubicles and document stoking arrangements.

9. Director Office, HoD Office and IQAC Cell: AIMS Director Office and the allied cells works true to its spirit. The layout, ambience, and accessibility provided by these offices are designed in such a way that e governance is carried through installed Thin-clients, 24\*7 internet connectivity, wifi access point, printers, Institute Information Boards, ACs and comfortable seating arrangements for guests.

10. Other critical Infrastructure for students and faculty Support:

1. Boys and Girls Hostels
2. Faculty room
3. Canteen and Pantry
4. Separate Toilets, Common rooms, Water Purifiers
5. Security Cabins
6. Vehicle Parking
7. Electricity Generator Backup Room
8. Green Lawn with Seating

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://aimsbaramati.org/NAAC/physical%20infrastructure.pdf">http://aimsbaramati.org/NAAC/physical%20infrastructure.pdf</a>

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

Sports is an integral and compulsory part of the education process. Sports helps to build character and teach the importance of discipline in Life. AIMS has well planned sports facility for indoor and outdoor games. Dedicated staff is appointed to handle these sports facilities at the Institute.

Facilities for Sports, Games, and Gymnasium are as follows:

Sr. No. Particulars Area (in sq. ft.) 1 Football ground 86111.28 2 Basketball court 4520.84 3 Volleyball court 1743.75 4 Netball court 5000 5 Handball court 8611.13 6 Tchouk ball court 4359.38 7 Baseball court 2690.98 8 Softball court 2368.06 9 Boxing & Wrestling hall 2421.88 10 Multipurpose hall (Table-tennis, Judo, Chess, Fencing,



Shooting) 2421.88 11 Athletics running track (06 Lane) 400 mtr. 12 Kabaddi court 1399.31 13 Kho-Kho court 4650.01 14 Boys gymnasium 3229.17 15 Girls gymnasium 3229.17 16 Changing room for boys 150 17 Changing room for girls 150 18 Sports Store 100 19 Toilet (for boys and girls) 599

**Facilities for Cultural Events:**

1. The Institute has one more spacious auditorium hall, Jeevraj Sabhagruh with 450 comfortable seats. Its total area is 8075.98 sq. ft. which is used as a multipurpose hall to organize various academic activities, and functions.
2. The Institute has green lawn Emphi Theater for practicing Yoga and Meditational activities. Its total area is 4662.51 sq. ft.
3. The Open to air space (OTS) at the Institute is an important place where cultural activities, cultural day's celebrations, National Days Oaths, fresher's and farewell party are carried out.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://aimsbaramati.org/NAAC/sport-facilities.pdf">http://aimsbaramati.org/NAAC/sport-facilities.pdf</a>

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

6

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://aimsbaramati.org/NAAC/physical-facilities-LMS.pdf">http://aimsbaramati.org/NAAC/physical-facilities-LMS.pdf</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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



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

0

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

**4.2 - Library as a Learning Resource**

**4.2.1 - Library is automated using Integrated Library Management System (ILMS)**

Library at Institute is the Knowledge Resource Center for students and faculty members. library operates through traditional classification system (DDC) for print materials and functions through the latest Integrated Library Management System (ILMS) and allied software.

Library is a learning hub with ultramodern infrastructure and ambience. The user friendliness and accessibility of and automation processes at Library are achieved through EasyLib (Library Management System) and DSpace (Institutional Repository and Digital Library Software).

Students and faculty at the Institute have remote and easy access to electronic resources like E-Books, E-Journals and articles in Newspaper through subscription of Delnet, J Gate, EBSCO E-Books and National Digital Library.

The OPAC and Web OPAC module of ILMS gives faculty and students an opportunity to browse a book by author, title or any keyword in and off the campus. This facility at the Institute is a distinctive tool of teaching and learning.

Library is fully automated and all the print resources like books, journals, project reports, dissertation reports, PhD thesis of faculty, student handbook, research publications, SPPU Syllabus and Question papers etc. are accessioned and given unique ID in the ILMS database to allow the software to track its activity. Barcodes are

generated by using cataloguing and accessioning module of the ILMS software and are tagged accordingly.

Issuing of materials to users and receiving them is done with circulation module of ILMS. Parameters for books and non-books items are set for Members. These parameters are maximum number of items, maximum number of days of issue, and maximum number of renewals. Different parameters are set for students, teaching and non-teaching staff of the Institute. Circulation of library resources can be tracked in the software.

Library users are registered with unique ID in the member module of the LMS software. Members are given a library card for the use of library.

With the Periodicals module of the software, Journals and magazines are tracked. Every loose issue of serials is tagged with barcode. All the loose issues of the year are bound and kept for referencing.

Member's physical visit to the library and its purpose is recorded using In/Out management module of the software. Average number of users to library is calculated from the month wise report generated through the software.

DSpace at our Library facilitates not only Student learning but also activities carried out by Research Cell, Centre for Incubation and Startups and Entrepreneurship Development Cell of our Institute in a unique way as follows:

1. Archiving institutional knowledge like faculty papers, thesis and student projects and dissertations in PDF format
2. Teaching and Learning Materials inclusive of PPTs, Notes, Audio-Video Clips etc.
3. Gallery of Photos which are year and event specific

The governance of Library is carried out through Library Advisory Committee. It plays a vital role in setting strategic directions in all aspects of the Library's events, services and updating operations. Institutes website provides information about library resources, library working system and link to the resources.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/4/4.2.1.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/4/4.2.1.pdf</a>

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

**A. Any 4 or more of the above**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

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

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

**1.43105**

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

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

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

**1.78**

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of library usage by teachers and students	<a href="#">View File</a>

### 4.3 - IT Infrastructure

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

IT infrastructure and its maintenance is a major function of the administration at our Institute. Administrative committee works dedicatedly to get the inputs from students, faculty and other importance stakeholders. These inputs are then processed to equip the Institute with state of art IT infrastructure and allied facilities. Through these facilities, e-governance, ICT based education and paper-less processes in academic and administrative work are achieved.

IT facilities at our Institute are as follows:

# IT Infrastructure Section 1 24\*7 Internet Connectivity (50 Mbps high speed dedicated InternetJ Leased Line Connectivity from Vilitr Multimedia Pvt. Ltd. is available) AND 24\*7 Internet Connectivity of Stand by BSNL Connectivity Director Office HoD Office IQAC Cell Research Cell Administration Office Faculty Room Board Room Library Reading Room Centre for Incubation and Start-ups Centre for Student Counselling Entrepreneurship Development, Training and Placement Cell Media Room Centre for Academic Support Program Examination Centre All Classrooms and Tutorial Rooms IT Labs Seminar Hall Boys Hostel and Girls Hostel Cafeteria 2 60 PCs Computer Lab Printer Gigabit Switches Licensed Software Store 3 Library Management System Library DSpace 4 Centralized LAN Printer Administrative Office 5 ICT Enabled Infrastructure Inclusive of Overhead Projector and its Screen Supported with advanced All Classrooms Computer Systems Board Room IQAC Cell Seminar Hall IT Lab 6 Dedicated Server for Library Server Room Dedicated Thin-Client Server for Administrative Staff Dedicated Display of CCTV Surveillance IQAC 7 Wifi Connectivity Director Office Administration Office Ground Floor, 1st Floor and 2nd Floor Reading Hall Hostels Director Bungalow Entire Campus 8 Firewall FortiGate® 100E SeriesFG-100E & FG-100EF Next Generation Firewall, Secure SD-WAN, Secure Web Gateway The FortiGate 100E series provides an application-centric, scalable and secure SD-WAN solution with next generation firewall (NGFW) capabilities for mid-sized to large enterprises deployed at the campus or enterprise branch level. Protects against cyber threats with system-on-a-chip

acceleration and industry-leading secure SD-WAN in a simple, affordable, and easy to deploy solution. Fortinet's Security-Driven Networking approach provides tight integration of the network to the new generation of security. 9 Printers Faculty Room Director Office Administration office Library IT Lab IQAC Cell Entrepreneurship Development, training and Placement Cell 10 Audio – Video Systems Media room All Classrooms Seminar hall Board room

**Updating Mechanism for IT facilities:**

Top priority is given to update IT infrastructure. Institute maintain licensed software and update them regularly twice in a year as per the requirements. IT Lab Coordinator and Lab Assistant takes care of all the updates and new purchases for IT facilities at our Institute. "Updation policy" is displayed at IT lab. The Institute has a separate budget for updating IT infrastructure.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/4/4.3.1.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/4/4.3.1.pdf</a>

**4.3.2 - Number of Computers**

134

File Description	Documents
Upload any additional information	<a href="#">View File</a>
List of Computers	<a href="#">View File</a>

**4.3.3 - Bandwidth of internet connection in the Institution**

A. ? 50MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

**4.4 - Maintenance of Campus Infrastructure**

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

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

26.44

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

The institute has been keen on creating and enhancing infrastructure as per the changing needs, requirements and demands with a view to strengthen and facilitate the teaching learning process as well as support services. We have an administrative committee to plan and monitor the process of development and enhancement of infrastructure.

The following are the institutional mechanisms for the maintenance and upkeep of the infrastructure, facilities and equipment of the Institute:

1. The institute has a separate administrative committee to look after the requirements of purchase and updation of infrastructure.
2. The institute has empowered Office Superintendent to oversee into the matters related to upgradation, maintenance and repairs on the campus.
3. The Institute has appointed one IT lab Coordinator.
4. The Institute prepares a financial budget and sends it to College Development Committee for approval and sanction every financial year.
5. The budget submitted to the CDC includes requirements of the sections and proposed activities of the Institute.
6. The work of the entire campus upkeep is assigned on contractual basis.



7. A team of four sweepers is appointed for the maintenance of sanitation on the Institute campus on contract basis.
8. A separate team of gardeners is deputed for garden maintenance and campus beautification on contract basis.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AOAR/2020-21/4/Supportive%20Document%204.1.4%20.pdf">http://www.aimsbaramati.org/NAAC/AOAR/2020-21/4/Supportive%20Document%204.1.4%20.pdf</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

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

212

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

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

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

0

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

<b>5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills</b>	<b>A. All of the above</b>
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File Description	Documents
Link to Institutional website	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/5/5.1.3.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/5/5.1.3.pdf</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

<b>5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b>
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**107**

<b>5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b>
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**107**

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

<b>5.1.5 - The Institution has a transparent</b>	<b>A. All of the above</b>
--	----------------------------

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>

## 5.2 - Student Progression

### 5.2.1 - Number of placement of outgoing students during the year

#### 5.2.1.1 - Number of outgoing students placed during the year

48

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student placement during the year (Data Template)	<a href="#">View File</a>

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

#### 5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of student progression to higher education	<a href="#">View File</a>

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

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

0

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

**5.3 - Student Participation and Activities**

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

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

0

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

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

**Mechanism of Student Council and Activities:**

Being student centric Institute, HEI has functional student council with active participation of students in decision making process which promotes student engagement for Institutional development. Institute has a functioning Students Council which was started in 2013. The objectives of this council are as follows:

1. To maintain congenial work culture among Management, Director, staff and students of the Institute.
2. To provide leadership opportunities for students and develop their sense of responsibility.
3. To contribute to the overall development of the students as well as Institute.

Based on the interest of students, Institute nominates selected students from MBA I and II years on student council for their active involvement in academic and extracurricular activities. Students contribute in the positions of President, Vice-President, Secretary and members. One faculty member is nominated as a member of the Student Council for maintaining decorum, coordination and documentation.

The activities of the Student Council are as follows:

1. The Representatives of Council express their concern regarding activities in the Institute.
2. The Representatives of the Council attend the meetings of various academic and administrative bodies
3. To facilitate the decision making process by taking part in

the meeting of various committees.

4. The representatives of the Council contribute significantly to the extension and collaborative activities for well being of students as well as Institute.

Representation and engagement of students in various administrative, co-curricular, extra curricular activities and on various bodies/committees of the institution:

Institute ensures active participation and contribution of students in the process of decision-making. Students get ample opportunities to involve and support the authorities in planning and implementing the Co-curricular and extra curricular activities, academic and administrative matters of the institution.

Institute ensures involvement of Students by their active participation on following academic and administrative bodies:

1. College Development Committee
2. Academic Committee
3. Administrative Committee
4. IQAC Committee
5. Examination Committee
6. Library Committee
7. Student Grievance Committee
8. Internal complaint Committee
9. Anti Ragging Committee
10. Institution- Industry cell
11. Research Committee
12. SC, ST, OBC, Minority and PH committee

Apart from above-mentioned committees, all students actively contribute in various events viz. Intaglio Series (Management Fest), National Conference, Collage competition etc. by administering the committees such as Compering, Registration, Social Media, Decorations etc. Institute organizes outstation industrial visits to companies outside the Maharashtra. The entire planning of this visit is carried out by students nominated on the placement Committee. Students indigenously handle the publication of Institute Magazine 'AIMS Timeline'. The sports and cultural activities such as fresher's day, cultural days, sports days, farewell function etc. are entirely planned and executed by students guided and supported by faculty members. Based on competitions held during fresher's day, senior students nominate one boy and one girl student from the first year batch as Mr. and Miss fresher and eventually they are nominated as class representatives. The nominated student representatives are



actively involved in planning and implementation of academic actives at Institute.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/5/5.3.2.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/5/5.3.2.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

#### 5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

4

File Description	Documents
Report of the event	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	<a href="#">View File</a>

### 5.4 - Alumni Engagement

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

The Institute has a registered Alumni Association (AIMS Alumni Association). The Association through Alumni Meet has planned various activities related to student and Institute development.

Alumni with their presence in various companies of national and international repute contributed in Training & Placements, Industrial Visits, Guest Lectures and events and pursuing their entrepreneurial goals within and outside Pune district, always bring name and fame to AIMS. We describe our Alumni Meets as "Sojourn at AIMS". During every such Sojourn, interactions take place between the faculty members and alumni about the prevailing, emerging and

imminent trends across the industry and the implications on the Management Institutes. Our alumni also give valuable suggestions and inputs to achieve holistic student development. These inputs are taken into consideration and incorporated in the pedagogy of the AIMS. AIMS Alumni Association has compiled a directory of the contact numbers, names and e-mail ids, present occupation, future aspirations of the alumni, etc., since the inception of the Institute. Several alumni who have been benefited through the AIMS's Centre for Incubation and start-ups where they interact and share their experiences with the mentors to further strengthen the entrepreneurship development initiatives. AIMS alumni are actively involved in the following:

1. Facilitating the training and placement of students
2. Entrepreneurship development and incubation of studentpreneurs.
3. Arranging get-togethers and networking activities
4. Providing constructive feedback on curriculum on the basis of their professional experience.

AIMS Alumni Association has been instrumental in promoting many co-curricular as well as extracurricular aspects of our pedagogy. Some of our signature events are as follows:

1. Collage Competition mobilizes Colleges students to express their awareness and concern for contemporary socio-economic issues in a creative way.
2. Convex, an intercollegiate students' conclave where they can present their Summer Internship Projects
1. 3., Intaglio Series, another intercollegiate Talent Competition where hundreds of UG/PG students participate, and showcase their versatility.
1. AIMS National Conference is an academic platform where Industry-Academia stakeholders come together and deliberate on a predetermined theme of relevance.

All the above events are involving the ideological, financial and organizational support of our alumni. Thus, we are able to constantly reinvent and infuse novelty in our events and activities. While AIMS has been immensely benefitted by its alumni base, they also acknowledge the continuous support that their alma mater has been providing. AIMS Alumni Association essentially acts as -our eyes and ears in the society, helping hand in the community, and a perpetual brand ambassador of our Institute.

File Description	Documents
Paste link for additional information	<a href="https://alumni.aimsbaramati.org/">https://alumni.aimsbaramati.org/</a>
Upload any additional information	<a href="#">View File</a>

<b>5.4.2 - Alumni contribution during the year (INR in Lakhs)</b>	<b>E. &lt;1Lakhs</b>
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File Description	Documents
Upload any additional information	<a href="#">View File</a>

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

The Institute is governed by Anekant Education Society (AES), Baramati - A religious minority Institution. HEI and AES offices are in AES Campus. This enables smooth functioning and coordination between Management and Institute administration.

The Advisory Board, Governing Council, and College Development Committee (CDC) are the apex bodies that govern the academic and administrative processes at the Institute. Director holds the position of "The Secretary and Convener" in CDC. All the academic and administrative decisions, action plans for their implementation, and division of work with roles and responsibilities are devised by the Director.

The Advisory Board Meeting takes place once in a year in which a year-round strategic plan is devised and approved, whereas Governing Council meeting takes place once in a year in which monetary issues for bringing the plans into practice are discussed and decided. CDC comprises Management Members, Directors, Staff, and Student representatives. All time-bound action plans are formulated in the meetings and minutes of the same are drafted and then subsequently communicated to the concerned committees for the necessary execution.

Statutory Committee

Institute Committees

Cells and Centres in Institute

Clubs in the Institute

Governing Council

IQCA

Research Cell

Tejasvita Club

College Development Committee

Academic Committee

Training and Placement Cell

Sanyukta Club

Advisory Board

Examination committee

Entrepreneurship Development Cell

Kaushalya Club

Anti-Ragging Committee

Administrative Committee

Competitive Examination Cell

Vasundhara Club

Right to Information (RTI) Committee

Alumni Committee

Centre for Incubation and start-up's

Sanskriti Club

Women Grievance Redressal

Student Council

Student Counselling Cell

Yoga Club

Student Grievance Redressal

SC, ST, Minority, OBC, PH Committee

Representatives of Faculty are members of the Advisory Board, Governing Council, and CDC. The liaison between Management and faculty. Their involvement and participation are active in various committees, cells, and clubs of the Institute.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/about-us.html">http://www.aimsbaramati.org/about-us.html</a>
Upload any additional information	<a href="#">View File</a>

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

Participative management is at the core of all activities of the Institute. Since its inception, Institute practiced Decentralisation in Curricular, Co-curricular, and Institute Development activities. The academic workload and event allocation are done at the beginning of the academic year in the faculty meeting by considering areas of interest and preferences of faculty members. Intaglio Series and National Conference are two activities that signify decentralization and participative management.

Intaglio Series: Intaglio Series is the signature event of the Institute. This is an intercollegiate Management Fest conceptualized in the year of inception. Intaglio Series was conducted in online mode on 15th May 2021. The activity coordinator of the Intaglio

Series prepared the activity plan for effective conduction. The events under this management fest like Best Manager, Talent Shoot, Intaglio Insight Quiz, Velfie, etc. were allotted to faculty members based on their preference. Each event was coordinated by faculty members and conducted by student volunteers. The coordinator of the Intaglio series was empowered to call faculty meetings and discuss the necessary steps to be taken by each event coordinator. The autonomy was given to Intaglio Coordinator to decide the chief guest for the event and to liaison with him on behalf of the Institute. Event Coordinators decided the Judges of their event and communicated the same to the Intaglio coordinator for smooth coordination. Student volunteers have worked with the event coordinator and conducted the event. The event coordinator conducted a series of meetings with student volunteers planning related to chosen event. Review meetings were conducted to know the progress and to bring the coordination between events and sub-committees. All decisions related to this Management Fest were taken by Intaglio Coordinator in consultation with the Head of the Institute. The participative management and decentralization resulted in grand success in terms of student participation and event feedback.

**National Conference:** The Institute has conducted a series of National Conferences on significant social and Industrial issues since its inception. The planning of the Conference sequel starts with the completion of the preceding one. The convener of the next conference along with the conference title is decided and published in the proceeding of the preceding conference. The 9th National Conference was conducted on 26th March 2021 on the title "Digital Era: Re-imagining Global Arena". The conference coordinator decided the Title and themes of the conference in consultation with all faculty members. Further, the committee and task allocation were cafeteria-based. The coordination and communication between the Head of the Institute, Conference Convener, and committee coordinators were ensured in a very transparent manner. The contingency planning related to switching the mode of the conference from offline to online was taken in consultation with all faculty members.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/committees.html">http://www.aimsbaramati.org/committees.html</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment



6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institute is a legendary arm of the Anekant Education Society (AES). The Vision and Mission of the Institute are aligned with the achievement of the vision of AES. The vision, mission, and objectives of the Institute are clearly stated. Institute has developed a strategic plan to achieve the stated objectives. The plan is made for a time span of 5 years. The strategic plan along with financial implications is approved by the decision-making bodies of the Institute. The objectives and short-term plan for all key areas like Academics, Admissions, Examinations, Research, Training, and Placement are derived from the strategic plan of the Institute. The deployment document is containing a checklist of activities with the timeline that is prepared to effectively deploy the framed strategies. The Head of the Institute continuously assesses the attainment of objectives of each key area and takes the corrective measures as, and when required.

The strategic plan is made flexible to cope with the dynamic nature of the academic environment. Head of the Institute fine-tunes the strategies of the Institute as per the changes in the external environment. The Institutional values serve as an ethical foundation for strategic planning. The planning is effective in terms of meeting organizational goals and nurturing the organizational value system. values The institute involves all stockholders like alumni, industry & society for effective deployment of the strategic plan.

The review meetings are conducted periodically to know the progress and to eliminate deviations in goal achievement. The performance of all staff members is liked with the assigned goals and their actualization. The review is proactively conducted every semester.

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/Strategic%20Plan.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/Strategic%20Plan.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

Anekant Education Society (AES) is the parent body of the Institute.

The Chairperson is the head of AES. AIMS is an independent Institute under the flagship of AES and headed by the Secretary. The Director as the functional head reports to the Secretary (AIMS). The Institute has Advisory Board, Governing Council, and College Development Committee (CDC) as the statutory bodies. The academic and the administrative wings function under the guidance and directions of the Director. Before the commencement of the academic year, the Director conducts a faculty meeting in which the academic coordinator and College Examination Officer (CEO) are nominated who are accountable for planning academic activities, and smooth functioning of exams respectively. The latter has to work on the same post consecutively for three years as per University norms.

The IQAC is the significant body responsible for all enriching quality matters. It maintains quality standards in teaching, learning, and evaluation. Therefore, these three pillars exist to make the academic wing strong enough to impart quality education to the students. CDC, another statutory body of the Institute comprises the Director, CEO, IQAC coordinator, and other respected members who finalize the prospective plan for academic programs. These are then communicated to the concerned committees and later infused into the system. The administrative department of the Institute is headed by the Office Superintendent (OS). His prime duties are related to eligibility, admission and, compliance (if any) to regulatory authorities. Issues raised by the student council are discussed in the CDC and the decisions so taken are then communicated back to the former. Decentralization in the form of two-way communication and the transparent mechanism is evident from the structure itself.

**Functions of Governing Council:** The Council governs the planning and execution of activities at the Institute. Policy matters such as recruitment, promotion, and financial matters, are taken by the council. Financial decisions relate to approval of budgets, revision of fees, management of the provident fund, audit of accounts, etc. grievances may be referred to the Council for redressal as the final arbitrator.

**Functions of Advisory Board:** The Board provides non-binding strategic advice to the Management. The board comprises Industrialists, Business professionals, Entrepreneurs, directors, and representatives of Management and Faculty. These experts provide the latest inputs from the industry and market that help the Institute to conduct such activities that bridge the gap between the industry and academia.

**Functions of CDC:** This committee deals with day-to-day functioning

related to students like code of conduct, and their requirements. The Board provides non-binding strategic advice to the Management. The committee comprises Management Members, Industry professionals, directors, and faculty and student representatives. Student-centric activities like Industrial Visits, Guest Lectures, Job fairs, Sports, Cultural, and other Social Activities are discussed and finalized in this committee for their holistic development.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/Organogram.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/Organogram.pdf</a>
Link to Organogram of the institution webpage	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/Organogram.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/Organogram.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	<a href="#">View File</a>
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

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

The welfare of staff holds paramount importance as the performance of staff generally gets affected if welfare measures are not in the proper place.

The welfare provisions at our Institute are as below:

1. Staff is provided with an advance amount before the Diwali festival without interest and the same is deducted in EMIs.
2. Provision of EPF is made for employees.
3. A free dress code is also provided for the staff members.
4. Wards of staff at AIMS are given special preference for admission at Anekant English Medium School (AEMS), a sister concern of AIMS
5. Free accommodation within the campus is provided to the faculty.
6. Medical leave is granted to the staff.
7. Duty leave is also provided to the faculty for attending FDPs, Workshops, Conferences, Seminars, Research Work, and Higher Studies.
8. Compensatory off is given to the staff if they work on holidays.
9. Group Insurance scheme for all staff members.
10. Eco-friendly working environment.
11. Ergonomically designed workstation.
12. RO water purifiers and coolers are installed for drinking water.
13. Provision of sick room for staff members.
14. First Aid Kit and Doctor on call facility is available during an emergency.

The above measures are reflected in the institute's governance policy.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/6.3.1%20Welfare%20Measures.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/6.3.1%20Welfare%20Measures.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

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

5

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

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

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

5

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	<a href="#">View File</a>
Reports of Academic Staff College or similar centers	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

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

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

11

File Description	Documents
IQAC report summary	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

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

The performance evaluation criteria are selected considering development needs of the Institute and keeping student development at focal point. These criteria are discussed and in College Development Committee Meeting. Performance of faculty members is evaluated at the end of each semester and average is taken at the end of academic year. The benchmarking is done for performance reading as score below 50 is unsatisfactory and score above 75 is excellent.

Performance of faculty members is evaluated on the basis of following criteria.

Criteria 1 Teaching & Student Development is evaluated against rating check sheet considering areas like number of sessions taken, syllabus covered and result of final examination.

Criteria 2 Research & Consultancy is evaluated by Head of the Institution against standard rating check sheet. Variables like number of research publications in academic year, research grant fetched from university and other bodies, Books Published and Consultation projects are considered for evaluation.

Criteria 3 Student feedbacks are taken at the end of each semester and the average feedback rating of individual faculty members is taken in performance appraisal form.

Criteria 4 Institutional Events are evaluated by head of the Institution. Parameters like Go Getterness of faculty members, conceiving unique events, Completion of assigned task in given time are considered for rating.



Criteria 5 Contribution in Institutional Branding is evaluated against standard check sheet. Activities like MoU's signed, Introducing new courses & awards fetched for Institution are considered for rating.

All performance appraisal ratings are discussed by head of the Institution with respective faculty member for improvements required if any. Appraisal is reported to management for their approval and final implementation.

Performance Appraisal Mechanism for Non -Teaching Staff:

Criteria 1 Administrative effectiveness regarding documentation, single window system approach, staff availability, completion of work before the deadlines of regulatory authorities and maintaining decorum of office. Completion of statutory work like financial and administrative audit on time and addressing audit compliance.

Criteria 2 Student feedbacks are taken at the end of each semester and the average feedback rating of individual non-teaching staff member is directly taken in performance appraisal form.

Criteria 3 Institutional Events are evaluated by head of the Institution. Parameters like Go-Gettersness of nonteaching staff members, contribution in events, Completion of assigned task in given time are considered for rating.

All performance appraisal ratings are shown to staff members for queries if any and are presented to management for their approval and final implementation.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/6.3.5%20Performance.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/6.3.5%20Performance.pdf</a>
Upload any additional information	<a href="#">View File</a>

## 6.4 - Financial Management and Resource Mobilization

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

Statutory Audit: The certified Chartered Accountant (CA), M/s. V.A. Dudhedia & Co., Pune, decided by Management audits the books of

accounts for Institute, on yearly basis. The CA as an external auditor verifies income and expenditure statements. This audit is carried out in the month of May/June. External auditor then submits the audited statements to the Management.

Internal Audit: HEI practices internal audit monthly and external audit on quarterly basis. Accountant of the Institute verifies the account transactions and reconciled on monthly basis. The internal audit is even done by External Auditor on quarterly basis.

#### Mechanism of settling audit objections

The audited statements are discussed and approved in the Governing Council Meeting of society. Institute receives the audit report with discrepancies and recommendations on the same. These recommendations are discussed in the Governing Council Meeting of AES and due care regarding non repetition of discrepancies is taken in the subsequent year.

The objections reported through internal audit are settled through reconciliation statements.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/4/Audited%20statements.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/4/Audited%20statements.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

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

0

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

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

The Institute has incorporated Fund Mobilization Policy in the Academic Year 2011-12 which is the inception year of our Institute. In adherence with this policy we make institutional strategies for mobilization of funds. Governance policy of the Institute highlights the intent of optimal utilization of funds and resources.

##### Sources of Funds:

1. The Institute collects the tuition fee approved by Fee Regulating Authority
2. Tuition fee of category students is sponsored by Government in the form of scholarship.
3. Major and minor research projects from BoD, SPPU.
4. Sponsorships from stakeholders.
5. Alumni Fund.

##### Utilisation of Funds:

1. Institute Events, activities, programs and industrial visits
2. Infrastructure development and maintenance
3. Staff salary and welfare
4. Research projects (granted by BoD)
5. Student development
6. Institutional brand building

Institute manages the funds on its own; but in case of deficit due to delay in release of scholarship from the Government, funds are borrowed from the AES accounts. The surplus fund if any is transferred to the AES accounts.

**Evidence of Optimal Utilization of Funds:**

For conducting various events and activities in the Institute, written approvals are taken regarding budget. Teachers are encouraged for major and minor research projects. An advance amount based on activity budget is sanctioned by Management. Expenditures are based on approval of lowest quotation meeting our criteria. All these reflect in annual statements of accounts. Comprehensive event files are also maintained.

File Description	Documents
Paste link for additional information	<a href="https://assessmentonline.naac.gov.in/storage/app/public/aqar/12620/12620_172_421.pdf">https://assessmentonline.naac.gov.in/storage/app/public/aqar/12620/12620_172_421.pdf</a>
Upload any additional information	<a href="#">View File</a>

**6.5 - Internal Quality Assurance System**

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

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes as follows:

1. Disseminated Minutes and ATRs of the Meeting among the stakeholders.
2. AQAC Data Collected, edited, Proofing, and Summited.
3. AQAR Query Resolved.
4. Activity of Student Council-Mechanism Finalization.
5. Student Satisfaction Survey Finalized.
6. Student Satisfaction Survey Monitored.
7. NBA Awareness Program Organized
8. Web site uploads and Dissemination of Disclosures ensured.
9. Opportunities provided to participate in the workshops related to Copyright and patents.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/IQAC%20Annual%20Report%202020-21.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/IQAC%20Annual%20Report%202020-21.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

AIMS IQAC reviews continuously to improve the quality of teaching-learning process. The following are areas where IQAC works continuously to facilitates Stakeholders

1. Admission
2. Academic Calendar
3. Examinations
4. Events
5. Orientation programs
6. Feedback mechanism
7. MoUs
8. AAA
9. NIRF
10. ISO
11. NBA

These are the areas where IQAC acts as think tank for reviewing and improving the performance of the parameter.

File Description	Documents
Paste link for additional information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/IQAC%20Annual%20Report%202020-21.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/6/IQAC%20Annual%20Report%202020-21.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

**A. All of the above**

**national or international agencies (ISO Certification, NBA)**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="http://www.aimsbaramati.org/NAAC/AOAR/2020-21/6/IOAC%20Annual%20Report%202020-21.pdf">http://www.aimsbaramati.org/NAAC/AOAR/2020-21/6/IOAC%20Annual%20Report%202020-21.pdf</a>
Upload e-copies of the accreditations and certifications	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

**INSTITUTIONAL VALUES AND BEST PRACTICES**

**7.1 - Institutional Values and Social Responsibilities**

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

Women's Empowerment and Gender Equality are two of AIMS Baramati's top priorities. Tejaswita Club and Women Grievance Cell are established to change student's attitudes and promote gender equity within the Institute and through our outreach. The goal is to promote inclusiveness, tolerance, harmony, and women's empowerment among students and faculty.

AIMS Baramati has formed the Tejaswita Club (Women Centric Student Club) with the following goals:

1. To offer professional counseling to MBA female students.
2. To engage in gender sensitive communication
3. Creating a student code of conduct that promotes gender equality.
4. To provide counseling at the level of a professor/mentor or a psychologist.
5. To organise cultural/sports competitions based on gender.

Following Activities were proposed in the Annual Gender Sensitization Plane of A. Y. 2020-21



1. Health & Nutrition Guest Lecture
2. Self-Defense Training Program
3. Guest Lectures on Cybercrime
4. Memorandums of Understanding with Kindergartens and Children's Care Institutions
5. Women Entrepreneurs' Start-Up Guidance Programs
6. Gender-Responsive Language Training Program
7. Program on Women's Legal Rights Against Discrimination
8. Celebrate International Women's Day on March 8th,
9. Collage And Intaglio Series Competitions With Women-Centered Themes

Following activities were undertaken in the A. Y. 2020-21

1. Club arranged Guest Lecture on Zoom Meeting for students on Gender Equality which was held on 14/09/20, Monday between 11.00 AM to 11.45 PM .The lecture was given by Adv. Mrs Priya Gujar-Mahadik, Baramati 27 students were present for this lecture on the occasion of Women's Day .
2. Club arranged student performance on 31st January 2021 for Women's Health at Poonawala Garden, Baramati on the occasion of Women's Cycle rally. Sapana Shendge and Vaishnavi Bhute performing on A Skit - Solution on Pollution on that day. The event organized with association of Baramati Muncipal Council, Baramati.
3. Club arranged the Guest Lecture for students on Women's Laws & Gender Sensitivity Rights which was held on 08/03/21, Monday between 11.00 AM to 12.15 PM .The lecture was given by Adv. Mrs Seema Londhe, Baramati 34 students were present for this lecture on the occasion of Women's Day.

Girl students of MBA first year and second year are members of Tejaswita Club. Two women faculty members and 3 women staff members are members of Tejaswita Club and Women Grievance Redressal Cell at the Institute.

File Description	Documents
Annual gender sensitization action plan	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/7.1%20Gender%20Promotion%20Activity%20Photos.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/7.1%20Gender%20Promotion%20Activity%20Photos.pdf</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/7.1.1%20Annual%20Gender%20Sensitisation%20Plan.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/7.1.1%20Annual%20Gender%20Sensitisation%20Plan.pdf</a>

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

**A. 4 or All of the above**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**Anekant Institute of Management Studies (AIMS) Baramati is committed to protecting the environment, health, and well-being by implementing effective waste management practises such as segregation, recycling, and composting. Our Environmental Policy helps awakening students, staff, and faculty members to control their "throw-away" lifestyles and raise their awareness of the importance of producing less waste has also been implemented. Our housekeepers, gardeners, and sweepers all contribute to waste separation.**

**Management of Solid Waste**

**Solid waste is separated at the source and collected by the Baramati Municipal Council (BMC) for proper disposal to the BMC Baramati dumping yards. The Memorandum of Understanding is attached.**

Waste such as plastic, metals, glass, cardboard, newspaper, and stationery are collected, separated, and sold to authorized vendors for recycling.

The institute has adopted a nearly paperless concept by digitizing office procedures via electronic means such as Whats-App, email, and Google Classroom, thereby reducing paper-based waste and carbon dioxide emissions. Print of 2 Papers on 1 side is encouraged in office practises for sending print draughts before final document (meeting of minutes, memos, and notes) as an environmentally-preferred waste management alternative to reduce pollution. During various extracurricular activities, students are encouraged to use waste paper and newspaper in creative ways.

BMC Baramati collects biodegradable kitchen waste from the mess and cafeteria, as well as horticultural waste such as dried leaves, twigs, and plant clippings, from all over campus and uses it for vermicomposting. The resulting vermicompost is returned to Institute and it is rich in water-soluble nutrients and is used in organic fertilization of campus plants.

For waste separation, dustbins have been placed throughout campus. BMC staff collects waste food and leftovers from the mess and cafeteria. Kitchen waste is used in a Bio Gas plant on campus to generate methane gas. It is then put to use in the Canteen.

#### Management of E-Waste

Institute lab technicians repair electronic devices for minor flaws to ensure that they are used to their full potential. According to Maharashtra Pollution Control Board guidelines, the Institute has contracted with Satyam Copers Pvt Ltd, Baramati for the sale/recycling of E-Waste. Annually, collected e-waste is stored and disposed of. Students are also educated on E-Waste issues and how to properly dispose of it.

#### Management of Liquid Waste

Liquid Waste Bioremediation using microorganism metabolism is used on campus to treat liquid waste, which helps to reduce the chemical and biological load of domestic sewage and is good for gardening. Liquid waste from the hostel, mess, and cafeteria is directed to the Sewage Plant, which is located on campus near the canteen. Urea and diammonium phosphate are added based on the approximate volume of liquid waste. Cow dung and the coagulant FL 503 are used to decompose solid waste and remove odours. Treated water is reused for

plants on campus and separated solid waste is used as manure. Sprinkler irrigation provides uniform water distribution and the highest efficiency.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.5 - Green campus initiatives include**

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

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

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>

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

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

**A. Any 4 or all of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**A. Any 4 or all of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

AIMS organized and conducted 8 online programs to build and promote an environment for ethical, cultural, and spiritual values among students and staff in order to build a nation of youth who are noble in their attitude and morally responsible. Commemorative days are held with the initiative and support of the administration to foster emotional and religious feelings among students and faculty, not only for recreation and amusement but also to foster a sense of oneness and social harmony.

Days Celebration Record for A. Y. 2020-21 is as below:

1. "Program on Zero Discrimination Day" dated 01/03/2021 (Monday): In this program the industry expert of HR&A explained the HR practices of no discrimination at workplace. The program strengthened HRM basics of our students. They were presented with case studies on workforce and their behaviour which lead to discrimination.
2. "Program on World Day of Social Justice" dated 20/02/2021 (Saturday): In this program a senior academician from law faculty introduced and orient students to fundamental rights which preserve social justice as given under Constitution of India. The program strengthened the understanding of social justice and its basics of our students. The program inculcated the value of justice for all which is highly valued in Indian judicial system.
3. "Program on International Human Solidarity Day" dated 20/12/2020, (Sunday): In this program, students watched selected videos and short film on Unity in Diversity of India. It was followed by discussions on the learning from the videos and short films.
4. "Program on World Humanitarian Day" dated 19/08/2020, (Wednesday): In this program students were showed short films on the theme of various occasions where social workers risked their lives in humanitarian service. It was followed by discussions on the learning from the videos and short films. The program inculcated the value of recognizing humanitarian personnel and those who have lost their lives working for humanitarian causes.
5. "Program on National Unity Day" dated 31/08/2020, (Saturday): In this program student were showed short films on the theme of various occasions where social workers risked their lives in nation building service. It was followed by discussions on



the learning from the videos and short films. The program inculcated the value of recognizing efforts of Sardar Vallabhbhai Patel and those who have lost their lives working for national unity causes.

6. "Program on Sadbhavana Divas" dated 20/08/2020, (Thursday): In this program student were showed short films on the theme of encourage national integration, peace, affection, and communal harmony among the Indian people of all religions. It was followed by discussions on the learning from the videos and short films. The program inculcated the value of harmony in hearts of all citizens.
7. "Program on Gandhi Jayanti" dated 02/10/2020, (Friday): In this program student were showed short films on the theme of revisiting Gandhi's ideas, ideologies and feel the importance of patriotism within their veins. It was followed by discussions on the learning from the videos and short films. The program inculcated the value of Satyagraha in hearts of all students.
8. "Program on Maharashtra Din" dated 01/05/2020, (Saturday): In this program student were showed collage on the theme of history and traditions of the state. It was followed by discussions on the learning from the collages. The program inculcated the value of veer Marathas in hearts of all students.

In this way, the Institute's efforts/initiatives in providing an inclusive environment for everyone with tolerance and harmony toward cultural, regional, linguistic, communal socio-economic and other diversity are reflected.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

In A. Y. 2020-2021 Faculty members and student volunteers of Tejaswita Club and Sanyukta Club of our Institute participated in 15 activities related to Day's Celebration. Attached herewith are the

year reports of the two clubs for reference. Each faculty member selected a team of students and made sure that all students of the first and second year are actively involved in at least one activity. Student duplication was strictly avoided to ensure fair representation. All the said activities were instrumental in creating awareness towards values, rights, duties, and responsibilities as prescribed in the Indian Constitution.

In addition to the day's celebrations, a group of 11 students participated in Online Awareness Program on Human Values and Professional Ethics. The duration of the program was from 11th January 2021 to 5th March 2021. It consisted of 18 Sessions as prescribed by AICTE. Attached herewith are the Google Classroom Snap Shots for reference.

MBA III Semester Students studied a course titled Constitution of India as prescribed by affiliated Savitribai Phule Pune University. Attached herewith are the extracts of its course file for reference. Courses on Human Rights were also conducted as prescribed by SPPU. These courses oriented students towards their constitutional obligations.

Students of MBA I and II years participated in Extension activities conducted under Swatch Bharat Mission and Swatchh Sarvekshan. These activities were organized in collaboration with Baramati Municipal Council. The detailed reports of the Activities are attached herewith. These activities sensitized students towards duties and responsibilities of Environment protection and Cleanliness in Society.

The institution has set up Anti-ragging Committee, Women Grievance Redressal Committee, SC-ST-OBC & PH Committee, and Rights to Information Committee which assists the needy students. The committees monitor the adherence to student rights and orient students towards the same.

In this way, sensitization towards Constitutional Obligations is achieved through Day's Celebration, Awareness Programs, Academic Courses, Extension Activities, and Institutional Governance Committees for faculty and staff members.

**Attachments:**

1. Sanyukta Club & Tejaswita Club Year Reports
2. Extracts of Human values & professional ethics program
3. Extracts of Course files

**4. Reports of Extension Activities**

**5. Extracts of Committee Registers**

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/7.1%20Gender%20Promotion%20Activity%20Photos.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/7.1%20Gender%20Promotion%20Activity%20Photos.pdf</a>
Any other relevant information	<a href="http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/7.3.1%20Institutional%20Distinctiveness%20Report_2020-21.pdf">http://www.aimsbaramati.org/NAAC/AQAR/2020-21/7/7.3.1%20Institutional%20Distinctiveness%20Report_2020-21.pdf</a>

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

**A. All of the above**

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**Institute has incorporated Sanyukta Club with the objective of inculcating pride and values of patriotism by organizing programs on national festivals, anniversary celebrations of Indian legends and great personalities. The programs of Sanyukta Club are earmarked in academic calendar of Institute. All students are notified regarding**

the program and celebration schedules. All students, faculty and staff members gather in OTS for the celebrations.

Following programs are conducted at our Institute:

1. Gandhi Jayanti : Swacchata Diwas
2. Rajiv Gandhi Jayanti: Sadbhavana Diwas
3. Sardar Vallabhbhai Patel Jayanti: Rashtriya Ekta Diwas
4. Sarvepalli Radhakrishnan Jayanti: Teacher's Day
5. Dr. A. P. J. Abdul Kalam Jayanti: Reading Day
6. Independence Day
7. Republic Day
8. Human Rights Day

The programs on these days such as Run for unity, Swacchata Abhiyaan, Pledge for Unity etc. are student driven and faculty coordinated. These programs inspire students for contributing towards National development.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

## 7.2 - Best Practices

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

### Best Practice 01:

**Title:** Student Engagement through Online Connect During Covid-19 Pandemic.

**Goal:** Anekant Institute of Management Studies is a student centric

Institute. Since its inception the Institute has taken enormous efforts to engage students in academics along with extracurricular activities. During Covid-19 pandemic, keeping students engaged through virtual classroom was the main goal.

#### Objectives:

1. To Build Engagement and Motivation with Course Content and Activities
2. To Initiate Interaction and Create Faculty Presence
3. To Foster Interaction between Students and Create a Learning Community
4. To Create an Inclusive Environment

The Context: The Institute envisages becoming a socially accountable Institute of excellence which conserves, creates, and imparts pertinent knowledge and values to students. During Covid-19 pandemic, it was a challenging task for teaching staff to keep students engaged in online sessions throughout the semester. After a brainstorming meeting, Institute came up with a model to resolve this issue and keep students engaged. In which students are informed with various online curricular, placement, extracurricular and social activities throughout the semester along and aligned with academic sessions. The activities conducted through online mode during Academic Year 2020-21 includes

#### Practice

Co-curricular activities like Guest Lecture on "Investor's Awareness Program" in association with National Stock Exchange (NSE), Brain storming Session on Role of Higher Educational Institutions to achieve the National Goal of being "ATMANIRBHAR BHARAT", Guest lecture on 'Export Commercial Terms (INCOTERMS)' by Ms. Tanvi Doshi (Alumni AIMS), Various Certificate Courses in January 2021, Knowledge sharing session on Topic "Budget 2021-22 Overview " by CMA Amit Shahane & CMA Rahul Chincholkar, 9th Online National Conference titled "Digital Era: Re-Imagining Global Arena", Guest lecture on 'SAP Technology' by Mr. Chinmay Nanoty, Strategic Advisor, NextGen Education Foundation, Pune (SAP Expert), etc.

Extracurricular & Social activities likes Online World Environment Day, Online Celebration of International Yoga Day, Online Celebration of Sadbhavana Diwas, Celebration of National Education Day, Celebration of Constitution Day, Celebration of Netaji Subhash Chandra Bose's Birth Anniversary, 73rd Death Anniversary of Father of Nation Mahatma Gandhi, An Extension Activity "Citizen Voice

Survey", Celebration of Marathi Bhasha Gaurav Din, Celebration of International Women's Day by organising online Talk on "Role of Women in Building Family" by Dr. Madhulika Sonawane , School of Management Studies , Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon; Intaglio - 2K21 Series, etc.

Placement activities like Webinar on 'The Art of Networking for Multiple Job Offers, Finding a True Mentor to Encash the Power and far reaching features of Social Media for the Growth of Business or Start-up by Piktale Media Pvt. Ltd., Pune; A Webinar on 'Career Opportunities in BFSI Sector' in association with NIIT Ltd. by Mr. Jiten Gidwani, Centre Director, Essjay Education LLP (A Licence of NIIT Ltd.), etc.

#### Evidence of Success

Mix of all these activities along with academic sessions increased students' involvement which resulted in their curricular as well as extra-curricular performance. By virtue of the above activities, students of the Institute have become real testimonials. This is evident from reports of Admissions, Examinations and Placements. Indeed, this practice gave results as per Institution's expectations and fulfilled all the objectives to bring its Vision and Mission into reality.

#### Best Practice 02:

Title: Transformation of Library Services from Physical to Digital

Goal: Strengthening Library services by providing user friendly and remote access to students

#### Objectives:

1. To enhance the utilisation of library infrastructure
2. To provide seamless remote access of information
3. To act as gateway of digital and electronic information for the users

The Context: During Covid-19 pandemic, it was a challenging task for Institute to make library resources available to the students and staff members.

#### Practice:



Institute had already taken steps towards converting Library from Traditional to Digital. The library has a well-defined policy for, use of e-library facility, access to e-journals, e-books, e-databases of the Institute through internet login and password from their respective places. Before pandemic, one of the subscribed databases of the Institute i.e. EBSCO (a collection of 500 books) was IP based which was later made remotely accessible. To make the library users aware regarding this service, a webinar was organised. Students and staff took full advantage of these digital library facilities during Covid-19 pandemic. On top of that library has "Easylib Software 4.3.3 having SQL database version 005". During Covid 19 pandemic condition, easy and remote access is provided to the users for subscribed databases of e-journals and e-books. All the students and teachers are provided with username and password through email and WhatsApp, Telegram.

**Evidence of Success:**

The outcome of this is improved performance of students in Summer Internship Projects (SIP), Research contribution in Conference, Participation in online activities, and the University Examination results. Thus, students and teachers were stimulated and inspired with use of e-Library.

File Description	Documents
Best practices in the Institutional website	<a href="http://www.aimsbaramati.org/best-practices.html">http://www.aimsbaramati.org/best-practices.html</a>
Any other relevant information	<a href="http://www.aimsbaramati.org/best-practices.html">http://www.aimsbaramati.org/best-practices.html</a>

**7.3 - Institutional Distinctiveness**

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

MBA first and second year students, Under Faculty leadership, worked in groups to complete seven extension activities during the academic year 2020-21, by active collaboration with the Baramati Municipal Council (BMC), Baramati.

The following is a list of activities and its Contribution:

1. Corporate Presentation of BMC Activities under Swatch

**Sarvekshan 2021:**

**Impact:** Students were educated on the roles and responsibilities of civic societies and its presentations.

1. Analysis of the Impact of BMC Activities on Citizen Life Under Swatch Bharat Mission (SBM) 2021

**Impact:** They recognised the significance of active community participation in the success of SBM by keeping City Neat, Clean, and Safe all the time.

1. Assessment of Hotels, Schools, Hospitals, Market Associations, and RWS/Mohallas for Keeping Workplaces Neat and Clean

**Impact:** Students learned how to strive and coordinate for quality in all aspects of the workplace.

1. PM Swanidhi Scheme Awareness and Financial Inclusion of Street Vendors and Hawkers in Baramati

**Impact:** They understood the various aspects of financial literacy and importance of bringing the poor and needy into the mainstream by connecting them with government programmes.

1. Citizen Engagement through Citizen Voice Survey for Majhi Vasundhara Abhiyaan 2021

**Impact:** Students learned the art of citizen engagement by hosting programmes and achieving citizens' say in SBM and MVA 2021 in Baramati.

1. Street Play on the occasion of Women Health Awareness and Cycle Rally:

**Impact:** This activity raised awareness among students about the importance of women's health in Baramati. They discovered the advantages of using bicycles for day-to-day transportation to achieve a pollution-free environment and good health.

1. Online Surveys on Covid 19 Awareness & Issues Relating to Health

**Impact:** Students prepared wholesome survey forms & designed certificates under the able guidance of the faculty members. This activity sensitized students towards the importance of health and

citizenry.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

### 7.3.2 - Plan of action for the next academic year

The HEI has plan of action for the next academic year is as follows:

1. To Prepare Annual Quality Assurance Report (AQAR) in time with all the relevant document as per guidelines
2. To organize NAAC Sponsored conference
3. To strengthen the placement cell with AICTE portal
4. To focus on imparting Universal Human Values among the students
5. To monitor active contribution of the Alumni
6. To buckled feedback mechanism on quality-related institutional processes
7. To organize guest lectures on latest trends for the students
8. To revamp IT infra as per need
9. To coordinate the quality related activities as per Calendar
10. To develop the importance of time in various academic and administrative activities of the Institution