SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

MODERN EDUCATION SOCIETY'S NESS WADIA COLLEGE OF COMMERCE, PUNE

MODERN EDUCATION SOCIETYS NESS WADIA COLLEGE OF COMMERCE, 19, LATE PRIN. V. K. JOAG PATH, BUND GARDEN ROAD, PUNE - 411001.
411001
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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

May 2023

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

The Modern Education Society, the parent body of the Ness Wadia College of Commerce, was established in 1932 by Professor V. K. Joag who was a part of the Deccan Education Society for some time and was wholly seized of creating educational institutions that kindled the spirit of nationalism in the minds of India's youth. It was in this charged atmosphere that the Society established its flagship institution, Nowrosjee Wadia College of Arts and Science in June the same year which was followed by establishment of a range of equally illustrious institutions in years to come.

Ness Wadia College of Commerce, named after Sir Ness Wadia, one of the staunch supporters of the Modern Education Society and a leading light of India's industry in early 19th century, was established on 16th July 1969. Since then it has become one of the leadning institutions imparting business education in the western part of India. Our college offers B. Com., M. Com. BBA, B. Voc., M. Phil. and Ph. D. programs under the Faculty of Commerce and Management and is affiliated to the Savitribai Phule Pune University, Pune.

NAAC awarded 'A' Grade in 2004 and subsequently was reaccreditiated with 'A' Grade in 2014. Our college is honoured with the Best College Award by Savitribai Phule Pune University and we are well on our path towards further progress.

Vision

To impart qualitative and value-based education in commerce and business studies, by blending creativity, curiosity and communication, leading towards a desirable socio-economic transformation of the nation impacting the world at large

Mission

The Mission of our College aims to bring the Vision into reality by harnessing its rich and physical human resources towards the development of 'students' considering them as the focal point in the following ways:

Delivering a High Content Curriculum: To deliver a high content curriculum, which is market-oriented and contemporary, matching the requisite skill sets developed through industry-academia interface

Value Based Learning: To inculcate a sense of ethical, moral and human values and social responsibility leading to the highest integrity and commitment to society

Creativity: To impress an amalgamation of self and participative learning through innovative pedagogy tools and peer learning to hone analytical skills.

Curiosity: To foster curiosity by creating an environment that encourages openness, independent thinking,

questioning, reflection and learning together

Communication: To promote effective communication skills by instilling divergent thinking and experimentation, embracing differences and building confidence

Holistic Development: To promote the holistic development of students by nurturing them to become balanced and well-rounded individuals ready to succeed in a fast-changing world

Socio Economic Transformation: To impart a quality education that can transform the lives of the socially, educationally and economically underprivileged and create a brighter future for the nation and the world at large.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. **Glorious Heritage** – The College, named after Sir Ness Wadia, one of the leading industrialists of the 19th century, has a rich, industrial heritage. The Wadia Group is one of the oldest and illustrious business houses of India. Their philanthropic initiatives reflect their commitment to society and the nation. Shri Nusli Wadia, the grandson of Sir Ness, Chairman of the Wadia Group which owns some ofthe biggest corporations in India, is President of MES (Modern Education Society) which manages the College. His sons, Shri Ness Wadia and Shri Jehangir Wadia, are Managing Directors of Wadia Group Companies, are Trustees of MES.

2. **Professionalism** – Owing to the influence of the Wadias, its business savvy founders and its teacher-run-administration **t**he day-to-day administration of the College is a blend of corporate culture and professionalism.

3. **Cosmopolitan Environment** – Students from over 20 states and several countries are enrolled here. This diversity enables learning in a multicultural secular environment. Students are open-minded and have a broad outlook.

4. **Location Advantages** – The College is well connected to different parts of Pune city and its suburbs by rail and road. The railway station is approximately half kilometer away. The metro station which will be operational soon and a bus top are a few meters from the campus.

5. **Ecosystem for Research and Innovation** – An active Research Centre with a number of Research Guides in various Commerce related subjects provides a suitable ecosystem for research and attracts many research scholars. Over 60% of its faculty members are doctorates. A thriving Start up and Innovation Cell provides opportunities for industry-academia interactions and nurtures future business founders. Regular conduct of seminars, workshops and panel discussions provide a fertile ground for a strong Ecosystem for Research and Innovation for students and teachers.

6. **Collaborative Environment** – The College has entered into MOUs and collaborations with several reputed national and international bodies, institutions, and companies.

7. **Students from Business Background** – The College attracts a large number of students from business

backgrounds. Students learn the theoretical base, newer methods of operations, as they interact with experts and business leaders.

Institutional Weakness

1. **Limited Space –** The College is centrally located in Pune city. While this is a huge advantage, it comes with its own limitations. Over the years, the college has grown and so have the number of applications for admissions. A number of courses have been added to the spectrum of courses on offer. However, due to space constraints further expansion through construction and adding infrastructure is difficult. This further limits the College from accommodating more students.

2. **Bound by University for syllabus and UGC, State Government rules–** The College is bound by the University for the syllabus, examinations and other operational aspects, by the UGC (University Grants Commission) and State Government for all other rules and regulations**.** This can sometimes prove to be restrictive and limit operational freedom. It is for instance known that adapting the syllabus to industry standards and requirements is the need of the hour but the College does not have the freedom to make such changes of its own accord.

3. **Profit Motive-** Most of the commerce colleges place a premium on earning profit. Despite this being a general weakness for business education in general, the College has done it best to go beyond this and involve in extension activities and socially oriented projects.

4. **Manpower Crunches:** In an educational institute, good teachers fuel transformation in the right direction. Recruitment of teachers is again subject to sanction from the State Government. The backlog in recruitment has compelled the College to rely on ad-hoc teaching staff to tide over the interim period between recruitments. Manpower crunches and greater dependence on ad-hoc staff tend to impede smooth functioning of the College.

5. **Difficult to cope with the Recent Surge in Preference for E-learning:** The introduction of MOOCS (Massive Open Online Courses) opened up a whole new avenue for learning. The pandemic further strengthened E-learning. For a College which hitherto has been functioning in the traditional mode, these changes reveal a chink in the armor. While this transition is challenging, it also presents the College with an opportunity to grow laterally and go from local to national/global with online courses.

Institutional Opportunity

1. **Scope for Consultancy by faculty members in various fields –** The College has expert trained faculty members from diverse areas of business, finance, accountancy, banking, economics, mathematics, and law. The scope for consultancy by faculty members is definitely worth exploring in the future.

2. **Introduce courses which are self-sustaining –** It has been observed that several courses in the areas of Import-Export, Fin-tech, Digital Marketing, Financial Literacy, Data Analysis, AI (Artificial Intelligence) and IOT (Internet of Things) have witnessed a surge in demand. The college can seriously consider providing some of these self-sustaining courses with its existing faculty members. Where there is a deficit, experts may be requested to take few sessions. This will augment revenue of the college as well as make the college a hub for demand-driven courses.

3. **Scope for greater Industry-academia linkages –** The College has collaborations with several

institutions and bodies. However, immense scope for deeper and broader linkage with industries is possible in future. This includes the involvement of industry in structuring courses and the provision of training programs to enhance student employability. An added advantage of involving industry in the initial structuring process is the possibility of industry linkage for the placement of students.

4. **Imbibing technology in education**- Technology is changing the way students and teachers learn what is taught and how knowledge is delivered. The College will have to cope up with these changes. Making technology a partner rather than an adversary is necessary. The College can explore the possibility of developing its own MOOCS and E-learning arm to widen its reach and impact. This will reduce dependence on buildings and infrastructure.

5. **Introduce student mentoring -** The College has many students, who, if groomed and mentored, have the capability to rise and shine. Through adjunct faculty members, industry-academia linkages and a strong alumni network, the College can provide a platform to identify these students in various areas and connect them with mentors. This Undergraduate Research Program was a beginning in thisdirection but further impetus to make mentoring a way of life in the College is necessary.

Institutional Challenge

1. **Education has become commercial –** As shared earlier, the college is one of the many institutions imparting business education in Pune. Most of these institutions are profit driven with respective managements trying to explore the commercial potential of each institution to the fullest. Working and competing in this environment is challenging. Balancing commercial feasibility to match with peers with the social responsibility that comes with functioning as an educational institution is a tight rope walk for the College.

2. **High Industry Expectations –** The College is trying hard to reduce the employment and employability gap. In this regard, the College being affiliated to the University must necessarily deliver a syllabus prescribed by it. However, what is doable and possible for College is devising courses to help studentsto bridge the gap. While undertaking skill development and capacity building of students industry standards must be considered. This becomes challenging as it is resource intensive.

3. **Increase in competition –** Several private players have entered the education section. Many companies and organizations have also launched new courses which cater to industry with a clear intention of making profits. Most of these institutions do not depend on permissions, nor are some required to obtain permissions. These colleges/ institutes charge high fees and could also underpay teachers. This brings down their costs whereas working on similar lines is a challenge for traditional college such as Ness Wadia College.

4. **Several Inter and multi-disciplinary colleges and courses have come up –** In recent times, the dynamics in academia have drastically changed drastically. There is greater demand for inter-disciplinary and multi-disciplinary colleges, which allow students to take up courses across science, technology, commerce, and arts. This poses a challenge for a commerce college such as ours which provides various courses restricted to the domain of business studies.

5. **Adverse teacher-student ratio –** Lesser students per teacher ensures greater student-teacher

interaction. The introduction of the CBCS (Choice Based Credit System) has increased exam work and assessment and reduced time for actual learning. In Colleges such as ours the student teacher ratio is 150:1, 120:1 and 60:1, making things more complex.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The success of any educational institution lies in the relevance of its curriculum, the pedagogy used to deliver the curriculum and the curriculum outcomes. We have tried to collect and collate all relevant data which explains the curriculum delivery system of the institution. To aid curriculum planning, we prepare the academic calendar of the college in consonance with the academic calendar of the university. Curriculum planning comprises time-tables, teaching plans and HoD meetings. Samples of timetables, minutes of HoD meetings, attendance sheets, internal evaluation sheets and online result have been collected and presented. The system to monitor the implementation of the curriculum is micromanaged at the department level. The Head of each Department monitors the teaching plan maintained by the staff members to assess the pedagogy, syllabus completion and curriculum delivery of his/her department members and gives feedback to the staff through regular meetings. To corroborate this samples of syllabus completion report, monthly teaching plan and workload distribution have been collected and presented. Academic flexibility, evidenced by data on 37 Add on/Certificate/ Value Added Programs offered during the last 5 years, has been provided. 21% students enrolled in certificate/ add on/ value added programs.

The college makes efforts towards curriculum enrichment by offering different add-on courses which integrate practical issues relevant to Professional Ethics, Gender Sensitivity, Human Values, Environment and Sustainability into the curriculum.

Consistent efforts are made to encourage students to undertake project work/ field work/internships and this is vouched for by the encouraging number of students who have taken up project work/ field work/internships.

The institution believes in constructive criticism, and therefore, a feedback mechanism is in place. Accordingly feedback is collected and an Action Taken report is prepared.

Teaching-learning and Evaluation

The college is following centralized admission process for F.Y. B.Com/ BBA and BCA. College is following merit system for PG courses and admissions are given on "First come first serves" basis. College is following all applicable laws and rules of the state government with reference to reservation policy. College has recruited necessary staff members through the proper mechanism like publication of advertisements, conducting interviews, selection of candidates etc. Adequate staff is always placed in order to meet the teaching requirements.

A blend of online and offline teaching is followed by many staff members to complete their teaching.

Covid-19 has changed the teaching pedagogy. Teachers are using different methods and techniques to keep the students abreast with latest developments in their field for e.g. Industrial Visits, Seminar, Workshops, Group

discussions etc.

The teacher is an important pillar of the education system. College authorities are continuously promoting teachers to show their skills by acquiring higher education like Ph. D or complete as many as possible orientation, refresher or faculty development courses. College is always trying to utilize the qualities and qualifications of the staff members by assigning them various responsibilities.

College Examination Department is proactive in giving centralized time table and guidelines for smooth internal assessment and evaluation of students. College Examination committee is continuously conducting meetings and come up with unique, centralized plan for Practical, Term End, Internal Assessment and Final Examinations of students taking into account the circular's and notification issued by the Savitribai Phule PuneUniversity from time to time.

College teachers are continuously monitoring that program and course outcomes are achieved or not through their teaching and evaluation.

Necessary steps or modifications or alterations are taken or made in the teaching and evaluation after the consultation with the HOD.

The student is an important stakeholder. College has a unique feedback mechanism where identity of student is kept secretly and students are free to give their feedback genuinely. Feedback Committee is continuously monitoring the feedback and necessary corrective steps are taken to keep the systems at place.

Research, Innovations and Extension

The Ness Wadian Culture is that of dedication, integrity and work ethics. We take pride in our work. In this criterion, contribution towards research, innovation and extension activities undertaken by our college have been summarized.

The college has received research grants to the tune of 5.90 lakhs in the last five years. However, we are striving to make research grants one of our key priorities.

The college and its various departments have always put the students first and it reflects in the number of workshops conducted for the student body. Over the last five years, 62 workshops have been conducted under various subjects including IPR, Entrepreneurship Development and Environment, etc.

 The faculty of our college, in spite of hectic teaching, assessment and curricular duties try to enhance their own knowledge by writing research papers so that they can be better facilitators. 80 research papers have been published in the UCG-Care, UGC-listed and other indexed journals.

Over the last five years, faculty of our college have contributed a total of 78 publications including books, articles and papers for conferences.

Ness Wadia College has always respected the idea of giving back to society, and this is a value, we want our students to imbibe and use in their own lives in the future. Therefore, the implementation of Extension Activities is taken very seriously. A total of 189 activities have been conducted under NSS, YRC, NCC, Environmental Association and other Associations.

Collaborations and MoUs are an important source of value addition for holistic learning and skill development of students. Towards this end, we have signed 21 MoUs, Collaborations and linkages.

Infrastructure and Learning Resources

The institution has a range of infrastructural facilities to support effective teaching and learning, including 31 classrooms, 6 computer labs, 3 seminar halls, 2 reading rooms, 1 language lab, 1 girls common room and 2 staff common rooms. 28 of the classrooms are equipped with ICT facilities, which provide access to modern teaching methods and technologies. The college also promotes inclusivity and accessibility through the provision of ramps for physically challenged students. Overall, the institution offers a comprehensive range of infrastructure and physical facilities to create a conducive learning environment for students and staff. The college recognizes the importance of holistic development of students and has established adequate facilities to support physical, mental, and intellectual growth. These include cultural activities, sports, games, gymnasium, and a yoga center. The college has three seminar halls and an open-air theatre for various events and gatherings. Additionally, the college has a spacious playground for outdoor sports such as cricket, football, volleyball, and hockey, and two basketball courts, a modern gymnasium, and facilities for indoor games. College infrastructure provides students with opportunities to enhance their skills and develop into well-rounded individuals.

The institutions library is well-equipped with over 55,000 books, magazines, and research journals. The library is fully automated with SOUL3.0 software and offers the N-LIST database. It provides user-friendly systems for internet browsing, lending, stock verification, and inter- library loans, as well as reading rooms. The library has unique activities such as the "Book Lovers Group" and a scheme to motivate students to read. New books and newspaper clippings are displayed on the library and notice board. Overall, the library is an excellent resource for students to expand their knowledge. The library offers a variety of resources and services, including an orientation program for new students, exhibitions on prominent figures, a collection of religious books and those on national leaders books, and services on informational access through OPAC. Discarded books are sold at a nominal price to students, and special cards and book bank facilities are available for students in the Earn and Learn Scheme. The college has numerous IT facilities, including computer labs, classrooms, seminar halls, and internet browsing centers. The college also uses up-to-date software for administrative and financial purposes. The library is managed by the latest version of SOUL, and the college has high-speed internet and an updated website.

Student Support and Progression

The institution enables students to have meaningful learning experiences on campus for their holistic development and progression. It also looks into student performance, alumni profiles and the progression of students to higher education and gainful employment.

Students are a priority and well defined mechanisms for Student Support and Progression are in place. Various cells/committees comprising teachers and student representatives are functioning effectively to ensure the academic, physical, economic, and social welfare and provide an inclusive learning environment for the socioeconomically weaker sections of society.

The college has established policies and procedures to help students avail of scholarships and freeships. 1907 students have benefitted from scholarships and freeships offered by GoM and non-governmental agencies during the assessment period. Capacity building and skill enhancement programs were organized. 2123 students

benefitted from career counselling and guidance for competitive examinations. During the assessment period 458 outgoing students were placed in different organizations. Various placement orientation workshops and campus placement drives were organized by the placement and career guidance cell. 612 outgoing students pursued higher studies.11 programs were organized to guide and prepare students for competitive examinations from which 664 students benefitted. 8 students qualified the NET/ SET/ GET/ GAM / Civil Services / State Government Examinations. 64 medals and awards have been won in sports and cultural events. 74 sports and cultural events have been organized where a total of 257 students participated.

An effective grievance redressal mechanism is in place to ensure the timely redressal of grievances. No cases of ragging or sexual harassment were reported during the period. Examination related grievances were resolved as per the statutory guidelines. Student representatives are actively involved in festivals, annual functions and other student centric activities. Meritorious students are encouraged and awarded endowment prizes during theAnnual Prize Distribution Function for their outstanding performances in academics, sports and cultural activities.

Governance, Leadership and Management

College strives for providing high quality academic and contemporary business education through innovative methods. The aim is to develop the overall personality of the students through various programs with a multidisciplinary and skill based approach. College continues its alliances with industry and academic partners for promoting excellence in learning, research, administration and outreach educational endeavors to accomplish the vision of the college. This is accomplished through its well-structured hierarchy of authorities from the Board of Trustees to the Class IV employees and students. Teachers' role in decision making and governance of the college and parent society is well designed. The college also realizes the role of entrepreneurial development activities, research and sports.

Under the able leadership of noted industrialist Mr. Nusli Wadia, college delivers quality business education. Various committees are formed for smooth functioning of the college including College Development Committee (CDC), IQAC etc The College follows the recruitment and promotion norms of the appropriate government, UGC and regularly undertakes activities for the benefit of welfare of the employees. College aptly recognizes the role of visionary leadership in good governance of the college.

College has well-defined Performance Appraisal System for all employees and it follows the rules, regulations of GoM, affiliating university and UGC strictly.

The college has a well-structured strategy for optimum utilization of resources as per SOPs. Self finance programs such as BBA, BBA-IB, BBA-CA, B. Voc., PG Diplomas, M. Phil. And Ph. D. and various add-on courses contribute for revenue generation.

Internal and external financial audits are regularly conducted as per norms. The Audit reports are discussed and approved in CDC meetings and higher authorities of MES.

The IQAC has continuously encouraged technology usage to enhance the quality of the teaching learning process especially during and post Covid-19 pandemic period. The IQAC has played a dynamic role in institutionalizing the practice of starting skill based programmes such as the Bachelor of Vocations (B.Voc) in Banking, Finance and Insurance with Actuarial Studies and the Bachelor of Business Administration-Retail Operations (Apprenticeship embedded programme).This is in line with the objectives of the National Education

Policy, 2020

Institutional Values and Best Practices

This Criterion discusses institutional values and best practices of the College. In 2019, the college was ranked 3rd in India by *India Today* for overall gender balance among students. The college is committed to provide a conducive environment to its girl students. Gender sensitization webinars and health awareness programs are conducted by experts. The college provides various facilities like CCTV surveillance, gated entry and a common room for girls. Various scholarships are available for students from economically weaker sections of society. The Academic and Personal Counseling Cell is available to counsel students on personal and professional issues. The College celebrates various commemorative days and national days to inculcatehumanitarian values and sensitizes students about human, social and national values.

The College has a rich heritage of conducting activities for environmental protection and sustainability. The College extends its efforts beyond its campus. Under the purview of the NCC and NSS, the College has conducted several programs such as tree plantation drives, heritage conservation and cleanliness, and workshops on floral biodiversity and nursery management.

The College takes initiatives to promote cultural, regional, linguistic and communal harmony by conducting various activities such as Youth Festivals. The college organizes various workshops and courses on topics like democracy, governance, intellectual property rights and patent laws. This sensitizes students about their rights, duties and responsibilities as citizens.

One of the best practices that the college has initiated is the introduction of apprenticeship based programs such as BBA (RO) and B. Voc in collaboration with sector skill councils and industry partners. A judicious mix of theory, practice and on the job training bridges the employment-employability gap. Another best practice is the Intra-collegiate Start-up Idea i2e Contest which motivates and encourages students to think, ideate and implement entrepreneurship ideas.

Institutional distinctiveness of the college lies in nurturing entrepreneurial spirit among students. The College is committed to impart quality education and help students to enhance their corporate and legal acumen. Towards this end various webinars and seminars are organized.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	MODERN EDUCATION SOCIETY'S NESS WADIA COLLEGE OF COMMERCE, PUNE
Address	Modern Education Societys Ness Wadia College of Commerce, 19, Late Prin. V. K. Joag Path, Bund Garden Road, Pune - 411001.
City	Pune
State	Maharashtra
Pin	411001
Website	nwcc.mespune.org

Contacts for Communication					
Designation	**Name**	**Telephone with STD Code**	**Mobile**	**Fax**	**Email**
Principal(in-charge)	Vrishali S. Randhir	020-2026167024	9850852020	020-2616090 9	nesswadiacollege@ gmail.com
IQAC / CIQA coordinator	Ramdas B. Sonawane	020-26167024	9420228017	020-2616314 9	sonawaneramdas@ gmail.com

Status of the Institution	
Institution Status	Private , Grant-in-aid and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular Day

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Maharashtra	Savitribai Phule Pune University	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	18-06-2013	View Document
12B of UGC	18-06-2013	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Modern Education Societys Ness Wadia College of Commerce, 19, Late Prin. V. K. Joag Path, Bund Garden Road, Pune - 411001.	Urban	19.02	5419.24

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	**Name of Programme/Course**	**Duration in Months**	**Entry Qualification**	**Medium of Instruction**	**Sanctioned Strength**	**No.of Students Admitted**
UG	BVoc,Statistics And Computer Applications	36	HSC or Equivalent	English	50	16
UG	BCom,Commerce	36	HSC or Equivalent	English	792	774
UG	BBA,Commerce	36	HSC or Equivalent	English	176	175
UG	BBA,Commerce	36	HSC or Equivalent	English	88	88
UG	BBA,Commerce	36	HSC or Equivalent	English	88	87
PG	MCom,Commerce	24	Graduate	English	120	120
PG Diploma recognised by statutory authority including university	PG Diploma, Banking And Finance	12	Graduate	English	120	43
PG Diploma recognised by statutory authority including university	PG Diploma, Business Laws	12	Graduate	English	180	59
PG Diploma recognised by statutory authority including university	PG Diploma, Business Economics	12	Graduate	English	60	15
Doctoral (Ph.D)	PhD or DPhil ,Commerce	36	Post Graduate	English	112	10
Pre Doctoral (M.Phil)	MPhil,Commerce	18	Post Graduate	English	16	0

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	4				5				26			
Recruited	3	1	0	4	4	1	0	5	10	2	0	12
Yet to Recruit	0				0				14			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				6			
Recruited	0	0	0	0	0	0	0	0	1	5	0	6
Yet to Recruit	0				0				0			

	Non-Teaching Staff			
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				39
Recruited	21	4	0	25
Yet to Recruit				14
Sanctioned by the Management/Society or Other Authorized Bodies				40
Recruited	28	12	0	40
Yet to Recruit				0

Technical Staff			
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	3	1	0	3	1	0	4	2	0	14
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	1	0	0	2	6	0	9
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	1	5	0	6
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	12	26	0	38
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	2	0	0	2
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	2	0	0	2
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	4	5	0	9

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	1634	85	0	26	1745
	Female	1347	47	0	1	1395
	Others	0	0	0	0	0
PG	Male	89	9	0	1	99
	Female	136	5	0	0	141
	Others	0	0	0	0	0
PG Diploma recognised by statutory authority including university	Male	55	0	0	0	55
	Female	61	0	0	0	61
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	43	0	0	2	45
	Female	20	0	0	0	20
	Others	0	0	0	0	0
Pre Doctoral (M.Phil)	Male	2	0	0	0	2
	Female	1	0	0	0	1
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	226	221	301	353
	Female	251	245	307	320
	Others	0	0	0	0
ST	Male	30	31	33	37
	Female	24	25	34	29
	Others	0	0	0	0
OBC	Male	297	274	455	386
	Female	249	234	310	298
	Others	0	0	0	0
General	Male	1187	1152	1116	1080
	Female	1080	1066	893	924
	Others	0	0	0	0
Others	Male	183	202	192	206
	Female	126	175	150	172
	Others	0	0	0	0
Total		3653	3625	3791	3805

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The college has been instrumental in its interdisciplinary approach right from the beginning. Despite the domain content of commerce, the college has already adopted interdisciplinary approach by giving multiple optional subjects for B. Com., M. Com, M. Phil., and Ph. D. such as Economics, Law, Mathematics, Statistics and Computer Applications. The College also provides BBA programs with multiple specializations which includes Finance, Marketing Management, Human Resource, International Business, Retail Operations and Computer Applications. Recently, the college has also introduced a program titled as B. Voc. in Banking, Finance and Insurance with Actuarial

	Studies. As a research center, for Ph. D. program, subject like Accountancy, Business Economics, Business Administration, Business Practices, Banking and Finance, Cost and Works Accounting etc. Additionally, College offers Post Graduate Diploma Programs in Taxation Law, Banking, Finance and Insurance and International Business.
2. Academic bank of credits (ABC):	The College has encouraged students to open account on ABC portal provided by Ministry of Education, Government of India, New Delhi and substantial number of students have opened their accounts on this portal and availing the facility.
3. Skill development:	The College has been proactive in enhancing the skills of the students through various programs, extra-curricular and extension activities. In the light of NEP college has started skill based/apprenticeship embedded degree programs namely, B. Voc. in Banking, Finance and Insurance with Actuarial Studies and BBA in Retail Operations. College placement cell provides basic employability skills to the students through workshops, seminars, guest lectures and training programs. This center also provides internship opportunities and placement facility to interested students. College organizes industrial visits and study tours to equip the students with practical skills.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	So as to fulfill varied requirement and expectations of different classes of students having different socio-cultural background, college provides education in English and also in regional language i. e. Marathi. Besides this college has given option to the students to opt other Indian languages as on of the subjects for their undergraduate program. With an objective to preserve and protect the cultural ethos, college has started students association namely Marathi Vangmay Mandal, Hindi Association and Book Lovers Group. Through these associations college consistently organizes various events to enhance the language skills of the students and thereby tries to inculcate and preserve the culture and traditional values of the soil.
5. Focus on Outcome based education (OBE):	While framing the syllabi, the affiliating university has taken proactive steps to identify and design well structured objectives and proposed learning outcomes of each and every course of the graduate and post

	graduate programs. Accordingly, college instructs its teachers well in advance to focus on the teaching-learning process by keeping in mind the objective of outcome based education so that students achieve desired knowledge and skills expected by the syllabi framers. The teaching-learning pedagogy is also being adopted by the teachers while teaching in various modes and methodologies.
6. Distance education/online education:	Affiliating university has provided the facility of distance education for those who can not join regular programs. The College has been providing a facility for teaching to the students who enroll themselves to such distance education programs. The College has established external students guidance center for this cause with dedicated space and teacher for the benefit of these students. Recently, the college has started an independent center for distance education as per the guidelines of Savitribai Phule Pune University, Pune and with dedicated coordinator students are regularly encouraged to join the center who otherwise would have been deprived of opportunities to take advantage of higher education.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes, College has set up Electoral Literacy Club in July 2018.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	In this ELC one girl and boy student representative and two faculty members have been appointed as ELC Members.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	As per the ELC following activities have been conducted: 1. Voter awareness and new voter registration program organized on 25th January every year. 2. On 25th January every year, ELC organizes Oath for Voters/Students. 3. New voter enrollment forms are distributed and enrollment process is completed on voters day, 25th January, every year. 4. On 12th October 2018 new voters registration forms were distributed to more than 100 students. 5. SVEEP program has been organized in the college during on 9th to 11th April, 2019.
4. Any socially relevant projects/initiatives taken by	Voter awareness rally was organized by NSS and

College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	ELC at Collector Office, Pune as on 25th January, 2020. College conducts add-on course on Democracy, Elections and Governance for all first year students. Through this course, contents such as democratic values, social issues and constitutional obligations are discussed.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	College regularly organizes, new voter registration enrollment campaign every year.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
3812	3673	3594	3643	3906

File Description	Document
Institutional data in prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 96

File Description	Document
Institutional data in prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
63	54	57	52	50

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
120.4	109.56	207.94	185.90	223.87

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

- The vision of Ness Wadia College of Commerce is to enable the students to acquire qualitative and value-based learning, in commerce and business studies. blending creativity, curiosity and communication, with the objective of bringing about a desirable socio- economic transformation of the nation and world.

- To achieve this vision the college follows an academic calendar which is prepared in consonance with the academic calendar of the Savitribai Phule Pune university.

- The success of any educational institution lies in the relevance of its curriculum, the pedagogy used to deliver the curriculum and the curriculum outcomes and to achieve this meetings of the Heads of the Departments are held at regular intervals to understand the progress of curriculum delivery.

- The system to monitor the implementation of the curriculum is micromanaged at the department level. The Head of each Department monitors the teaching plan maintained by the staff members to assess the pedagogy, syllabus completion and curriculum delivery of his/her department members and gives feedback to the staff through regular meetings.

- The College is affiliated to the Savitribai Phule Pune University, Pune and follows the syllabus and curriculum framed by the affiliating university. Many of the faculty members of the college are a part of the board of studies of different subjects in commerce at the affiliating university and help in framing the curriculum. The program outcomes, program-specific outcomes and course outcomes are defined in the curriculum prescribed by the affiliating university.

- For the assessment of the students the staff members conduct both formative and summative assessments to measure the course outcomes and to gauge if the learning objectives have been met. These assessments are done in various forms like assignments, presentations, class tests and case study etc.

- The journey towards effective implementation of the curriculum begins with the appointment of expert and qualified faculty members. The College follows the guidelines and rules laid down by the UGC and SPPU in the appointment of the staff members and the distribution of workload given to them to ensure quality in the teaching and learning process.

- The mission of the college is to strive to maintain quality and rigour in a curriculum which is

market oriented and contemporary with an industry academia interface and the requisite skill sets at the same time make the learning value based, encourage students to hone their creativity and bring about their holistic development. To achieve this objective the staff members regularly encourage students to undertake various skill based NPTEL courses from time to time.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 32

File Description	Document
List of students and the attendance sheet for the above mentioned programs	[View Document](#)
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Evidence of course completion, like course completion certificate etc. Apart from the above:	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 21.17

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five

years

2021-22	2020-21	2019-20	2018-19	2017-18
2167	503	674	323	276

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

At Ness Wadia College of Commerce, we believe in the holistic development of students. This necessitates sensitizing the students towards gender equity, ethics, values and environment. Our mission statement states value-based learning, holistic development and socio-economic transformation with students being the focal point.

The staff members are encouraged and motivated by the college management to undertake multidisciplinary initiatives in the fields of Professional ethics, Gender, Human Values, Environment and Sustainability so that they remain abreast with the latest in these fields and simultaneously facilitate in sensitizing the students regarding the same.

Professional Ethics

- College conducted an Add-on course for FY BCom Students on Employability Skill Enhancement.
- Business Communication is a part of regular syllabus for BCom, BVoc, BBA, BBA-CA and BBA-IB curriculum.
- College conducted an add-on course on Personality and Soft Skills Development for FY BBA and BBA-IB Students.
- A course on Global Competencies and Personality Development is a part of BBA and BBA-IB curriculum.
- College conducted add-on courses on Skill Development for MCom Students.
- The college conducted an add-on course on "Human Rights".
- Workshop on Publication Ethics and Research Metric.
- Professional Skill Development Add-on course was conducted by college.

Gender Sensitization

- A Gender Equality Programme was conducted by NSS.
- Gender Sensitisation workshop for students was conducted at SPPU.
- Gender Sensitisation webinar was conducted "Gender Equality".
- 2 days Workshop was conducted for Gender Sensitisation by the college.
- Vidyarthini Manch organized a workshop on "Nirbhaya Kanya Abhiyan".

Human Values

- College conducted an add-on course for FY-BCom on value education.
- College conducted an add-on course for FY BCom/BBA/BBA-IB/BBA CA/BVoc on Democracy, Elections and Good Governance.
- College conducted add-on courses for MCom on Human Rights, Introduction to Indian Constitution and Cyber Security.
- Various Jayantees and Commemorative Days such as Independence Day and Republic Day are celebrated every year.

Environment and Sustainability

- As a part of the syllabus there is a compulsory add-on course on Basic Environmental Awareness for all students.
- NSS/NCC/Student Development Cell conducted tree plantation drives.
- "Environment Awareness Association" undertakes extensive work and conducts multiple activities for students in the area of environment and sustainability.
- United Nations International Certificate Course was conducted in association with IARF.
- A webinar on "Birds Around Us" was conducted by a renowned ornithologist Mr. Umesh Waghela.
- "My River My Valentine" a program was conducted in 2022 in association with We forum on the theme of rivers in India.
- "Kalpavruksha- A saga of tree program" was conducted in 2022 to create awareness about the floral world and its importance in urban landscapes.
- "Re-Mantra- An Eco Tantra" a program was conducted in 2022 through which participants gained the insight into the 3 R principle and fundamentals of circular economy.
- "Rang-ja -Virtual Holi" a program was conducted in 2022.
- Visit to "Kelkar Museum" was conducted for EVS students to help them understand the ancient wisdom of sustainable and eco-friendly lifestyles.
- "Pruthvi" a program was conducted in 2022 to celebrate World Environment Day.
- "Plastic Free" drive was conducted at Wadia campus in 2021.
- Heritage Conservation at JJ Garden was conducted in 2022. Litter of about 6 bags of 4 kgs each was collected by the students of Ness Wadia College.
- Tree Plantation Drive was conducted in 2021 at Ness Wadia College of Commerce.
- Sapling distribution was done and approximately 50 Tulsi saplings were distributed staff and students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 40.08

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 1528

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	[View Document](#)
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[View Document](#)
Action taken report on the feedback analysis	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 86.99

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2021-22	2020-21	2019-20	2018-19	2017-18
1482	1262	1480	1501	1524

2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1735	1590	1747	1600	1661

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list as published by the HEI and endorsed by the competent authority	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 77.82

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2021-22	2020-21	2019-20	2018-19	2017-18
774	621	661	696	682

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
920	843	927	841	882

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	[View Document](#)
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 60.51

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 and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

Teaching–learning methods adopted by the faculty members include Lecture Method, Interactive Method, Project-based Learning, Computer-assisted Learning, Experiential Learning etc.

The Teaching – learning activities are made effective through illustration and special lectures.

To acquire first-hand knowledge on the subjects and current practices students are engaged in field study.

Lessons are taught through Power point presentations to make learning interesting besides oral presenting methods.

All departments conduct innovative programs which stimulate the creative ability of students and provide them a platform to nurture their problem-solving skills and ensure participative learning.

Experiential Learning:

Department conducts add-on programs to support students in their experiential learning. The institution imparts the following experiential learning practices to enhance creativity and cognitive levels of the students

1. Laboratory Sessions are conducted with content beyond syllabus experiments.
2. Summer Internship -Students get hands on training while working in the company.
3. Add-on Courses on latest technologies with NPTEL, Coursera etc.
4. Industrial Visits to engage them in experiential learning while visiting the organization.
5. Certification Courses (Value Added Courses) by the market experts such as Microsoft/Google/ NSE etc. to develop their expertise.

Participatory Learning:

In this type of learning, students participate in various activities such as seminar, group discussion, wall papers, projects, and the skill based add on courses. Students are encouraged to participate in activities where they can use their specialized technical or management skills, such as

Annual cultural program - This is organized every year for the students of the college to give a vent to their creativity.

Regular Quizzes - Quizzes are organized for student participation at intra or inter college level.

Seminar Presentation - Students develop technical skills while presenting papers in seminars.

MOOC Programs (NPTEL, COURSERA etc.)

Problem-solving methods:

Departments encourage students to acquire and develop problem-solving skills. For this, college organizes expert lectures on various topics, motivate students to join MOOC courses, participate in various inter-college and intra-college competitions such as:

1. In-house summer training with project development
2. Regular Assignments based on problems
3. Regular Quizzes
4. Case studies Discussion
5. Class presentations
6. Debates
7. Participation in Inter college events like Avishkar

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 100

2.4.1.1 **Number of sanctioned posts year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
63	54	57	52	50

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	View Document

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 71.38

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
46	37	40	37	37

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	View Document

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

Evaluation is an innate part of teaching and learning process. Ness Wadia college of commerce follows the modalities of conducting internal evaluations as prescribed by SPPU Pune being an affiliated college, all guidelines and procedure for internal assessment on the Commencement of new academic session have been followed. The students are intimated about evaluation system to be followed. Updating of different notifications and circulars of SPPU about examinations was done to the teachers and as well asstudents. Continuous information regarding evaluations on the basis of assignments with power point presentations, internal exams, practical tests. Internships, question paper model was provided to the students. Teachers discuss the paper in details with the student after the examinations and principal also holds special meetings with the heads of all department on their respective results.

Mechanism of internal assessment was based on university curriculum prescribed frequency.

The college ensures that there is fairness and transparency in the calculation of internal assessment of the students as they are intimated with the assessment. College Appointed CEO for Examination Department. All Exam work is done under the guidance of CEO and Exam Committee. Collegeappointed coordinator for each class Coordinator observes the Examination work and provide solution toall the difficulties of the students.

Due to corona pandemic the College Examination committee decided to conduct internal assessment through online mode. The college followed the process for internal Assessment. College created unique email ids for students and shared among students and teachers, subject teachers created Google Classrooms of their subjects and students were allowed to join through their unique Gmail ids only. Teachers created Google form for the internal examination, and centralized time-Table prepared by the Examination Committee for the internal examinations are followed by teachers. College conducted one more internal examination for backlog and those students who were absent, due to corona pandemic.

After the internal examination result ware processed and shared with students and were kept ready to

upload on the university portal.

According to 2019 credit pattern, University declared internship program for the special subject of the final year students to enhance practical knowledge in students. College appointed internship committee of special subjects and one faculty appointed as coordinator for the guide and help to the students. The coordinator requested many institutions and made the list of institutions and provided it to the students. Coordinator made lists of students who faced difficulties in finding the institutions. Students were allotted to institutions. The difficulties and queries about results, practical exams, internal exam were promptly resolved. According to the procedure the students applied to the principal and while principal sent the applications to the Exam CEO and CEO sent it to subject teacher and the subject teacher solved the difficulties and students' queries.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

The Ness Wadia College of Commerce, Pune provides quality education to Indian and foreign students. The College offers various conventional and professional degree programmes at UG, PG and research level to cater to the diverse needs of students including those with differentiated learning abilities. The standard of quality education provided by the institute is measured in terms of outcomes. The College follows a curriculum prescribed by Savitribai Phule Pune University and a mechanism of outcome-based education in consonance with UGC- LOCF documents. The learning outcomes of various courses and programmes are clearly defined by faculty members of academic departments and made available on the College website. These course outcomes (COs) and programme outcomes (POs) are statements describing knowledge, qualities, skills, and competencies to be acquired by the students after the completion of the course or programme. These outcomes are stated in the light of Bloom's Taxonomy. COs and POs are defined in accordance with graduate attributes, learning outcomes, vision and mission statement of the institute. COs and POs are defined for all academic programmes including UG, PG and Research. Attainment levels are evaluated on the basis of students' performance in internal and external examinations internally as well as externally. The mechanism for attainments in internal evaluation is well-defined by the College. The external attainments are measured in terms of degree percentage, ranks in university results, placement, higher progression, awards, achievements, feedback and life-long learning experiences. After the completion of courses and programmes attainments are measured through surveys.

List of Programme offered by NWCC, Pune are as follows:

Sr. No.	Name of Programme	Specializations / Electives Offered
1	B. COM.	Business Administration
		Banking and Finance
		Business Entrepreneurship
		Business Statistics
		Cost and Works Accounting
		Marketing Management
2	BBA	Financial Management
		Human Resource Management
		Marketing Management
3	BBA IB	Financial Management
		French or German Foreign Language
		Global Human Resource Management
		Marketing Management
		Supply Chain Management
4	BBA CA	Android Programming
5	B. Voc	Actuarial Studies
6	M. COM.	Accounting
		Banking and Finance
		Business Administration
		Business Laws
		Cost and Works Accounting
7	PGDBF	
8	PGDIB	
9	PGDTL	
10	M. Phil.	Accounting
		Banking and Finance
		Business Administration
		Business Economics
		Business Practices
		Marketing Management
11	Ph. D.	Accounting
		Banking and Finance
		Business Administration
		Business Economics
		Business Practices

	Marketing Management

File Description	Document
Upload Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

The Modern Education Society's Ness Wadia College of Commerce, Pune is affiliated to Savitribai Phule Pune University. The College offers Undergraduate, Post Graduate and Research programs and courses under the Faculty of Commerce. The College has a system in place for measuring the levels of attainment of course outcomes, programme-specific outcomes and programme outcomes.

Attainment of the Course Outcomes

The course outcomes are measured through syllabi, completion of syllabi, continuous evaluation (internal assessments), setting of question papers, other evaluation, and results.

At the Departmental level, the Heads of the Department and the teachers who are engaged in content delivery strive to complete the courses in time. In some cases, extra classes are conducted for those students whom teachers identify as slow learners or those who have content related difficulties. The rule of 75 percent compulsory attendance to qualify for writing the examination for all courses is adhered to. This ensures that students participate in the class. Attendance is also given indirect weightage in the marks scheme. The data of students admitted to various classes is shared with concerned subject teachers.This helps them to keep a track of students' progress. Continuous evaluation is done through tests, quizzes, case studies, written assignments, paper presentations, oral presentations, fieldwork, etc. The end semester examination of every course is based on a written examination of three hours, the question paper of which is required to test the knowledge of the student from every unit prescribed for study.

Attainment of the Programme-Specific Outcomes

The programme-specific outcomes are measured by taking the aggregate result of all courses in a given programme of an individual student, and then the average performance of all the students in a given programme.

Attainment of the Programme Outcomes

At the Post Graduate level and Undergraduate levels, the attainment of programme outcomes is measured through students' progress to higher studies whether in any higher educational institution in India or abroad. Another measurement of attainment is students' placement in companies and institutions.

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The feedback system of different stakeholders which is in place in the college helps to measure and reckon the attainment of the programme outcomes. The online student feedback system provides information about the relevance of the course, availability of the course material, and importance of the course in terms of employability and so on. These are pertinent questions which help the college to measure its learning outcomes and address gaps if there are any.

The College has also utilized a student satisfaction survey developed by NAAC (for conducting during assessment and accreditation process). The institute used this to seek feedback on its own and for measuring the attainment level of course and programme outcomes. This is shared through the college IQAC webpage with all stakeholders. This informs all stakeholders of the virtues and shortcomings in teaching, learning and accomplishments.

File Description	Document
Upload Additional information	View Document

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 78.76

2.6.3.1 **Number of final year students who passed the university examination year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1037	1241	1383	986	1113

2.6.3.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1389	1332	1523	1500	1569

File Description	Document
Institutional data in the prescribed format	View Document
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	View Document

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.08

File Description	Document
Upload database of all students on roll as per data template	[View Document](#)

Criterion 3 - 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 last five years (INR in Lakhs)

Response: 5.9

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	5.90	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

As a College imparting Business Education we are working towards the development of an entrepreneurial and innovation ecosystem through the following endeavors:

1. A **Startup and Innovation Cell (S&IC)** was established in 2019-2020 under the aegis of the Centre for Innovation Incubation and Enterprise, SPPU. The Cell provides students with a platform to interact and network with innovators, startup founders and successful alumni. Students are provided with information and exposure to various aspects of entrepreneurship and startups. Workshops on themes like Business Model Canvas, Entrepreneurial Mindset, Creative Thinking and Business Idea Development and Launching a Startup, panel discussions and plenarysessions are held regularly. A number of entrepreneurs and startup founders are invited to share their ideas, insights and experiences with students and faculty members. Visits to business establishments help students get a first hand view of how a business is run. A Book Club meet is

held once a month to enrich students with insights and experiences from a book of the month. A pool of mentors provides a support system to students. Mentors visit the campus to conduct workshops and interactive sessions. According to SPPU guidelines 2019-2020, the IPR (Intellectual Property Rights) Cell, Social Entrepreneurship Cell and Industry Interaction Cell were constituted. Startup Idea Contests have been organized. Since 2019 our students have regularly won startup idea and business plan competitions at inter- collegiate and University levels.

2. The conduct of **Intellectual Property Rights (IPRs) related activities**. The S&IC has undertaken the conduct of guest lectures, workshops and webinars on IPRs. These events have helped faculty and students to get acquainted with the types of IPRs, significance, and process of filing. The Department of Business Laws of the College has also been engaged in generating IPR awareness through similar events.

3. An **Undergraduate Research Program**, specifically designed and developed to identify and nurture research capabilities in undergraduate students was launched. This program facilitates students across streams to come up with research ideas/themes and provides supporting internal inhouse research faculty to guide them. The highlight of the program is the interaction and guidance students receive from external mentors who are industry experts. After two years of implementing the URP, an Undergraduate Research Compendium of research articles by these students was published.

4. **Bhanage Memorial Seminars –** An Annual Seminar series running for 25 years now, it brings together teachers, students, subject experts, research scholars and industry professionals. Panel discussions on themes, presentations by scholars and lectures allow students and teachers alike to think, learn and enhance their knowledge.

5. **Research Centre –** The college has an active research center with over 20 research guides and 66 research scholars. The Center provides enormous facilities for learning and exchange through several workshops, seminars, and discussions.

6. **Avishkar Competition-** A national level inter- university competition, it provides a platform to showcase innovative ideas through posters and projects. Our students have been participating regularly and won awards and recognition for the ideas. In the recent past, the College also hosted the zonal level of this competition.

File Description	Document
Upload Additional information	View Document

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 62

3.2.2.1 **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
10	13	17	11	11

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 0.66

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
2	2	1	28	30

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	[View Document](#)
Link to re-directing to journal source-cite website in case of digital journals	[View Document](#)
Links to the papers published in journals listed in UGC CARE list or	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.67

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
15	28	7	8	6

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

The college has conducted several Extension activities in the past. The purpose of these activities are to sensitize students to understand challenges faced by community stakeholders and appreciate the society they reside in. It provides a platform for students to engage in deliberations, problem solving and capacity development. Some of the main extension activities conducted under the NSS, NCC, Indian RedCross Society of the college, Samata Mandal and other academic departments are the following:

The college, under the auspices of the Indian Red Cross Society NCC and NSS has conducted Blood Donation Camps several times both inside and outside the campus premises. This activity has created immense awareness among students regarding the importance of blood
donation. Over the last five years, the college has successfully conducted over 3 blood-donation camps in the campus, one of them during the Covid 2 nd wave. The best indicator of its effectiveness was the increased participation among students and faculty members during
these activities.

The college understands its responsibility towards the environment. In this regard, a Tree Plantation drive was conducted in 2022 at the Baner Biodiversity Park. This NSS activity ensured that students dive deeper into the positive impacts of planting trees.

To sensitize students of socio-economic crisis situations, the BBA Department of the college organized a Workshop on "Sri-Lankan Crisis – Impacts and Challenges" in hybrid Mode, during the peak of the Sri Lankan crisis. The workshop involved Sri Lankan academicians and professionals (from HR and Marketing) and experts from Pune, discussing and deliberating the crisis with SY students.

The college has also rolled out initiatives such as River Cleanliness Drive, "My River, my Valentine", at Yerwada and later at Siddheshwar Ghat, Pune and several cleanliness drives around the college campus. During these drives, students are encouraged to join, participating
students are educated, making them informed of the ecological demands of today.

Health initiatives such as Ayush Medical Camp, in village schools near Wagholi, brought together technology, Indian medical expertise and empathy all rolled into one. With the help of tele-medicine, our college students conducted a basic check-up of rural school children and
liaison between kids in rural areas and homeopathic doctors. More 20 trained students from the college were part of this momentous program. The NSS also carried out the Mask Making and distribution camp during Covid times, Program on Awareness of PCOS amongst girl students for female health, with double intent to educate students, making them responsible citizens to help the community.

Special initiatives for girl students such as one-day workshop on Women's Empowerment and Self-defense workshop, titled Nirbhaya Kanya Abhiyaan, have gone a long way in creating awareness for development and creating a safe haven for girl students.

Activities such as the ones shared above has had a positive impact on the communities around college and student's empowerment.

File Description	Document
Upload Additional information	[View Document](#)

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

Extension activities are important for the overall development of all stakeholders in the college. The engagement of students and teachers in extension activities creates a service oriented culture among the student community. Students and teachers become more aware about social, gender and ecological issues.

Over the years, the College has won accolades for many of it's extension activities. Some of these awards and appreciation have been earned by the College as an entity and others have been bagged by individual teachers and students. Some noteworthy awards and achievements are summarized below:

Faculty Awards and Achievements:

Dr. Bharat Rathod, NSS Program Officer of the College received a certificate of appreciation under NSS, *Yuva Sanman Sohala* for Adventure Sports Camp, Amravati in 2018. He also received a Membership certificate from Maharashtra *Harit Sena* for his exemplary contribution for public welfare by the Forest Department, Government of Maharashtra.

For his contribution as a Program Officer, in the NSS and Guinness World Record organized initiative, "Swachha Wari – Swastha Wari – Nirmal Wari – Harit Wari" (23 June – 12 July 2019) Dr. Rathod received a certificate of honor. He also received a certificate declaring him to be a Proud Swachh Warrior Swachh Survekshan 2020 from Puneri Swag in association with Pune Municipal Corporation.

In 2019, **Dr. Vrishali Randhir** received a Certificate of Appreciation – Teacher Innovation Award by Sri Aurobindo Society for sustainable efforts towards promoting joyful and experimental teaching. Post Covid-19, Dr. Randhir was conferred the Award of Covid-Warriors by *Manav Adhar Samajik Sangh Maharashtra.* In the year 2020, she was felicitated in Vadgaon by *Manaswini Mahila Manch* for her play- *Mi Savitribai Phule Botey*.

On International Women's Day 2022, Prof. (Dr.) Vrishali Randhir was conferred with the Nishtha Women Achievers Award for her valuable contribution in the field of education.

In 2019, our student, Amit Shivaji Patil from the NSS was designated as the NDR Friend, for his participation in AVHAN:2019, Chancellor's Brigade: NSS Wing during a Training Camp on Disaster Management. He was also conferred with the Award of *Yuva Swachhta Doot* by the Savitribai Phule Pune University for his exemplary efforts at the flood relief camp in Nasik and Kolhapur district.

Student Awards and Achievements:

In the academic year 2018-2019, 20 students from the College won the Best Street Play Award for their street play on social issues during the year 2018-19 at a competition organised by Savitribai Phule Pune University.

In 2018-19, our NCC cadets won several awards. Our student was awarded a Gold Medal by the DG NVV Amravati at the Sthal Sainik Camp. Another student was awarded a Gold medal by the DG NCC Tirupati at the National Trekking Camp. Our students were conferred Gold Medals at the Panner Competition CATC Camp, Best Cadet Competition, Piloting Competition and two Silver Medals in the 100-meter and 400-meter sprint at the DG NCC Pune.

In the same year, one of our girl students was conferred with the Youth Icon Award at the *Yuvati Sammelan* at the SPMM Baramati.

Institute Award/ Achievement:

In December 2021, the college received a Certificate of Appreciation from National Institute of Securities Market (SEBI) for active participation in "*Kona Kona Shiksha*", a financial literacy educationinitiative. **Dr. Deepa Dani** was also awarded a certificate of appreciation in recognition of her contribution as the In-charge/Anchor Faculty in this initiative.

File Description	Document
Upload Additional information	View Document

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 186

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

2021-22	2020-21	2019-20	2018-19	2017-18
50	23	33	39	41

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View Document
Institutional data in the prescribed format	View Document
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	View Document

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 7

File Description	Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

Teaching-Learning Facilities: -

The institution has a comprehensive infrastructure and a range of physical facilities to support effective teaching and learning. viz., classrooms, laboratories, computing equipment etc.

An essential aspect of providing effective education is ensuring the availability of appropriate infrastructure and physical facilities to support teaching and learning. The college has ample infrastructural and physical facilities, such as classrooms, computer laboratories, seminar halls, reading rooms, and a network center located in the library. The institution has also established a language laboratory, a common room for girls, and ramps for physically challenged students, promoting inclusivity and accessibility. In addition, the college management has implemented measures to ensure the optimal utilization of the physical infrastructure, promoting a culture of excellence in education through the integration of technologically innovative educational tools.
The following details highlight the available facilities:
The institution has **31 classrooms**, **6 computer labs**, **3 seminar halls**, **2 reading rooms**, **1 language lab**, **1 girls' common room**, **2 staff common rooms**, and **1 generator**, providing modern facilities and conducive learning environments for students and faculty members.

Out of **31** classrooms, the institution has **28** classrooms have **ICT** enabled facilities, which are equipped with multimedia technology to support teaching and learning. These classrooms are used for lectures, presentations, and group work. Having **28** classrooms with **LCD** is a significant asset. It provides access to modern teaching methods and technologies.

Overall, the institution offers a comprehensive range of infrastructure and physical facilities to support teaching and learning. These facilities are designed to create a conducive learning environment that caters to the academic needs of both students and staff.

Facilities for Cultural and sports activities

The institution recognizes the importance of overall student development, which includes physical, mental, and intellectual growth. To facilitate this, the college has established adequate facilities for cultural activities, sports, games (both indoor and outdoor), gymnasium, and a yoga center.

In support of co-curricular, extra-curricular, cultural, and sports activities, the college has three seminar halls, including Neville Wadia Seminar Hall and Tata Assembly Hall in sister institutions, that are utilized when required (during 'INFINITY' and other events). Additionally, thecollege's open-air theatre provides a spacious venue for various cultural activities, enabling students to enhance their skills in different facets of performing arts.

The foyer space available at the main entrance and between two buildings is useful for various social gatherings, graduation ceremonies, and exhibitions of literary and artistic work prepared mainly by students.

For outdoor sports, the college has a spacious playground spanning 4.5 acres, where students can play cricket, football, volleyball, hockey, kabbadi, khokho, athletics, and other games. The playground also contains a cricket net for practice and a boxing ring. The college has two basketball courts, a modern gymnasium with all necessary equipment, and facilities for indoor games such as chess, carrom, and table tennis.

Overall, the college provides a range of infrastructure and facilities to support the physical, mental, and intellectual growth of its students, enabling them to develop into well-rounded individuals.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 30.75

4.1.2.1 **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
3.49	97.51	11.78	6.91	140.95

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

Library is an important knowledge centre of the institution having collection of around 55000 books, magazines, periodicals and research journals. Substantial number of books, journals, and periodicals are added/subscribed from time to time to the existing stock of books/periodicals. Book Bank facility is made available for the students. The college subscribes to the N-LIST database having both in-house and remote access, which is a password-based subscription. The database contains huge number of e-Books and e-Journals.

The library has adopted the SOUL3.0 LIBRARY SOFTWARE developed by the UGC INFLIBNET CENTRE in Ahmedabad, which offers a range of features to support library functions. Bibliographic data of all library collections are added to the database. Barcoding technology is also used for library operations such as issue/return. Students and teachers are well informed about new arrivals of the books in the library as well as information about issue/return of the books is given through email.

Name of ILMS software: SOUL

Nature of automation (fully or partially): Fully

Version: 3.0

Year of Automation: 2010

Reading room facilities are a boon to the students especially during the period of examination.

On the guidance of an advisory committee, the library provides user - friendly system with open access and various support facilities such as Internet browsing, computerized lending, stock verification,

reprography, and inter-library book loan. Two spacious reading halls are housed in the library.

'Book Lovers' Group' is a unique activity undertaken by college library. The Group has been acting as a platform for book loving students to read and then review well-known books, often in the presence of authors of the book himself.

Library has a scheme 'Read a book, get a pen' to motivate students for reading books.

Book reserved for study section are issued overnight to the students who wish to read these books at night as these books remain idle in the library.

New books and important newspapers clippings are displayed in the display board of the library.

Library orientation program, **'Know your Library'** is organized every year for the fresh students regarding the use of library resources by conducting open information sessions.

The library celebrates birth/death anniversaries of eminent leaders, freedom fighters and social reformers by organising an exibition of books on these personalities.

A special collection of sacred books and books of national leaders are kept for ready referance of the reader.

Books to be discarded are sold at nominal price to students.

Special cards and free book bank facility is made available to students working under Earn and Learn Scheme.

Help in locating information is given to both students and faculty for the purpose of research or writing assignments or projects through the use of OPAC.

The college is member of Gokhale Institute of Politics and Economics and Jayakar Library. Books of libraries belonging to these institutions can be borrowed by the staff. Similarly, books can also be borrowed from sister institutions, namely, Nowrosjee Wadia College and Neville Wadia Institute of Management.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet

connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

College is well equipped with its IT facilities. There are 5 Computer laboratories (out of which Three laboratories are upgraded this year) in the college with 160 PCs, Printers and Internet facilities for the students and staff. There are 21 classrooms equipped with IT facilities and LCD projectors. There are two seminar halls equipped with IT facilities. There is a seminar hall equipped with IT facilities and smart TV. Internet browsoing center is made available for students, which is housed in the library. College uses latest and licence versions of windows
operating system along with anti-virus.

Office uses latest version of **Vriddhi MIS** system for administrative purposes. Also latest version of **Tally** is available with office for finance section.

Library uses latest version of **SOUL** for Library Management.

College has high speed internet with speed upto 50 MBPS.

College Website is up-to-date with all relevant data and information.

File Description	Document
Upload Additional information	View Document

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response: 97.74

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 39

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 35.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
46.69	42.85	73.29	55.01	80.53

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 10.24

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
351	352	445	438	321

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	[View Document](#)
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

> 1. *Soft skills*
> 2. *Language and communication skills*
> 3. *Life skills (Yoga, physical fitness, health and hygiene)*
> 4. *ICT/computing skills*

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	[View Document](#)
Report with photographs on ICT/computing skills enhancement programs	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 5.07

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	203	289	453

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof related to Mechanisms for submission of online/offline students' grievances	[View Document](#)
Proof for Implementation of guidelines of statutory/regulatory bodies	[View Document](#)
Details of statutory/regulatory Committees (to be notified in institutional website also)	[View Document](#)
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	[View Document](#)

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 13.26

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
204	132	197	249	188

5.2.1.2 **Number of outgoing students year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1569	1500	1523	1332	1389

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	[View Document](#)
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 0.13

5.2.2.1 **Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2021-22	2020-21	2019-20	2018-19	2017-18
5	3	0	0	0

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

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 last five years

Response: 64

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

2021-22	2020-21	2019-20	2018-19	2017-18
11	0	23	17	13

File Description	Document
list and links to e-copies of award letters and certificates	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 14.8

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
09	01	29	21	14

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

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

Response:

Ness Nadia College of Commerce has produced Stalwart alumni. Our alumni are Contributing to Society at large in various Capacities. Through the Alumni Association the institute has conducted various programs and activities over the last five years.

The "Alumni Association Lecture Series", was initiated in the year 2016-17 and is continued till date.

 On this platform Alumni of the college interact with the Current students, with the purpose of guiding them towards successful Careers and lives.

As part of the Golden Jubilee year of NWCC (2018-19), a gathering of the Alumni was organized on 21st October, 2018. Activities like Lectures, Panel discussion etc.. were conducted.

From time to time Alumni of the College are invited to conduct workshops, seminars & Guest lectures under the many associations of the College.

The registered Alumni Association of the College would be very actively conducting further programs and activities for the exponential development of the college.

File Description	Document
Upload Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

College always strives for providing high-academic, professional, ethical, innovative, and responsive education to develop overall personality of the students through training programs, certificate courses, diploma courses and skill-based degrees and research-oriented approach and activities. The Institution has adopted new pedagogy of blended mode consisting of IT enabled teaching learning process in addition to traditional method. During the pandemic situation college ventured into totally IT enabled virtual classrooms. College continued its alliances with industry and academic partners to enhance quality in education and applied research thereby promoting the excellence in learning, research, administration, resource management and outreach educational endeavours to accomplish vision of the college.

So as to imbibe and impart to the rising generations high quality education, the college through its well established and structured hierarchy of authorities responsible for decision making, conducted various activities such as online teachers training, FDPs, and Webinars for faculties.

College imparts education through Marathi and English medium and runs Center for English and Foreign Languages. The diversified programmes with skill enhancement components focus on multidisciplinary approach. These aspects are in tune with NEP 2020.

College, as per its perspective plan moves ahead with a forward approach of practical learning through startup and innovation cell and entrepreneurial development activities and further encouraging research through its research centre. College is equally active in community services preserving nations heritage and culture by maintaining its cosmopolitan nature.

The College organised various activities for the students, such as providing Digital Library, Soft Skill Development programs, Industry expert lecture series, Students' Moot Court Competition, Placement, Start-up and Innovation Cell, etc to keep them engaged in learning process. Add-on programs and workshops such as Personality and Soft Skills Development, Data Analysis, Democracy, Elections and Governance, Applications of Python etc. were also organised in the college. The College was instrumental to ensure all activities served for the betterment of its stakeholders keeping in tune with its vision and mission.

Participative Management: -

The parent body of the college, Modern Education Society (MES) is instrumental in imparting diversified education for last 9 decades. At present, under the able leadership of noted industrialist and

philanthropist Mr. Nusli Wadia as a Chairman of MES and with the able assistance of other trustees from diversified background, college is striving to imbibe quality Business Education. Board of Trustees (BOT), Monitoring and Development Committee (MDC), College Development Committee (CDC), IQAC, Heads of Departments constitute hierarchical structure for the decision-making process. Various committees such as infrastructure, purchase, grievance, gymkhana etc. are formed for smooth functioning of the college.

Decentralization: -

In order to facilitate better management, the college has appointed HoDs for Accountancy, Business Law, Business Economics, Mathematics and Statistics, Marketing, Business Administration, Business Practices, Banking and Finance, English and other Languages, Sports, Library, Cost and works Accounting, and coordinators for BBA, BBA (IB), BBA (CA), B. Voc. (BFIAS) and BBA (RO). All HoDs are responsible for the academic enrichment, execution of programmes, effective teaching-learning process of respective departments. Various student support and progression activities are designed and executed through various students' associations. These associations are headed by the teacher-Mentor assisted by student coordinator for the smooth conduct of various activities. Decentralization of powers have been reflected and passed on to the level of students through such mechanisms.

File Description	Document
Upload Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

Administrative Setup

The organizational structure of the college consists of the Parent body – the Modern Education Society (MES), Pune. The President of the Board of Trustees is renowned industrialist Mr. Nusli Wadia. Board of Trustees of MES is entrusted with the power of designing policies and taking decisions for smooth functioning of the college.

College Development Committee (CDC)

CDC is Constituted as per Maharashtra Public University Act, 2016. The CDC acts as a link between the Management and the College. It comprises of Office Bearers of the Management, the Principal, teacher representatives, and non-teaching staff representatives. The CDC plays a significant role in budgetary matters of the college and is actively involved in taking policy decisions in issues related to development

of the college. The CDC also appraises the Management about vacancies and recruitment of teaching, administrative and support staff of the college. In CDC meetings recommendations are made to the management for the progress and development of the college.

Internal Quality Assurance Cell (IQAC)

IQAC comprises of the Principal, Coordinator, teachers, members of the management, and other stakeholders like student representative, Alumni, parent representative and representatives from industry, education, and corporate sectors. All academic, curricular, extra-curricular, extension and developmental activities come under the purview of the IQAC.

The Principal, Vice Principal, and the Heads of the departments take major academic decesion in consultation with faculty members. Administrative setup consists of the Registrar, Accountants, Clerks, and support staff. The Library functions through the Library, the Assistant Librarian, Library clerks and library attendants. The Physical Director, and his attendant looks after the Department of Sports and Physical Education.

College-level Committees

For the smooth and effective functioning of the college various committees are formed for student development through academic, research, curricular, extra-curricular, extension and outreach programs. Academic Calendar is rigorously followed. Committees constituted for various works, work in perfect synchronization for overall student development and qualitative and quantitative growth of the institution. The Admission Committee monitors admission process for various UG and PG programs as the guidelines of government and affiliating university. Students are also made aware of variousgovernment schemes, scholarships, and free ships which they can avail.

For effective and efficient working of the college, various committees including Grievance-Redressal, Women's Redressal cell, Anti-Sexual Harassment Committee, Anti-ragging Committee, and Discipline Committee are constituted and they are working efficiently.

Service Rules and Recruitment

For the recruitment of teaching faculty, the college follows the rules and regulations laid down by S. P. Pune University, UGC, New Delhi and Government of Maharashtra. For recruitment of non- teaching staff, the Management follows the rules laid down by Government of Maharashtra. However, for smooth and effective functioning of the college management recruit human resource as per requirement. Recruitment of teachers is carried out meticulously by screening of applications and Interviews conducted by a panel of experts who test the candidate for their subject knowledge, communication skillsand other pre-requisites for a good teacher. Academic skills of in-service teachers are upgraded periodically by encouraging them to engage in research activities, participation in faculty development programs and enrichment courses.

Promotions of teachers are based on the Career Advancement Scheme (CAS) laid down by the UGC, New Delhi and Government of Maharashtra. The promotions of non-teaching staff are carried out as perthe Government of Maharashtra norms.

File Description	Document
Upload Additional information	[View Document](#)

6.2.2

Institution implements e-governance in its operations

1. **Administration**
2. **Finance and Accounts**
3. **Student Admission and Support**
4. **Examination**

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

College has strong bonding amongst its employees. Due importance and respect is given to all members of the staff by imparting various welfare activities through government and institutional schemes. A healthy and conducive environment is maintained in college through healthy practices for the welfare of staff.

Welfare Schemes

1. Life and Health Insurance Scheme: Institute facilitates deductions of the monthly premium of LIC and Group Insurance policies of employees with ease.
2. Welfare through Co-operative Credit Society: All employees of the colleges run by parent society have come together and formed Modern Education Society's Employees Cooperative Credit Society registered under Maharashtra Society Act, 1956. The working of the society is as per the government rules and offers loans, medical aid, and retirement funds to employees.
3. Medical Reimbursement by GoM: The medical reimbursement proposals of employees are forwarded to the JDHE office, GoM and the benefit is availed by the concerned employee. In the last five years, 16 employees of the college have benefited by this scheme.
4. Research facilities: Workspace and Study leaves for research.
5. Duty Leaves and financial aid for attending refresher/orientation/induction/STC/FDP, seminars,

conferences and workshops.

6. Nomination for Awards of University and parent institute
7. Gymnasium facility
8. Non-teaching staff members have cricket team, which represents college at inter-collegiate tournaments. College provides financial support in the form of registration fees.
9. CAS promotions
10. Other Schemes of the College:

- Benefits on retirement through NPS and DCPS, GPF, gratuity and leave encashment.
- PF Loan, Partial withdrawal, and recommendation for loan
- Vacations, Casual, Earned, Medical and maternity leaves.
- Travel Grants from UGC, SPPU, Pune
- Full time Medical Officer is available on Wadia College Campus for aid and advice.
- 2 uniforms each per year and washing allowances are provided to all class iv employee
- Canteen facilities is available on campus.
- Newspapers and magazines are made available to all its staff members in the staff room.
- Tea and refreshment
- Lunch room is available for non-Teaching staff.
- First aid boxes are available at college at different locations for students and staff members.
- Facilities for differently abled persons: Lift, Ramp, Wheel Chairs etc.

College has well-defined Performance Appraisal System for all employees and follows the rules, regulations of GoM, affiliating university and UGC strictly.

During last five years 4 staff members have been elevated as Professors and 3 as Associate Professors.

The assessment of non-teaching staff is done using confidential reports.

File Description	Document
Upload Additional information	[View Document](#)

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 11.96

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

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	10	14	7

File Description	Document
Policy document on providing financial support to teachers	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 20.1

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
14	36	34	9	29

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
65	65	65	67	69

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the certificates of the program attended by teachers.	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

Mobilization of financial Resources:

The college has well-structured strategy for optimum utilization of available resources. College conducts all its curricular and extracurricular activities starting from 7:30 am till 8:30 pm. Self-finance courses such as BBA, B. Voc., PG Diplomas, M. Phil. And Ph. D. and various add-on courses contribute for revenue generation.

Grants/Donations:

College proactively worked for obtaining grants/donations from various government and non-government agencies. College received following grants/donations during last five years:

Sr. No.	Nature of Grant	Agency	Amount (Rs.)
1	B. Voc.	UGC	10450000/-
2	Teachers Travel Grant for conference at Brazil	UGC	111069/-
3	Teachers Travel Grant for conference at Brazil	SPPU, Pune	92991/-
4	Faculty Improvement Programme	UGC	375050/-
5	Research Grant	ICSSR	400000/-
6	Research Grant	SPPU, Pune	190000/-
7	Earn and Learn Scheme	SPPU, Pune	1693290/-
8	Grants for various workshops	SPPU, Pune	116000/-
9	Donations and registration fees for Annual Cultural/Sports Event "Infinity"	Non-Government Bodies/Corporates and participants	1284455/-
10	NSS Grants	SPPU, Pune	157500/-

Fees collected from students:

Major source of fund generation for the college is mainly, fees collected from students of various aided and self-financed programmes and add-on courses.

Salary Grants:

Salaries of employees appointed for aided programmes are paid from salary grants received from the state government.

Scholarships:

Various scholarship schemes of the government are available for the students from socially, economically, and educationally backward sections of the society. College receives tuition fees of such students from the government.

Endowment prizes:

Former employees and alumni have contributed funds to the college and endowment prizes are awarded to meritorious students/rankers out of the interest accrued through such funds. A prize is instituted by the Kirtan & Pandit CA of Rs. 2000/- each for securing highest marks in Accountancy at F. Y. B. Com. and S. Y. B. Com. College conducts Shri. H. K. Paranjape Essay Writing Competition on contemporary issues in the Indian Economy. College awards cash prizes to the winners of the competition from the amount donated by Mr. Vijay Paranjape.

Optimum Utilization of Resources:

Fees collected from student of self-financing programmes are utilized for salaries of employees, maintenance and development of infrastructure, welfare activities for staff and students and for organising various curricular, extra-curricular and extension activities/social outreach programmes.

Internal and external Audits:

The college follows SOPs specially designed to monitor funds utilisation. Purchase committee is instrumental in inviting, examining quotations, tenders and examining vouchers, bills and receipts of the financial transactions of the college.

All the major financial transactions are processed through the recommendations of the College Development Committee (CDC) and they are further approved by Monitoring and Development Committee (MDC) and Board of Trustees. All such committees/bodies consist of teachers/non-teaching staff representatives.

Internal and external financial audits are regularly conducted by the agencies appointed by Modern Education Society(MES) as per norms. The accounts clerks maintain ledgers with receipts and payments, and vouchers. Internal auditors, after verification of accounts, submit the report to the Principal. The discrepancies, if any are noticed, are rectified, and updated. The accounts for the university grants are audited by university authorities. Audit reports are discussed and approved in CDC meetings and higher authorities of MES. Audited accounts of such funds will be further scrutinized by statutory auditor duly appointed by the management.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

The IQAC has played a dynamic role in institutionalising the practice of starting skill based programmes to enhance the employability and adapting to the needs of ever evolving business environment which demands industry academia linkage. The introduction of the Bachelor of Vocations (B.Voc) in Banking, Finance and Insurance with Actuarial Studies in 2018, oriented the students to a skill-enhancing programme which helps them uncover the untapped potential in the field of Actuaries. It aims towards the overall development of the student through internships and practical exposure to the fundamentals of Accountancy, Banking, Finance, Taxation along with Mathematical and Statistical skills thereby ensuring learning with practise. The program also uses online platforms such as NPTEL, SWAYAM, etc.in the teaching, learning and evaluation process.

The initiative of launching the Bachelor of Business Administration-Retail Operations (Apprenticeship embedded programme) in 2019 is another major qualitative step taken by IQAC in the direction of quality assurance strategies and processes. This program ran in collaboration and support from the Retail Association's Skill Council of India, McDonald's (Training / industry partner) and the Savitribai Phule Pune University. The course's unique characteristic being direct access to the industry with mandatory practical exposure in a retail store. These qualitative strategies and processes are in line with the objectives of the New National Educational Policy 2020 of aligning the vocational educational programmes with the mainstream education, continuous review of progress (CBCS pattern), technology utilisation, etc.

The IQAC has helped in sowing the seeds of entrepreneurship with the setting up of the Start-up and Innovation Cell(SIC) in 2019-2020. The SIC actively provides knowledgeable insights into the field of entrepreneurship and start up ecosystem through workshops, seminars, webinars, discussions, contests etc. to our budding student entrepreneurs. The Entrepreneurship Book Club is a unique activity of the cell aimed to broaden the learning horizon of the students by encouraging them to read and review books on a monthly basis.

IQAC has continuously encouraged technology usage to enhance the quality of the teaching learning process especially during and post Covid 19 pandemic period by accessing the google classroom for disbursing information such as notices, time tables, study material, collection of assignments and practicals and in conducting the student satisfaction survey in order to collect the valuable suggestions/ feedback of the students to improve the overall teaching learning experience in the institution.

The IQAC has kept prioritizing on research through, The Bizz..Ness, Research Journal of the college which fosters a research mind-set among teachers, scholars and students by encouraging to write research papers and articles. In 2019, Dr.Dipak Wayal guided Omkar Dahiwelkar (TY-BBA) & Shruti Patil (TY-BBA) and Dr. Manohar Sanap guided Omkar Dahiwelkar in writing and publishing research papers in IJRAR. Another qualitative observation is of our students repeatedly appearing in the rank holders' list of the SPPU from 2016 to 2021.

Additionally, with the adoption of SOUL software and WEB OPAC by the college library and the Vridhi Software for administrative purposes, students are welcomed to a world full of opportunities with easy accessibility.

File Description	Document
Upload Additional information	View Document

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document	
NIRF report, AAA report and details on follow up actions	View Document	
Link to Minute of IQAC meetings, hosted on HEI website	View Document	
Provide Links for any other relevant document to support the claim (if any)	View Document	

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

Measures initiated by the Institution for the Promotion of Gender Equity during the last five years

The College is committed to provide a conducive environment for girl students. In 2019, it was ranked at No.3 for the "Best Male Female Ratio" at an all-India level by India Today. The College provides all its faculty and students with equal opportunities for participation in all curricular, co-curricular and extracurricular activities.

Gender sensitization events like webinars which encourage discussion, dialogue and address issues such as gender equality are conducted. Vidhyarthani Manch of the College regularly conducts the Nirbhaya Kanya Abhiyan to create awareness about women's safety. Self-defense training and health awareness programs for girl students are conducted under its aegis. Women's Day celebrations are held and expert talks are delivered to sensitize lady teachers and students about their rights and duties.

CCTV Surveillance, gated entry only with identity card verification, a common room for girls and a dedicated NSS program officer for NSS volunteers help to ensure the safety and security of girls on campus. Medical camps and safety training are held from time to time. The College has established a Cell for the Prevention of Sexual Harassment to address the concerns of its students and teachers.

Some students come from economically backward sections of society and the College ensures that every eligible student applies for various available scholarships. Students belonging to different reserved categories receive scholarships every year.

Through its Academic and Personal Counseling Cell, the institute has a mechanism and counsels students to address personal and professional issues. A physician is available on the campus round the clock.

Institutional initiatives to celebrate Commemorative days, Events and Festivals:

To inculcate humanitarian values and sensitize students about human, social and national values, and oneness among the students, the celebration of National festivals and Commemorative Days play an important role. Such celebrations and observances commemorate the sacrifices of our great leaders and freedom fighters. This helps to cherish and reflect on the thoughts and ideologies of great personalities of our nation while inculcating good values among students.

In this context, the College commemorates the Birth Anniversary of Historical Figures by either inviting

experts in the field or appointing an in-house member to deliver a speech.

Dr. B.R. Ambedkar Jayanti, Chhatrapati Shivaji Maharaj Jayanti, Gandhi Jayanti and Lal Bahadur Shastri Jayanti, Sardar Vallabhai Patel Jayanti, Sant Gadge Baba Jayanti, Subhash Chandra Bosh Jayanti are commemorated every year to give students and staff members an opportunity to expand their knowledge on the teachings of our leaders.

The College also celebrates National days like Independence Day and Republic Day, Maharashtra Day and Constitution Day. On these occasions, the national flag is hoisted, followed by an address by an eminent personality.

Students' Youth Festival "Infinity" is celebrated every year. It is an inter- collegiate event which attracts participants from 30-40 city colleges every year across various events.

The Red Cross Cell of the college conducts various training programs such as - Disaster Management, First- aid and CPR Technique Training and Blood Donation Camps for students.

International Yoga Day is celebrated on 21st June every year. Yoga sessions are organized for faculty and students. All staff members and students perform yoga under expert supervision.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.1.2

The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	[View Document](#)
Geo-tagged photographs/videos of the facilities.	[View Document](#)
Bills for the purchase of equipment's for the facilities created under this metric	[View Document](#)

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	[View Document](#)
Policy document on environment and energy usage Certificate from the auditing agency	[View Document](#)
Green audit/environmental audit report from recognized bodies	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

The College exhibits these value systems through several activities that contribute to society.

On 20th August 2020, when the first wave of COVID-19 was subsiding, our college had taken an outstanding initiative by adopting a village in Bopgaon, Taluka Purandar in Pune District. The Ness Wadia College of Commerce, NSS volunteers along with 10 faculty members, acted as warriors by conducting a survey on COVID – 19. They also spread awareness about its dangers and shared the precautions to be taken among the villagers of Bopgaon village. 45 NSS volunteers were part of the awareness campaign. 40 NSS Volunteer-warriors of the College supported the society by making 1500 masks at home in a week which they distributed to people. The College also organized an awareness drive on HIV, to sensitize students on early diagnosis prevention and treatment.

Our College also organized a Health Awareness Campaign, Vaccination Drive Campaign and Voters

Awareness Campaign to sensitize students on human values, rights and duties as responsible citizens.

College has also taken initiatives to be inclusive.

It does this by promoting harmony among cultural, regional, linguistic, communal, socio economically diverse groups. Ideal examples are conducting various activities such as the Youth Festival which is celebrated every year in the college to commemorate the birth anniversary of Swami Vivekananda. Infinity,an annual inter collegiate cultural festival, which is celebrated on a larger scale comprises activities such as sports, music, fashion show, talent shows etc.; wherein students unleash their creativity with huge enthusiasm every year. The College also celebrates National Days like Independence Day and Republic Day, Constitution Day and Yoga Day. On these occasions, the flag hoisting is done and an address by an eminent personality is delivered. Maharashtra Day is also celebrated by the college. The College commemorates the Birth Anniversary of historical figures by either inviting experts from the field or appointing an in-house member to deliver a speech.

To sensitize students about the rights, duties and responsibilities as citizens, the College organized a workshop on Intellectual Property Rights and Patent laws and a Workshop on Students and Law. The idea behind these workshops is to equip students with knowledge about practical and contemporary socio-legal issues.

To inculcate social awareness among students and work towards conserving the ecology, the college conducts various events such as plastic free drives, waste paper recycling project, river cleaning project etc.

True to its mission, the focus of the college has always been on imparting qualitative and value-based learning while encouraging creativity, curiosity and communication.

For our first year students, an Induction Program is conducted which helps them to have a seamless transition from school to college. The College understands that students come with diverse thoughts, from different backgrounds and preparations. Students speak different languages, and from diverse socio-cultural and economic backgrounds. The College is an unfamiliar environment as they have little knowledge of our college. This platform helps the college to sensitize newly admitted students to the college values, allow them to appreciate cultural diversity and help understand their rights and responsibilities towards the nation.

File Description	Document
Upload Additional information	View Document

7.2 Best Practices

7.2.1

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

Response:

Best Practice 1:

Title: Commencement of An Apprentice Embedded Degree Program (Bachelor Of Vocation and BBA Retail Operations)

Objectives of the Practice:

1. To provide stuidens a judicious mix of theoretical and practical skills (On the Job Training) relating to entrepreneurial activities.
2. To make students well equipped with adequate skills to enhance their employability.
3. To provide flexibility to the students by offering apprenticeship while they learn.
4. To integrate NSQF within the undergraduate level of higher education in order to enhance employability of graduates and meet industry requirements.
5. To provide an opportunity for students to earn while they learn.

The Context:

The Ministry of HRD, Government of India had issued an Executive Order in September 2011 for National Vocational Education Qualification Framework (NVEQF). Subsequently, Ministry of Finance, in pursuance of the decision of Cabinet Committee on Skill Development in its meeting held on 19th December, 2013, issued a notification for a National Skills Qualifications Framework (NSQF) which supersedes NVEQF. Under the National Skills Development Corporation, many Sector Skill Councils representing respective industries have been established.Ness Wadia College of Commerce, Pune has been nominated by the Ministry of Human Resource Development, Government of India, as one of the few institutions in India to initiate the BBA in Retail Operations. This was the pilot project across the country initiated to check the feasibility of apprenticeship embedded programs.

The Practice:

The Ministry of Human Resource Development, Government of India had chosen Ness Wadia College of Commerce, Pune as one of the few academic institutions in India to initiate the BBA in Retail Operations and B.Voc in Banking Finance and Acturial Studies.

The BBA in Retail Operations runs in collaboration with Retail Association's Skill Council of India – RASCI, McDonald as a training/industry partner, and Savitribai Phule Pune University, Pune (SPPU). This program is of three years and is a judicious mix of theory and skill component on a credit-based system. It offers a direct gateway to an industry with mandatory practical exposure in the retail store. Students of this program will get a stipend from industry partners during the program. This apprenticeship embedded program is designed in a way that students not only get theoretical knowledge but practical knowledge too. Students acquire theoretical knowledge in the college for three days in a week and practical knowledge (On the Job Training-OJT) at the industry partner's workplace for three days in a week.

Evidence of Success:

Apprenticeship Embedded Program enables the graduates to make a meaningful participation in accelerating India's economy by gaining appropriate employment, becoming entrepreneurs and building

the knowledge base. These programs were well received by the students since it provides real time practical learning along with general education. It has also impressed students because they get a three-year experience certificate along with a Bachelor degree. The evidence of success of these programs lies in employment and opportunities. Two students have been offered packages of over 10 lakhs a year, 6 students started their own businesses and most others are pursuing their masters degree.

Problems encountered and Resources Required:

1. Training Components provided by Training Partner and Sector Skill Councils were not matching.
2. Training Partners focus on revenue generation rather than imparting training to students.
3. College has to discontinue the BBA Retail Operation program because of necessary approvals and affiliation.

Best Practice 2:

Title: Intra-collegiate Start-up Idea i2e Contest

Objectives:

1. To encourage students to conceive and implement entrepreneurship ideas.
2. To develop the spirit of enterprise among students while building a startup ecosystem.
3. To provide students with a platform to interact with successful entrepreneurs.
4. To encourage students to convert their ideas into successful business ventures.

The Context:

The Government of India's thrust on Atmanirbhar Bharat, Make in India and the Startup India Mission set the policy mandate which led to the establishment of the CIIE at the SPPU, Pune. As a college having Start-up and Innovation Cell, it was decided to organise an intra-collegiate contest. Through this activity, the College endeavours to nurture the spirit of enterprise among students and expose them to the idea of starting up. Students are provided with information and exposure to various aspects of entrepreneurship and the startup ecosystem. well in advance to make them competent enough to go for entrepreneurship.

The Practice:

The Startup and Innovation Cell chalked out its activities for the year according to CIIIE, SPPU guidelines. A core committee of students aided by enthusiastic volunteers supported the coordinator in the conduct of the Cell's activities. Workshops on Business Model Canvas, Entrepreneurial Mindset, Creative Thinking and Business Idea Development and Launching a Startup were conducted. Various entrepreneurs and startup founders were invited to share their ideas, insights and experiences with students and faculty members. A pool of mentors was created to provide a support system to students. Students were connected with mentors from our pool of mentors to seek direction in this regard. As per CIIE, SPPU guidelines, a College Level Startup Idea Contest was organized. The contest was organised virtually on the Google Meet platform. Winners went on to represent the College at the cluster-level contest. This practice helped student to orient their entrepreneurial skills to venture into business of theirchoice.

Evidence of Success:

As per the directives of the CIIE, SPPU an intra collegiate startup idea contest was conducted and 2 of the best ideas went on to represent the College at cluster level. Two teams from our College Somya Sharma, Venugopal Darekar and Tushar Gopalkrishnan, Akshat Mandalgi were announced as the winning teams. Both winning teams made it to the top 50 ideas at the Cluster Level i2e Startup Idea Contest organized by CIIE, SPPU in January 2022.

Problems Encountered and Resources Required:

The involvement of all stakeholders is imperative. Unwillingness to participate, attend events, and contribute on the part of faculty members were experienced. Most students have a greater preference for the stability of jobs vis-a-vis the risk and uncertainty of starting their own business and hence they are reluctant to participate and explore entrepreneurial ideas through such events. Being the first year it a difficult task to motivate students to participate.

File Description	Document
Any other relevant information	View Document
Best practices as hosted on the Institutional website	View Document

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Promoting Entrepreneurship Skills among students

The vision statement of the college states "College aims to bring about the socio-economic transformation of the nation and the world". To fulfil this vision, the college strives to conduct activities to reach this goal. Social transformation is the key concern of the college for nation-building. Promoting and developing an entrepreneurship mindset helps students to start their ventures, which eventually helps alleviate poverty, generate employment, discourage migration, and promote growth. In this context, the college has established an Entrepreneurship Development Cell. The College has also established a Start-up and Innovation Cell in the academic year 2019-20 to promote entrepreneurship. The Cell has conducted various activities, organised talks, competitions, webinars, workshops, panel discussions, and field visits.

The College-organised activities are outlined below:

In keeping with its commitment to impart quality education, create awareness of entrepreneurship on the legal front and help students enhance their corporate and legal acumen, a webinar on Innovations and

Intellectual Property was organised by the college.

In the Academic year 2017- 18, the Department of Business Practices organised an industrial visit to Pravara Sahakari Sakar Karkhana Loni, Ahmadnagar. The industrial visit was arranged with the objective of enhancing students' awareness about entrepreneurship. Students witnessed the working of Asia's 1st Cooperative sugar factory and learned about Padmashri Vikhe Patil.

In the academic year 2018-19, eight students participated in Exeminus- Annual Entrepreneurship Summit held at IIM Bangalore. An Entrepreneurship Fair was organised during the Infinity Fest in the college. In February 2019 a workshop on 'Strategic Business Development' was organised in 2019.

Since the academic year 2019- 20, the Startup and Innovation Cell has conducted several events like a panel discussion on 'How to Navigate the Path of Entrepreneurship'. Mr. Rohit Oswal, Ms. Surabhi Bogawat, and Ms Sunanda Verma Bhatta were the panellists for this session. A workshop on 'Business Idea Development and launching a Startup' was also conducted. This workshop was a platform for students to learn how to generate business ideas. Various Startup Clubs were formed to provide students with the opportunity to network with like-minded people, explore business opportunities and develop their business ideas and acumen. A College Level Startup Idea Contest was also organised.

Various Guest Lectures were arranged by the college to enhance the entrepreneurial skills of the students. A lecture on 'Intellectual Property Rights' was delivered by Mr. Hrishikesh Honkalas, faculty at Department of Law, SPPU. Ms. Sunanda Verma Bhatta delivered a lecture on 'Entrepreneurial Mindset'.

Ms. Munira Baghdadi spoke on a Designer's Perspective on Brand Building and Brand Identity.Students also represented the college at various events like the i2e cluster level contest organised by the Centre for Innovation, Incubation and Enterprise, SPPU. Students visited the Shri Mahila Griha Udyog Lijjat Papad facility at Prabhat Road, Pune and interacted with officials of the organisation and gained insight into the working of this initiative of women's empowerment through a factory visit followed by alecture.

Students participated in various book discussions like the discussion on the book "Attitude is Everything" by Jeff Keller. Various webinars were conducted on relevant topics like 'How Entrepreneurs are Riding the COVID Wave' and 'Humanising Brands'. A Workshop under the aegis of the Young Entrepreneur Programme of deAsra Foundation was organised where Dr. Anand Godse and Mr. Akshay Patankar of deAsra Foundation were facilitators.

In the academic year 2020-21, a Webinar on 'Sports: Lessons in Leadership, Teamwork & Entrepreneurship' was organised where Ms. Diva Daruwala shared her experiences of life as a basketball player and the key skills associated with it. A webinar series saw CA Amrut Deshmukh, The Booklet Guy, speak on 'Social Entrepreneurship'. Mr. Ujjwal Gulati, Founder, of Mindfulness with Mandalas spoke on career interests driven by self-awareness and purpose. Ms. Anita Tikkoo, spoke on 'Doing What You Love' and Ms. Sonal Singh, Co-Founder, Fittr, spoke on Winning Mindset.

A Workshop on the "Business Lean Canvas Model" was organized where the Resource Person, Ms. Sunanda Verma Bhatta, Co-Founder of The Daftar, Pune enlightened the students about the elements of the Lean Canvas Model. An Intra-collegiate Start-up Idea i2e Contest was organized where the judges were Mr. Yogesh Shinde, CA Vaibhav Jain, and Ms. Anandita Mitra. Two winning ideas were shortlisted

to represent the College at the University level. Ms. Radhika Sharma of the college participated in Learnathon 2021, a Two-Day National Level Hackathon being organized by the Innovation and Incubation Centre of St. Joseph's College of Commerce, Bengaluru. Dr. Mariam Noronha and Mr. Rohan Aaron attended INNOFEST 2021 organised by CIIE, SPPU.

'Gup-shup with Student Startup Founders' – A panel discussion with six student entrepreneurs from Bennett University was conducted in the academic year 2021-22. A webinar on IPRs for Entrepreneurs was organized where the Speaker Mr. Shridhar Kulkarni shed light on the basics of IP and its importance for all businesses. The College organized a webinar on Innovations and Intellectual Property. A Webinar Series was organized where Mr. Kavan Antani spoke on 'Design is always a way to communicate with humans'. Mr. Rahul Deo explained how 'Everyone is a photographer' and CS Vivek Sadhale explained how "Constraints will always exist. No matter if you are successful or are beginning from a clean slate."

Winning teams of the i2e Startup Idea Contest organized by the college made it to the top 50 ideas at the Cluster Level I2e Startup Idea Contest organized by CIIE, SPPU. The startup and Innovation Cell of the College held a panel discussion 'Costing for Start-ups'. This discussion was conducted to help students understand the various costs and recognize the obstacles in their way while starting a start-up. Various Instagram Live Sessions were organized with Mr. Amrut Deshmukh who shed light on his MISSION, MAKE INDIA READ and Mr. Mitesh Pradhan, Founder, My Colors Institute of Visual Arts who shared the importance of focus and dedication. Two National Level Inter-collegiate workshops were organised on the thenes 'Marketing for Startup Founders' and 'Ideas To Action - The Fundamentals of Starting Up'.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

5. CONCLUSION

Additional Information :

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Concluding Remarks :

The success of any educational institution lies in multiple factors which includes vision, Mission, meticulous planning and strategy in tune with the institutional perspective plan and an effective execution of the same. The Ness Wadia College of Commerce, Pune having legacy of imparting quality education to the rising generation of the country. The college has created its own brand and identity in the field of business education and research in the commerce discipline. Effective governance and leadership having a greater role for the teachers in overall administration and teaching learning process at all centres of administration in the entire hierarchy.

The college has adopted high contents of contemporary relevant curriculum and very aptly blended skill component to it and tried to nurture excellent entrepreneurial skills along with relevant social skills by imbibing moral, human and ethical values. With an aim to create all round development of the students, college has taken consistent efforts to create research culture and problem solving capability of the students. Consistent efforts are made to encourage students to undertake project work/ field work/internships and availed more than 37 Addon courses. Feedback mechanism is adopted to see whether the journey of the college is on the right direction or not.

The transparent admission process, good governance, multidisciplinary approach, skill component and multi lingual approach is in tune with national education policy, 2020.

A blend of online and offline teaching continued in the college in the recent past was a great endeavour even in pandemic life covid-19.

College teachers as mentors are continuously monitoring whether the program and course outcomes are achieved or not through their teaching and evaluation.

The Ness Wadian Culture is that of dedication, integrity and work ethics. We take pride in our work. The contribution of the college towards research, innovation and extension activities is certainly a step towards building our nation and this legacy of the college serving the young global citizens so that they explore themselves to the fullest of their potential for then welfare and happiness of mankind in future too.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
1.2.1	**Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)** Answer before DVV Verification : 37 Answer After DVV Verification :32
1.2.2	*Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years* 1.2.2.1. Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>2157</td><td>503</td><td>674</td><td>345</td><td>276</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>2167</td><td>503</td><td>674</td><td>323</td><td>276</td></tr></table>
1.3.2	**Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)** 1.3.2.1. **Number of students undertaking project work/field work / internships** Answer before DVV Verification : 1637 Answer after DVV Verification: 1528
2.4.2	*Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)* 2.4.2.1. **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>37</td><td>35</td><td>34</td><td>37</td><td>31</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr></table>

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| 46 | 37 | 40 | 37 | 37 |

3.3.1 **Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

3.3.1.1. Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
09	02	06	29	34

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
2	2	1	28	30

Remark : Other papers are not published in the UGC CARE Journals or Scopus or WoS

3.3.2 **Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**

3.3.2.1. Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
23	30	9	9	7

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
15	28	7	8	6

Remark : Other papers are not published with ISBN or ISSN

3.5.1 *Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.*

Answer before DVV Verification :
Answer After DVV Verification :7
Remark : only seven MoUs are active

4.3.2 **Student – Computer ratio (Data for the latest completed academic year)**

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4.3.2.1. **Number of computers available for students usage during the latest completed academic year:**

Answer before DVV Verification : 333

Answer after DVV Verification: 39

Remark : as per bills

2.Extended Profile Deviations

Extended Profile Deviations
No Deviations