



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1.Name of the Institution	Indira College of Engineering and Managemnet
• Name of the Head of the institution	Dr. P.M. Ghanegaonkar
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02114661565
• Mobile no	9422340370
• Registered e-mail	principal@indiraicem.ac.in
• Alternate e-mail	registrar@indiraicem.ac.in
• Address	Gat No 276, Tal. Maval, S.NO 64,65, Indira College Road, Parandvadi, Maharashtra 410506
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	410506
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural

• Financial Status	Self-financing				
• Name of the Affiliating University	Savitribai Phule Pune University				
• Name of the IQAC Coordinator	Dr. Rupa Hiremath				
• Phone No.	02114661540				
• Alternate phone No.	02114661521				
• Mobile	9922443630				
• IQAC e-mail address	iqac@indiraicem.ac.in				
• Alternate Email address	registrar@indiraicem.ac.in				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://indiraicem.ac.in/agar-reports				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://indiraicem.ac.in/assets/pdf/ICEM_Academic%20Calendar_2023_24_Even%20sem.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	2.92	2019	15/07/2019	14/07/2024
6.Date of Establishment of IQAC			16/08/2017		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NIL	NIL	NIL	NIL	0	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	4	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
OBE audits		
AAA audits		
Academic formats		
OBE workshop		
Faculty Trainings		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		
Plan of Action	Achievements/Outcomes	
Establishing Hybrid Learning Studio	Audio Video Recording Facility was launched	
Developing Playgrounds	Football ground was created	
13.Whether the AQAR was placed before statutory body?	Yes	
<ul style="list-style-type: none"> Name of the statutory body 		
Name	Date of meeting(s)	
CDC and GC	10/06/2023	

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2022-23	15/02/2024

15. Multidisciplinary / interdisciplinary

The institute is focusing towards the inclusion of subjects that will emphasise on multidisciplinary aspect in the learning of students as per the National Educational Policy 2020. Keeping this in view the college is offering short term training courses to facilitate the students with multidisciplinary approach. The aim is to make the students equipped, so that they don't need to rely on government jobs but instead pave a way towards self-employment and entrepreneurship. As the institute is aligning with the goal of implementing NEP2020 an approach has been made to have more of multi-disciplinary subjects by implementing the programme learning outcomes along with courses and unit learning outcomes that define the specific knowledge, skills, attitudes and values that are to be acquired by the learner and would ensure that each programme achieves its goal.

16. Academic bank of credits (ABC):

Regarding the implementation of Academic Bank of Credits, as per guidelines provided by UGC and SPPU, The institute has created account and all enrolled students have created the account on portal. The students and faculties are inspired to take up credit courses on various platforms like NPTEL and other online/offline learning platforms that are linked with academic bank of credits. Under NEP implementations with student centric focus in mind the institute is adopting flexible approach towards academic credit attainment and its accountability.

17. Skill development:

The vision of the institute is to promote Value-Based Quality Education; hence the institute puts in efforts to inculcate skill development among the learners. The institute holds technical competitions to offer platform to students to showcase their technical skills. The Project based learning, mini projects, internships being offered and Final year projects are valuable modes through which the skill development takes shape. The institute has also setup incubation and entrepreneurship development cell for students to get benefitted in skill development process. The students are also encouraged to participate in national level competitions like robocon, hackathon etc, Wherein the group of

students come together for real time problem solving.

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

Under IKS the institute is taking positive steps in setting up the yoga practices for students, the institute is planning to introduce courses based on Indian Vedas, Sanskrit language and making students conversant with ancient technology developments. The primitive infrastructure, architecture and vedic mathematics will be the key focus in coming days.

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

Outcome measurement being significant component of teaching learning process the institute has setup the practice of OBE for assessment of students learning. The students are assessed through OBE procedures and the records of OBE evaluation are maintained with the departments. The institute also conducts OBE audits after each semester. For smooth implementation of OBE standard semi programmed spreadsheets are used by all faculties for assessment.

20.Distance education/online education:

Keeping in view the convenience of the student, the various technological tools used by the faculties especially during the pandemic lockdown are Microsoft Teams, Google Classroom, Zoom, Google, using videos as teaching and learning aids, Group collaboration and interaction and assignment and revision as well as the assessments have been conducted are some of the institutional efforts towards blended learning.

Extended Profile

1.Programme

1.1 382

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

File Description	Documents
Data Template	View File

2.Student

2.1 1213

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 195

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

File Description	Documents
Data Template	View File

2.3 342

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic

3.1 65

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 65

Number of sanctioned posts during the year

Extended Profile

1.Programme

1.1	382
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2.1	1213
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Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic

3.1	65
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	65
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	24
Total number of Classrooms and Seminar halls	
4.2	978.30
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	602
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

As Institute affiliated with SPPU follows the curriculum regularized by SPPU. The institute Calendar is prepared in line with SPPU academic calendar and inline with that department academic planner prepared considering the suggestions of DAAC. Before commencement of the semester, teaching load is allocated to the faculties and they prepare the course file. Institute follows the outcome-based teaching-learning process. Institute has adopted the online teaching-learning process also. To enhance the teaching and learning process different tools are used like MS Teams, uses of ICT tools, Video lectures, Project-Based learning, Zoom etc. The Institute follows a transparent and robust method for internal assessment. The faculty evaluates the performance of students at regular intervals. The implementation and delivery of the curriculum monitored by the Academic Monitoring committee. The effective implementation of the curriculum is ensured by supplementing classroom teaching with expert lectures, seminars, inhouse, and industry-supported projects, industrial internships,

case studies, internal tests etc. The Schedule of SPPU examinations is displayed on the notice board. Faculty members are encouraged to impart the revised curriculum by attending the syllabus implementation workshops. For improvement of the academic standard, feedback is taken from the stakeholders, analyzed and used for the improvement of the curriculum.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_I/1.1.1.pdf

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

The institute level academic calendar is prepared in line with SPPU calendar and then Department academic calendar is prepared in line with the institute calendar. The academic calendar is prepared so that teachers should know all the activities regarding continuous internal evaluation process such as the commencement of the examination, schedules of internal exams, orals, practical exams, and University Exam, co-curricular and extra-curricular activities, etc.

Continuous Internal Evaluation (CIE) is used to give a balanced assessment of student capabilities across Knowledge, Skills & Attitude (KSA) dimensions based on variety of assessment tools. Following is the schedule for conduction of CIE activities:

For Theory:

1. Three assignments are given to students each on 2 units.
2. Two Unit Tests in a semester.
3. Theory attendance is also considered.

For Practical/Seminar/Project:

1. Practical: After completion of each practical timely assessment and evaluation of each student is done.

2. Practical Attendance also considered.
3. Mock Oral Exam (End of the semester)
4. Seminar and project is assessed by the respective guide monthly/ twice a month.

There are different formats used for continuous evaluation of Theory, Practical, Term Work, Projects and tutorial.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_I/1.1.2.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

C. Any 2 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

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

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

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

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

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

13

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

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

1116

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

The institute is affiliated to SPPU and the curriculum has integrated the cross cutting issues such as Gender, Environment and Sustainability, Human Values, Professional Ethics.

Gender

To address the Gender the course Enternshi Analysis- Desk Research is offered in the curriculum. Institute conducts Nirbhay Kanya Abhiyan and implements the gender equality by opting Gender Neutral Uniform.

Environment and Sustainability

The curriculum has the courses which integrates Environment and Sustainability e.g. Environmental Studies, Waste Water Engineering, Disaster management, Solid waste management, Solar & Wind Energy, Energy Engineering etc. Institute also has NSS team under which Camps in Rural areas, tree plantation and Swachata abhiyan are organized.

Human Values

In the curriculum the courses on Human values are Industrial safety, Humanity & Social Science, Code of Conduct, Principles and Practices of Management and Organizational Behaviour. The Institute also implement the Earn & Learn scheme and organises Blood donation camp to inculcate human values amongst students.

Professional Ethics

The courses on professional ethic are organisational behaviour, Employability Skills Development, Code of Conduct, Skill Development, Indian Ithos & Business Ethics, verbal communication lab etc. Inspite of these CDP, Aptitude and soft skills sessions organized to develop professional ethics.

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

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

16

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

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

1111

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

1.4 - Feedback System

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

File Description	Documents
URL for stakeholder feedback report	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_I/1.4.1.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

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

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

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_I/1.4.2.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

406

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

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

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

117

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

The institute has started classifying students' learning levels based on prerequisite exams. For subsequent years it is classified

on the basis of their previous examination, results and assessment by faculty. Students are divided into two groups based on these evaluations: slow learners and advanced learners. Their academic requirements are examined during a series of departmental meetings, and special efforts are made to enhance the performance of slow learners. Advanced students are helped to improve their abilities and motivated to set and meet difficult academic goals.

For first-year engineering students, bridge courses are offered at the start of the academic year to help Students Bridge the gap between various boards and the SPPU curriculum. Alumni sessions are held to offer advice to students, provide tips on how to manage their studies, and share their college experiences.

Advanced learners are encouraged to actively participate in a variety of initiatives like hackathons, learnathons, and other technological activities like NPTEL courses. Understanding the needs of the industry students are prepared for placements, industrial tours, industry expert lectures series, soft skills and aptitude sessions. Also encouraged them to go for Project Based learning through mini projects.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_II/2.2.1_Upload.pdf
Upload any additional information	View File

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

Number of Students	Number of Teachers
1213	69

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

ICEM believes in blended educational approaches and strategies which prioritize the needs, interests, and learning styles of

individual learner. In order to meet the growing technical demands of the industry, the Institute adheres to the blended learning approach. Student Centric Learning is implemented, keeping in view the changing study patterns.

Blended learning:

Faculties of ICEM inculcate this learning approach as hybrid teaching methodology. It's a formal educational program that combines the traditional classroom teaching methods with digital media.

Experimental learning:

The faculty members take keen interest in guiding the students to solve the lab assignments and real world problems by performing experiments in the laboratories by learning through hands on trainings, workshops, Industrial visits, internships, seminars, attending various competitions/conferences/summits/technical events/symposiums, Study tours & Site Visits.

Collaborative/Participative Learning:

Students are actively involved and assigned tasks in groups to acquire application oriented knowledge, amalgamation of ideas and develop team spirit by organizing and participating in events like, Tech-fest, Innovation Summit, Smart India Hackathon, Idea Presentation etc.

Case Based Learning/ Competency-Based Learning (CBL):

Industrial problems and business case studies of the current scenario are discussed with the students to make them aware of the causes, effects, results, and consequences. Allowing students to advance when they demonstrate proficiency in a particular skill or concept.

Product/Project Based Learning:

Real time problems are shared with students to test and evaluate their application of domain knowledge, innovation and technical skills for the benefit of the society.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_II/2.3.1_Upload.pdf

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

Teachers of the ICEM try to make the best use of the technology in their teaching learning process. ICT has enabled better and swifter communication, presentation of ideas in an effective and relevant way. It is an effective tool for acquiring information from multiple sources to help students to enhance their knowledge database.

The College has a Wi-Fi Enabled Campus which helps the teachers and students to stay connected to the internet and learn and teach the updated information. The college has an Automated Library and lecture recording room for betterment in Learning experience for the learners. The college has well equipped Computer Labs with updated versions of software's like C, C++ Python, R, JAVA, Microsoft Office, as per the need of curriculum.

Teachers make and present PowerPoint presentations, videos in the classrooms which help them have an interactive conversation with the students. Teachers have started taking lectures online on Google Meet, Zoom, Microsoft Teams, etc. FDPs are conducted to enable/familiarize the teachers with these online platforms. Besides using the e-books in the e-classrooms, educational videos, such as Ted Talks, YouTube Content, etc. which further adds quality to lecture delivery.

Teachers share reading materials, short notes, e-books over different media like Google Classroom, Microsoft Meet, E-Mail, College Portal, What's-App, One drive, Notebook, etc.

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

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

2.3.3.1 - Number of mentors

62

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	No File Uploaded

2.4 - Teacher Profile and Quality

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

65

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

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

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

22

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

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

371

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

The Institute has developed a transparent and robust mechanism of internal assessment. The mechanism adopted for internal assessment ensures transparency by Continuous Assessment process. The assessment is done in the form of Unit-wise assignment and Unit test, Practical assessment, Seminar and Project Review. The institute closely monitors the performance of students at regular intervals in various modes. Institute calendar consists of the schedule of all unit tests/practice test/internal test and reflected in Department planned. Setting of the question paper and the results will be available to the students by concerned staff in class. Assessment of activities like seminars, projects, along with internal expert review brings transparency. Continuous Assessment for PG students is done by adhering to assessment methods such as internship related seminar/project. The expected level of the outcome is specified and declared to the assessor which helps the assessor to set the assignment accordingly. The robustness of mechanism reflects in consistently good final year

results. Institute recognizes the potential and barriers of the learner in terms of expressing their strengths and learning achievements. Thus, variety of tools as mentioned above is employed for assessment.

File Description	Documents
Any additional information	View File
Link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_II/2.5.1_Upload.pdf

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

The institute has an examination section and appointed a College Examination Officer (CEO) as per SPPU guidelines to implement SPPU examinations system and procedures effectively. The CEO communicates with the department exam coordinator of each department for smooth conduction of SPPU exam and solving issues.

The grievances during the conduction of the university online/theory examinations and discrepancies are addressed in consultation with CEO (College Examination Officer).The students write up an application addressed to the Director of board of Examination and Evaluation, SPPU Pune.The following are the common grievances which are normally addressed in the past Name correction in mark sheet, absenteeism in paper/Subject, non-receipt of mark sheet after declaration of result, non-issue of Hall ticket for Examination.

Standard Procedure

1. Student apply on SPPU portal as per Notice by exam section.
2. Student submit data through link given by exam section (<https://sites.google.com/view/exam052/home/application-forms>) or written application.
3. Student collect print of above application from exam section
4. Take signature/Approval from Principal on application print, Make payment as per SPPU norms.

5. Submit the completed form in college exam section
6. The case will be forwarded to SPPU.
7. Student will be handed over document as and when received from SPPU.

File Description	Documents
Any additional information	View File
Link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_II/2.5.2 Upload.pdf

2.6 - Student Performance and Learning Outcomes

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

Head of the department and teachers discussed POs and framed PEOs & PSOs of their program considering the Vision and Mission of the department. Every course has its own learning outcomes defined by the university in the curriculum and adopted by the institute. Course Outcomes which are not defined in the syllabus of the university are prepared by the respective subject teacher along with domain experts as per of objectives mentioned in the university syllabus. The Program outcomes and Course outcomes of the department are disseminated to internal and external stakeholders through the following ways:

HOD cabins Notice Boards Department Library Department Laboratories Course File The course planner of each subject is prepared according to the program outcomes & course outcomes. The learning outcomes of each subject are also informed to the students by the teachers at the beginning of every academic year during the introductory lecture of respective course and also during lecture delivery. All newly admitted first year students and their parents are briefed about the institute's vision, mission and program objectives in the Induction Programme.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2021-22/Criteria-2/2.6.1.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

Course Attainment: Attainment of the course outcomes is measured through direct attainment and indirect attainment. Overall attainment of CO = 70% CO attainment from Direct method + 30 % of CO attainment through Indirect method
Direct attainment: 30% of CO attainment through formative assessment tools + 70 % of CO attainment through summative assessment tools.
Formative assessment: Unit test/Practice test Assignments/Tutorials Seminars/Presentation Group discussion Case study Mock interviews Open book test Online test Industrial Visits Quiz Mini Project
Summative Assessment: The result of University theory and Practical examinations

2. Indirect Attainment: The course exit survey for each course at the end of semester.

Programme Outcome Attainment: Overall attainment of PO = 80 % PO attainment from direct method +20 % PO attainment from indirect method
Direct Attainment: $\text{Sum (Overall CO attainment X PO mapping factor) / Sum (PO mapping factor)}$
Indirect Attainment: Following methods are used: Program exit survey Guest lecture Industry visits Workshops The feedback obtained from alumni and recruiters

Rubrics are the indirect assessment tool used to measure the attainment of PO. The POs/PSOs attainments will be mapped to the PEOs.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria II/2.6.2 Upload.pdf

2.6.3 - Pass percentage of Students during the year

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

342

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_II/2.6.3%20AnnualReport_2022-2023.pdf

2.7 - Student Satisfaction Survey

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

https://indiraicem.ac.in/assets/pdf/AOAR_2021-22/Criteria-2/2.7.1.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

794000

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)**3.1.2.1 - Number of teachers recognized as research guides**

8

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

5

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	View File
Paste link to funding agency website	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_III/3.1.3.pdf

3.2 - Innovation Ecosystem

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

The institution has created an ecosystem for innovations and has initiatives for the creation and transfer of knowledge through the following initiatives.

1. **Research Policy:** The Institute has well defined Research policy for creating the research culture and promoting research activities in various disciplines.

2. **Intellectual Property:** Financial support is provided for publishing patents and copyrights.

3. Institute's Innovation Cell: Students are encouraged to participate in Smart India Hackathons(SIH) to inculcate problem solving abilities and out of the box thinking.
4. Incubation Centre: Various activities are conducted from ideas generation to pre-incubation, incubation and graduating from the incubator as successful start-ups.
5. Seed Funding: The Institute supports innovative research projects that have the potential to create a positive impact on society and provides seed funding.
6. Collaborative Research: The institution encourages collaborative research with industry and other academic institutions to promote innovation and knowledge exchange.
7. Industry-Academia Partnerships: The institution collaborates with industry partners to create joint research programs.
8. Centre of Excellence is created with Cyber Secured India and students and faculty are trained in cyber security and digital forensics.
9. Consultancy: The faculty members in the respective domain are allotted such projects and funded to complete the project.
10. Expert Session: The institute regularly organizes seminars, workshops and guest lectures.
11. IIT ICEM Internship: The institution collaborates with IIT to create joint research programs, providing students with opportunities to work on real-world problems.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_III/3.2.1_Revised_22.2.24.pdf

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

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology,

Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

12

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards**3.3.1 - Number of Ph.Ds registered per eligible teacher during the year****3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year**

22

File Description	Documents
URL to the research page on HEI website	https://indiraicem.ac.in/research
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

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

53

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

34

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The institute is located in Parandwadi Village. Hence there is a lot of scope for the institute to arrange various extension activities for the students in rural areas, so that society will get benefitted. The institute believes in giving back what it has gained from the communities in which we live, work and play. The students of the Institute come from both rural and urban areas. The students interact with the neighborhood community during the extension activities organized by the institution. Institute has conducted various social and technical activities in the neighborhood through NSS camps and other programs in near by villages, schools, old age homes, etc. They learn to interact with people of all lifestyles. Various extension activities such as Anti- Superstition Rally, Swachha Bharat Abhiyan, Blood Donation Camp, Digital India Awareness Campaign, Health Checkup Camp, Tree Plantation drive, Covid Vaccination Drive are conducted in the parandwadi village and surrounding areas. Various social events and programs are very much reflecting our commitment to operate in a socially responsible manner. The outcome of this activity is to improve the students' qualities such as time management, communication skills, event management, account management and leadership and become good citizen of India.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_III/3.4.1.pdf
Upload any additional information	View File

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

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

4

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

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

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

13

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

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

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

700

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

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

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

8

File Description	Documents
e-copies of related Document	View File
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

1

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Institute fulfills all the regulations of apex bodies in terms of infrastructure and physical facilities. Institute has distinct administrative and academic buildings. The administrative building includes an administration office, library, counseling room, conference room, pantry, and accounts. The academic building has 20 ICT-enabled classrooms and 34 laboratories as per the curriculum. The institute has 3 tutorial rooms, 2 drawing hall, and a central computing facility. The institute has 4 seminar halls equipped with an audio and video system, one of which is enabled by a Video conferencing facility and a seating capacity of more than 200 persons.

In addition to academic and administrative buildings, the workshop is operational with the foundry, welding, machine, fitting, and carpentry shops. The central library is stacked with around 32,000 books, and 30 Print journals in different specialized areas. The library has a separate reference book section for Handbooks, IS Codes, and Encyclopedia. Library also has a 150-seating capacity reading room. The library is managed with SLIM 21 (3.9.0 version) software. The institute has 557 Computers connected to LAN. The entire campus is Wi-Fi enabled with an internet speed of 100Mbps & under camera surveillance with 66 Cameras and 30TB of storage.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_IV/4.1.1_Infra%20Facilities_Signed.pdf

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

The institution has adequate indoor and outdoor sports facilities created. The institute also hosts and participates in various indoor and outdoor events at the institute/university/state level. A separate budget is allocated for sports activities. The institute has the following facilities: 1. Sports (indoor/outdoor)

Institute has spacious grounds for outdoor sports such as Cricket, Kabaddi, Football, Volleyball, Handball, Basketball, etc., and facilities for indoor games such as Table Tennis, Badminton, Chess, and Carom are available. 2. Gymnasium Institute has a fully functional gymnasium run by a Gym Instructor. Facilities available in the gymnasium are adjustable bench press and dumbbells, chromium plates, barbell rods and plates, cross trainers, digital treadmill machines, etc.

3. Yoga activities Institute regularly conducts yoga sessions. The importance and the benefits of yoga are explained by the yoga experts during their sessions. Institute celebrates 'International Yoga Day every year.

4. Cultural activities: The students actively participate in various cultural activities during the annual social gathering (AVISHKAR) organized by the Institute every year. Students' associations conduct different events to provide a platform to nurture cultural talent in students at the department level. Various festivals and days of national importance is also celebrated by students actively.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_IV/4.1.2_Sports.pdf

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

24

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_IV/4.1.3_ICT%20Facillities_Signed.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

232.42

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The library is automated through the library Management Software SLIM21 (Version 3.9.0). The library is equipped with OPAC (Online Public Access Catalog). The Integrated Library Management System is used to manage different functions of the library. Library collection can be searched on Intranet using the SLIM21 OPAC module. This software has modules like Acquisition, Cataloging, Circulation, and Serial Control. The acquisition module and cataloging module is utilized for generating accession register reports, adding bulk student record, and updating an item, lending policy, and its status. The circulation module has book issue, Return, and reserve options. Various reports such as loan borrower, item inventory status, Circulation status summary, item

transaction, and operator- wise transactions can be generated in this module. SLIM21 helps catalog books, e-books, articles, reports, and serials publications that contain information vital to the institute. SLIM21 cataloging adheres to popular international standards. Similarly, library barcodes are also generated through this module making cumbersome library work simpler, more effective, and more timesaving. The library has online e-Journals subscriptions for both staff and students. Institute has created an FTP server of 4TB storage for NPTEL video lectures and e-books so that faculties and students upgrade themselves in their respective courses.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_IV/4.2.1.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources A. Any 4 or more of the above

File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

9124

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

4.3 - IT Infrastructure

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

To fulfill the norms of AICTE and the University the institute has a massive IT infrastructure. The IT facilities include 2 high-end servers i.e. HP DL380P Gen8 Server & Dell PowerEdge 2950 for managing the computing facilities such as Active Directory Services for user authentication, SCCM for software deployment, Anti-Virus application and SLIM software for Library Management. The IT Infrastructure comprises of 557 Desktops, 66 Surveillance Cameras, 40 LCD Projectors, 48 Printers, and 29 Wi-Fi Access Points connected to 100 Mbps Internet Leased Line via Layer 2 and Layer 3 Networking Switches. The Institute network is secured with Intrusion Protection using the latest Unified Threat Management firewall - Sonic-wall and associated security policies. LAN Connectivity: Connectivity is achieved through 3 Tier Structured LAN architecture. All the end users are connected through a 10/100/1000 base port. Internet is accessed through Internet Leased Line from TATA Teleservices with a bandwidth capacity of 100 Mbps and contention ratio of 1:1. Computing facilities: Computer Labs are equipped with software like Matlab, Mastercam Catia, Auto CAD, Staad Pro, Etabs, Xilinx, Multisim Edu & Visual Studio. Database software such as Oracle 11g and My SQL are also installed.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_IV/4.3.1.pdf

4.3.2 - Number of Computers

602

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

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

4.4 - Maintenance of Campus Infrastructure

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

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

457.04

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The institute adopts standard established systems and procedures for maintaining the physical, academic, and support facilities as mentioned below: **Laboratory Maintenance:** The lab assistants report maintenance issues to the lab in charge and the Head of the Department. The lab assistant then calls 3 or more quotations, and a comparison is prepared. This comparative statement along with the requisition form is then forwarded to the principal office for approval. Post approval, the maintenance work is assigned to a third party.

Library Maintenance: In the case of binding the books, and the bound volume of the journals the maintenance work is carried out by the Librarian through external agencies by taking approval from the Principal & Library automation Software is maintained through AMC by an external agency. **Maintenance of Computers:** Maintenance of Hardware is taken care of by IT support through mail/ written complaints. If the maintenance issues are beyond the control of the IT support cell, then the external agency is called with prior approval from the principal.

Maintenance of Institute Infrastructure: The maintenance of civil and electrical is carried out through maintenance requisition forwarded to Dy. admin through the principal office.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_IV/4.4.2.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

699

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

191

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

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

A. All of the above

File Description	Documents
Link to Institutional website	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_V/AOAR(2022-23)%205.1.3.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

398

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

398

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

150

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

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

5.2.2.1 - Number of outgoing student progression to higher education

6

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

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

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

4

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

5.3 - Student Participation and Activities

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

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

5

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

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

Student Council at the Institute is constituted as per the Maharashtra State Act as per Section 40 (2) (b) of Maharashtra Public Universities Act,1994. Various committees function along

with the student council which consists of male and female student representatives to engage in the policy decision-making process.

1. College Development Committee: As per the statute of the university act two students are nominated to the college development committee to actively contribute to the college development plan, and academic activities, and to make specific recommendations concerned with teaching-learning, academic courses, etc.

2. Grievance committee: This committee addresses student grievances and maintains harmony and discipline among the students.

3. Anti-Ragging Committee: This committee ensures zero ragging incidents in the Institute. quality initiatives for student welfare.

4. Hostel Committee: The team keeps check on the hostel infrastructure, discipline, quality of the food, and housekeeping issues.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_V/AQAR(2022-23)%205.3.2.pdf
Upload any additional information	View File

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

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

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

5.4 - Alumni Engagement

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

Indira College of Engineering & Management Alumni Association registered with Charity Commissioner, Pune, with Registration No. MAH/ 1582/ 2011/ Pune, dated 26/08/2011. The objective of the alumni association is to support the institute's goals and strengthen the ties between the Institute and Alumni. There are structured ways to network and collaborate with alumni of the Institute. Alumni interaction is done through emails, Facebook like other social media helps the institute enhance alumni bond with their Alma matter. The alumni feedback is solicited during the Alumni meet and convocation day. This feedback helps the institute to bring out new reforms in structuring the program, enrichment of the curriculum, and for academic system. Alumni are members of the Department Academic Advisory Committee (DAAC) and IQAC of institute. The alumni of the Institute are guiding and nurturing our students to become engineering, managerial professionals, and entrepreneurs. The alumni are invited to deliver guest lectures and as resource persons for workshops, seminars and conferences The contribution of the alumni to the institute plays a vital role in the development of the institute. The alumni are the Brand ambassadors and significant stakeholders of the Institute who contribute relentlessly to the overall growth of the Institute

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_V/5.4.1%20Registration%20Docs.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year E. <1Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Vision The institute envisions to develop itself into a center of academic excellence in the field of Engineering and Management. Education in order to develop future technocrats and managers having the right knowledge, skill, and attitude to serve the society and industries to fulfill their ever-changing requirements. **Mission** To train our students to become the best Engineering Entrepreneurs today, who will lead the organizations successfully into the future; locally, nationally, and globally. To provide an environment that fosters continuous improvement & Innovation with related technical support & facilities to enhance Student and faculty effectiveness. To provide programs focusing on the holistic development of the Individual. The prospective plan of institute is set Governing Body (GB), College Development Committee (CDC), Department Academic Advisory Committee (DAAC), and Internal Quality Assurance Cell (IQAC). GB sets out a long-term plan and also decides the short-term Goals. The CDC lays the foundations of each initiative and incremental steps to be taken. DAAC sets the academic goals and suggests means to achieve the goals. IQAC ensures that all the developments and process reforms are being practiced while keeping eye on the quality.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VI/6.1.1.pdf
Upload any additional information	View File

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

The budget cycle consists of different phases. A Budget committee constituted the group level of IGI seeks the operating budget for a financial year from the respective Principal. The Principal discusses with all HODs to submit a budget proposal by taking into consideration of library books, lab equipment, Guest lectures /Workshop, Honorarium to visiting faculty, FDP, R&D expenses, Accreditation expenses, CDP, Student welfare, Industrial visits, Laboratory consumables, Activities, Repairs & Maintenance, furniture, Computer Hardware & software, office equipment, Journals, Sports Equipment, College Promotion expenses, Membership, activities, Printing, Stationery, Xerox, Newspaper and periodical, etc. Head of every department in coordination with their faculty & staff review the available resources, identify the required equipment's/components. Principal reviews and finalizes the budget in consultation with Sr. accountant and presents the proposed budget in front of the budget committee with proper justifications. The Management and budget committee assess the budget requirements and approve the annual operating budget of every institute. After the approval from management every head receives a copy of the approved budget through Principal for the utilization. Head of the departments consumes the budget which is duly approved by Principal throughout the year as and when needed.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VI/6.1.2.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Management of Indira College of Engineering & Management puts

its all efforts to convert the mission into the reality ICEM always strive from planning to execution of such a plans

1. Skill based short term professional courses.
2. Well organized structural academics
3. Project based learning
4. Centre of excellence/ incubation Center
5. Research Center
6. Industry - Institute Interaction
7. Experienced, Skillful Staff Faculties.
8. MOU with Govt., Non-Govt. organization
9. C.S.R. Activities
10. Strong Teacher Student Connect
11. Water/ solar/ energy eco-system
12. Best -Innovative Practices
13. Faculty Welfare Motivation Practices
14. Permanent Affiliation
15. Autonomy/ Private Status
16. Development of advance sports facilities
17. Development of hi-tech laboratories

Successfully implemented example : - Development of advanced sports facility Institute believes in inculcating the regular sports practices by conduction/organizing institute/ university/ national/ State Level Competition. Few prominent competition gave a remarkable Position to institution, which includes. Institute has successfully organized district Competition Like Keeping above scenarios in View management has developed such green observed Cricket, Volley- ball football Kabaddi ground with all necessary equipment's where all the grounds are obverted by fencing.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2021-22/Criteria-VI/6.2.1.pdf
Upload any additional information	No File Uploaded

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

The Organizational Structure of the institution is substantially formed to govern academic administrative Process which are then followed by forming govt. bodies The remarkable committee out of all it is internal quality Assurance cell (IQAC) and college Development Committee (CDC) The ultimate Authority of the institute is Principal / Director. The Next Authorized Person at institute is the registrar for handling all administrative and supporting activities. Principal the Appoints head for respective department with dean for all major Activities like Academic, Research & Development, Student Affairs etc. It is all to Control & Manage All Department Related Activities. Placement- Being one of the measuring Criteria, identifying & Appointing a Training & Placement Officer is Crucial. Exam Being Inevitable Part of any Institution its Pivotal to Appoint a Chief Examination Officer Off course for Smooth Condition of all Sorts of Examination. Being an Engineering Institute, one needs the best- I.T. infrastructure to maintain the day today activities over data / in ternate with deployment Open Source Software's Sport being inevitable part of the institute, director of physical education needs to be appointed active to above all sportsactivities/events A separate warden/rector for hostel are needed to assist & care students who occupies hostel appointed separate for boys, girls as per the directives by AICTE, UGC, university (SPPU) which are later published in IGI Policy.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://indiraicem.ac.in/assets/pdf/AQAR_2021-22/Criteria-VI/6.2.2.pdf
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The institution has effective welfare measures for teaching and nonteaching staff The institution has taken the following effective welfare measures

- 1) Provident Fund- EPF scheme is applicable to all employees in the institute.
- 2) Gratuity Fund- Gratuity is payable to employees after the completion of five years of permanent service.
- 3) Group Insurance & Medical Assistance- Institute facilitates a group insurance policy. Institute is having a tie-up with hospitals, so as to avail medical treatments.
- 4) Qualification Improvement- Institute promotes employees for

higher education by providing leaves and financial assistance.

5) Maternity Leave- Maternity Leave of 90 days with full pay is sanctioned for female employees.

6) Travel Policy- Institute reimburses expenses incurred for official work.

7) Special Allowance- Diwali bonus to class IV employees.

8) Sports & Gym Facility- Institute encourages participation in indoor and outdoor games. Institute has a well-equipped gymnasium for employees to maintain physical fitness

9) Uniform to Class IV Employee- Institute provide free-of-cost college uniform to class IV employees.

10) Financial Help Institute pays the advance salaries for needy employees.

11) Admission Help to employee's ward-Priority is given to admission in IGI institutes for employee's wards

12) Indira culture-Institute serves tea twice a day to all employees.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VI/6.3.1.pdf
Upload any additional information	View File

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

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

2

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

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

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

9

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

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

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

4

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

All the stake holders of the institute need to adapt the culture of filling the performance Appraisal form (PAF) where people declare by him/herself to evaluate them based on some specific criteria. The criteria is as below - 1. Academic course file /No. of lecture conducted, studentfeedback, result analysis. 2. Co-curriculum activities - The activities on institution as department level members of various acting effective committees, project guide, industry/in house sponsored project, member of professional bodies. 3. Research Activity-Publication of research papers, Textbook. 4. Reference Books, sponsored projects, Guiding PG & Ph.D. Students 5. Internal Revenue Generation- Consultancy, arranged training, Software application. 6. Administrative work- Any specific task, Examination duties 7. Others- Counselling/admission process The self-Appraisal system for Non-Teaching Faculty is based on 1. Self-evaluation- Pro-activeness, positive response, innovation in work, and qualification improvement 2. Co-curricular Activity- a member of the organizing committee. 3. Administrative Work-Institute level responsibility, department level responsibility. 4. Others-Admission campaigning, admission reference, and involvement in social activity. All faculties are expected to fill the Self-Appraisal Report (SAR). The SAR forms are submitted to the respective HOD at the end of each academic year. HODs verify the SAR and with his remark forwards the self-assessment sheet to the Principal. The outcome: The best part of the SAR is that each staff member becomes aware of self-weaknesses and tries to improve in their weak areas.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2021-22/Criteria-VI/6.3.5.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

Indira Group of Institute continued a crystal clear financial system in the institution from years together. Institute is committed to conduct a regular internal audits. Upon successfully completing internal audits, institute make sure to get audited by external /statutory audit regularly.- Fund approve system for all small to big events/process is in place. - Bills /vouchers by faculties /staff/any other stack holders are then verifies by the HOD later approved by Principal. Herewith bills are settled either against advanced or reimbursement. - Frequency of internal financial audit is once a month. The role of the internal auditor appointed by the institute is to cross-check, verifies books of accounts. The glitches (if any) are further explained to the accountant of the institute then to Principal followed by internal auditor. - These discrepancies redressed immediately. - To conduct external/statutory audit institute has appointed chartered accountant - Mr. Shashank Patki & Associates. - The frequency of external audit is annual, then presented to the management time to time. - The discrepancies (if occurs) are enlisted in the report for necessary action, review, rectify. - Utmost care is been taken to get the final audited statement reviewed each financial year then signed by auditors, principal.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2021-22/Criteria-VI/6.4.1.pdf
Upload any additional information	View File

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

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

0

File Description	Documents
Annual statements of accounts	View File
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

Institutional strategies for mobilization of funds and the optimal utilization of resources Productive & optimized utilization of finances at the institute is governed by the effective execution of the financial policies. - The institute is self-subsistent organization hence all financial transactions are carried out from the funds generated at the institute during the financial year. - Subsequently the annual budget is planned by each academic, admin and co-residing service departments. - The assorting & compiling is been done by the head of institute. - Later the same is been sent for the approval. - The same budget is assessed & reviewed, applied necessary changes. - The same is been showcased to the ultimate management so that HOI, HOD can allocate the budget as per the need to ensure the optimum usage. - The institute has standardized the procedure for sanctioning funds & settled of advances. The total expenditure is divided into the following heads 1. Annual maintenance expenses 2. Vehicle Running and maintenance expenses 3. IT support Revenue expenses 4. Academic expenses 5. Non-academic expenses 6. Employee related expenses 7. Educational expenses 8. Other expenses As per the budgetary provision, the Principal approves the expenses against various curricular, co-curricular & extracurricular activities.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2021-22/Criteria-VI/6.4.3.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

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

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes Internal Quality Assurance Cell (IQAC) has ensured the implementation of academic planner and initiated the use of advanced ICT tools, effective implementation of CIE, FDPs, implementation of Outcome-Based Education (OBE), academic audits, etc. The following are the two significant IQAC initiatives:

Practice 1: Outcome-Based Education (OBE) IQAC has arranged two days awareness workshop on the implementation of the Outcome-Based Education system. OBE review workshop has also been conducted to clarify the doubts of the faculty about the OBE implementation. OBE audit was also conducted to ensure the uniform and effective implementation of the OBE system across all departments. OBE audit is conducted and a review report is shared with everyone. Practise 2: IQAC has initiated the standardization of documents through setting formats being used for academic and administrative data keeping.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VI/6.5.1.pdf
Upload any additional information	View File

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

The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities The IQAC ensures the proper implementation of academic delivery and takes the responsibility to initiate various activities to raise the quality of the education at periodic intervals. IQAC has devised academic monitoring for endless academic delivery.

1. Quality enhancement through Academic Monitoring Committee: The

implementation and delivery of the curriculum are regularly monitored by the Academic Monitoring Committee (AMC). AMC monitors the conduction of daily lectures, practical's, and project reviews. AMC submits a weekly report to HOD for corrective measures. A monthly academic report comprising the syllabus coverage, Continuous Internal Evaluation, and attendance review is prepared by the department academic coordinator for submission to AMC. AMC also observes that the schedules mentioned in the institute and department calendar are closely followed.

2. Quality enhancement through Continuous Assessment of theory and lab-work subjects comprises parameters like internal tests, unit tests, assignments, and student participation in co-curricular & extracurricular activities. Practical subjects are evaluated through timely completion of experiments, understanding, execution, presentation, group discussion, case study, and mock viva. At the term-end, the students are evaluated for the learning outcome based on these parameters.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VI/6.5.2.pdf
Upload any additional information	View File

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

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_II/2.6.3%20AnnualReport_2022-2023.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The institute conducts regular gender equity promotion programs. Gender sensitivity is an inherent value in the cultural ethos of the institute and its neighboring community, as is evident by the following facilities -

- 1. Safety and Security:** The institute campus has taken necessary measures for safety and strict security. Accordingly, security guards are made available 24X7 in the campus. Institute has installed CCTV Cameras at different strategic locations. Nearby police station contact numbers and help line numbers are displayed on notice boards at strategic locations.
- 2. Counseling:** Students are allocated to Specific mentor for entire semester. Issues identified by respective mentors during departmental counselling are discussed with HOD's for further corrective measures. Institute has student council and women's cell which organizes various counselling sessions.
- 3. Common Rooms:** Institute has separate girls and boys common room which is equipped with Wi-Fi, first Aid box, Bed, Wash basin, Toilet, Dust Bins and Study Table and it also facilitate meetings and discussions.

4. **Other Measures** Other measures of Gender Sensitization include --

- Co-curricular activities:** Institute ensures active participation of students and faculties in co-curricular activities including sports as it is a compulsory core course in all UG & PG programs.

File Description	Documents
Annual gender sensitization action plan	Upload tab not available
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://indiraicemac-my.sharepoint.com/:b:/g/personal/kiran_devade_indiraicem_ac_in/Efd0jqztNoZLpqCTvLdrqDOBVNjEkD3j50oaytaMkxipOw?e=Kh60AQ

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

D. Any 1 of the above

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

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

Solid waste Management: The following initiatives are undertaken by the college towards the management of solid waste. Dust bins are provided at the corners of each room and corridor to collect solid waste. Students are educated to throw solid waste strictly in dustbins. Display of slogans and thoughts in the verandahs Solid waste is collected and disposed of properly. Liquid waste management: Proper sewage system is present in all the washrooms of the college, appropriate care is taken for which college has own Sewage treatment plant. The rainwater from the terrace of the college is directed towards the ground through pipes where other trees and rainwater harvesting pits are located. The wastewater generated by RO Plants is being channelized into college garden. E-waste management: The college has optimized its inventory of all computers through reassembling, modification, and up-gradation by the team of IT Administrator. This has been a critical endeavor towards E-wastemanagement ensuring that no discarded computers or printers are lying idle in the office premises. The items like printer cartridges are refilled and used and the unusable items

are disposed through E- waste management company "Shree Recyclers".

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus **B. Any 3 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **A. Any 4 or All of the above**

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

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

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

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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

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

C. Any 2 of the above

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

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

diversities (within 200 words).

The institution believes in equality of all cultures and traditions is evident from the fact that students belonging to different caste, religion, regions are studying without any discrimination. The institution celebrates Cultural festival like Ganpati Utsav, Dahi Handi, Christmas, Makar Sankranti etc. Institute organizes a Techno Cultural Festival Every Year called as "Avishkar" which comprises of different Technical Competitions, Days Celebration, Sports, Cultural Events etc. along with this to represent our Indian culture, on Avishkar we organize a traditional dress competition and fashion show. The institute hoists the flag during national festivals and invites eminent persons to inspire students and staff. The college establishes policies that reflect core values. The Code of Conduct is prepared for students and staff, and everyone should obey the conduct rules. The institution encourages participation of students in sports and other social activities at a state & national level to strengthen bonds and relations. The institution takes pride in raising successful leaders among the students by conducting activities under the Student Council. The council members take responsibility for organizing college programs with other student volunteers' support. Staff and student members participate in the national celebrations, Republic & Independence Day.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

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

Institute focus on academic foundation of the student community to develop them as better citizens of the country. In this regard, the institute, apart from imparting professional legal education, inculcates a feeling of oneness among the student community through various practices and programs. Institute always been in the practice of organizing activities motivate the students to adopt various practices that promote the "Unity in Diversity". The College ensures that the students participate actively in all activities. The College celebrates the Independence Day & Republic Day vigorously. The Faculty members of all departments have

organized various academic and co-curricular activities for the propagation of the Fundamental Duties and Rights of the Indian citizens. Institute organized personal Branding workshop for all girls & lady staff to develop their personality. Institute encourage students to develop social values by organizing swachha bharat abhiyan and also create awareness in all students about importance safety of girls in society by organizing Nibharkanya Workshop. Constitutional Obligations: Institution has organized student centric activities like paper, poster & essay competition which have always received huge participation from the students and promoted their awareness about various aspects of Indian citizenship.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VII/7.1.9.pdf
Any other relevant information	Nil

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

4. Annual awareness programmes on Code of Conduct are organized

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

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

The institution takes many initiatives like conducting awareness campaigns, organizing orientation programs, training programs, seminars, and workshops to sensitize the future leaders to inherit human values coping with the constitutional obligations. Ethical Values, rights, duties, and responsibilities of citizens are some topics enlisted in Elocution/ Debates activities. The students enthusiastically participate in various activities like seminars, conferences, expert talks, poster making competitions, and competition on various contemporary legal issues. The institution celebrates Constitution Day and thus contributes to the spreading of Constitutional values and ideals amongst students. Various departments of the institution and NSS unit are actively involved in conducting several activities for inculcating values for being responsible citizens. The commoretaive days like Republic Day, Voters Day, Constitution Day, National Earth Day, Teachers Day, Women's International Day etc. many days are celebrated, to create inclusive environment and to maintain the religious, social, and communal harmony.

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

7.2 - Best Practices

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

Usage of ICT Tools for teaching - Learning and ICT Integration in Administration and Accounts

1.Objective

To achieve effectiveness using ICT tools to incorporate teaching-learning

2.The Context

The college staff uses smart class room and other ICT tools for effective teaching.

3. The Practice

The ICT tools in Engineering education are being used for developing course material, delivering, sharing content, communication using MS Teams tools, Smart board, and LCD projector.

4. Evidence of Success

The college has given due importance to ICT enabled teaching-learning process and encourage students to prepare their projects and seminar using PPT and simulation. All faculties are certified by Microsoft Certified Innovative Educators (MIE) by Microsoft Incorporation and in-house certification by Virtual Vidya FDP.

5. Problems Encountered and Resources Required

The challenge that lies in front of the teachers is to make them tech-savvy.

Student-Centric Holistic Development activities.

1. Objective

To explore the veiled talent, through sports, cultural programs

2. The Context:

to organize extra curricular activities

3. The Practice:

It seeks to engage students in extracurricular and co-curricular activities and encourages personal development.

4. Evidence of Success:

Participation in inter colligate as well as zonal level sports competitions and won the prizes.

5. Problems Encountered and Resources Required:

medical assistance in case of emergency.

File Description	Documents
Best practices in the Institutional website	Upload tab not available
Any other relevant information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VII/7.2%20Best%20practices%20additional%20docs.pdf

7.3 - Institutional Distinctiveness

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

“Employability Enhancement through 360-degree development of the students by regular up gradation in professional skills”

Professional certification, soft skills and aptitude is undertaken to groom the students and to understand the practical scenario. It is to make aware the students of the current scenario.

Employability enhancement is an ongoing process that considers a particular job title or designation while preparing, implementing, and monitoring succession planning depending upon the future requirements of an organization.. Designing professional certifications and career development systems according to the specific needs and requirements of an organization can help in bringing efficiency to the entire process of career management. ICEM conducted certification programs from renowned certified trainers. The students are also given additional inputs by conducting soft skills and Aptitude sessions for overall development and upgradation of professional skills. Evidence after offering such certifications were to match the Standards with the Results. Greater Self Awareness among students was generated. Balance between Organization and individual Requirements was possible. Improved performance, morale, reduced absenteeism, are other positive indicators for measuring the effectiveness of a career program. Certifications helped students in good placements and Internships.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

As Institute affiliated with SPPU follows the curriculum regularized by SPPU. The institute Calendar is prepared in line with SPPU academic calendar and inline with that department academic planner prepared considering the suggestions of DAAC. Before commencement of the semester, teaching load is allocated to the faculties and they prepare the course file. Institute follows the outcome-based teaching-learning process. Institute has adopted the online teaching-learning process also. To enhance the teaching and learning process different tools are used like MS Teams, uses of ICT tools, Video lectures, Project-Based learning, Zoom etc. The Institute follows a transparent and robust method for internal assessment. The faculty evaluates the performance of students at regular intervals. The implementation and delivery of the curriculum monitored by the Academic Monitoring committee. The effective implementation of the curriculum is ensured by supplementing classroom teaching with expert lectures, seminars, inhouse, and industry-supported projects, industrial internships, case studies, internal tests etc. The Schedule of SPPU examinations is displayed on the notice board. Faculty members are encouraged to impart the revised curriculum by attending the syllabus implementation workshops. For improvement of the academic standard, feedback is taken from the stakeholders, analyzed and used for the improvement of the curriculum.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_I/1.1.1.pdf

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

The institute level academic calendar is prepared in line with SPPU calendar and then Department academic calendar is prepared

in line with the institute calendar. The academic calendar is prepared so that teachers should know all the activities regarding continuous internal evaluation process such as the commencement of the examination, schedules of internal exams, orals, practical exams, and University Exam, co-curricular and extra-curricular activities, etc.

Continuous Internal Evaluation (CIE) is used to give a balanced assessment of student capabilities across Knowledge, Skills & Attitude (KSA) dimensions based on variety of assessment tools. Following is the schedule for conduction of CIE activities:

For Theory:

1. Three assignments are given to students each on 2 units.
2. Two Unit Tests in a semester.
3. Theory attendance is also considered.

For Practical/Seminar/Project:

1. Practical: After completion of each practical timely assessment and evaluation of each student is done.
2. Practical Attendance also considered.
3. Mock Oral Exam (End of the semester)
4. Seminar and project is assessed by the respective guide monthly/ twice a month.

There are different formats used for continuous evaluation of Theory, Practical, Term Work, Projects and tutorial.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_I/1.1.2.pdf

1.1.3 - Teachers of the Institution

C. Any 2 of the above

participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

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

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

5

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

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

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

13

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

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

1116

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

The institute is affiliated to SPPU and the curriculum has integrated the cross cutting issues such as Gender, Environment and Sustainability, Human Values, Professional Ethics.

Gender

To address the Gender the course Enternshi Analysis- Desk Research is offered in the curriculum. Institute conducts Nirbhay Kanya Abhiyan and implements the gender equality by opting Gender Neutral Uniform.

Environment and Sustainability

The curriculum has the courses which integrates Environment and Sustainability e.g. Environmental Studies, Waste Water Engineering, Disaster management, Solid waste management, Solar & Wind Energy, Energy Engineering etc. Institute also has NSS team under which Camps in Rural areas, tree plantation and Swachata abhiyan are organized.

Human Values

In the curriculum the courses on Human values are Industrial safety, Humanity & Social Science, Code of Conduct, Principles and Practices of Management and Organizational Behaviour. The Institute also implement the Earn & Learn scheme and organises Blood donation camp to inculcate human values amongst students.

Professional Ethics

The courses on professional ethic are organisational behaviour, Employability Skills Development, Code of Conduct, Skill Development, Indian Ithos & Business Ethics, verbal communication lab etc. In spite of these CDP, Aptitude and soft skills sessions organized to develop professional ethics.

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

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

16

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

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

1111	
File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File
1.4 - Feedback System	
1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above
File Description	Documents
URL for stakeholder feedback report	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_I/1.4.1.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded
1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents
Upload any additional information	View File
URL for feedback report	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_I/1.4.2.pdf
TEACHING-LEARNING AND EVALUATION	
2.1 - Student Enrollment and Profile	
2.1.1 - Enrolment Number Number of students admitted during the year	

2.1.1.1 - Number of students admitted during the year

406

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

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)**2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

117

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

The institute has started classifying students' learning levels based on prerequisite exams. For subsequent years it is classified on the basis of their previous examination, results and assessment by faculty. Students are divided into two groups based on these evaluations: slow learners and advanced learners. Their academic requirements are examined during a series of departmental meetings, and special efforts are made to enhance the performance of slow learners. Advanced students are helped to improve their abilities and motivated to set and meet difficult academic goals.

For first-year engineering students, bridge courses are offered at the start of the academic year to help Students Bridge the gap between various boards and the SPPU curriculum. Alumni sessions are held to offer advice to students, provide tips on how to manage their studies, and share their college experiences.

Advanced learners are encouraged to actively participate in a

variety of initiatives like hackathons, learnathons, and other technological activities like NPTEL courses. Understanding the needs of the industry students are prepared for placements, industrial tours, industry expert lectures series, soft skills and aptitude sessions. Also encouraged them to go for Project Based learning through mini projects.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_II/2.2.1_Upload.pdf
Upload any additional information	View File

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

Number of Students	Number of Teachers
1213	69

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

ICEM believes in blended educational approaches and strategies which prioritize the needs, interests, and learning styles of individual learner. In order to meet the growing technical demands of the industry, the Institute adheres to the blended learning approach. Student Centric Learning is implemented, keeping in view the changing study patterns.

Blended learning:

Faculties of ICEM inculcate this learning approach as hybrid teaching methodology. It's a formal educational program that combines the traditional classroom teaching methods with digital media.

Experimental learning:

The faculty members take keen interest in guiding the students

to solve the lab assignments and real world problems by performing experiments in the laboratories by learning through hands on trainings, workshops, Industrial visits, internships, seminars, attending various competitions/conferences/summits/technical events/symposiums, Study tours & Site Visits.

Collaborative/Participative Learning:

Students are actively involved and assigned tasks in groups to acquire application oriented knowledge, amalgamation of ideas and develop team spirit by organizing and participating in events like, Tech-fest, Innovation Summit, Smart India Hackathon, Idea Presentation etc.

Case Based Learning/ Competency-Based Learning (CBL):

Industrial problems and business case studies of the current scenario are discussed with the students to make them aware of the causes, effects, results, and consequences. Allowing students to advance when they demonstrate proficiency in a particular skill or concept.

Product/Project Based Learning:

Real time problems are shared with students to test and evaluate their application of domain knowledge, innovation and technical skills for the benefit of the society.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_II/2.3.1_Upload.pdf

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

Teachers of the ICEM try to make the best use of the technology in their teaching learning process. ICT has enabled better and swifter communication, presentation of ideas in an effective and relevant way. It is an effective tool for acquiring information from multiple sources to help students to enhance their knowledge database.

The College has a Wi-Fi Enabled Campus which helps the teachers and students to stay connected to the internet and learn and teach the updated information. The college has an Automated Library and lecture recording room for betterment in Learning experience for the learners. The college has well equipped Computer Labs with updated versions of software's like C, C++ Python, R, JAVA, Microsoft Office, as per the need of curriculum.

Teachers make and present PowerPoint presentations, videos in the classrooms which help them have an interactive conversation with the students. Teachers have started taking lectures online on Google Meet, Zoom, Microsoft Teams, etc. FDPs are conducted to enable/familiarize the teachers with these online platforms. Besides using the e-books in the e-classrooms, educational videos, such as Ted Talks, YouTube Content, etc. which further adds quality to lecture delivery.

Teachers share reading materials, short notes, e-books over different media like Google Classroom, Microsoft Meet, E-Mail, College Portal, What's-App, One drive, Notebook, etc.

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

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

2.3.3.1 - Number of mentors

62

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	No File Uploaded

2.4 - Teacher Profile and Quality	
2.4.1 - Number of full time teachers against sanctioned posts during the year	
65	
File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File
2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)	
2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year	
22	
File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File
2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)	
2.4.3.1 - Total experience of full-time teachers	
371	
File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

The Institute has developed a transparent and robust mechanism of internal assessment. The mechanism adopted for internal assessment ensures transparency by Continuous Assessment process. The assessment is done in the form of Unit-wise assignment and Unit test, Practical assessment, Seminar and Project Review. The institute closely monitors the performance of students at regular intervals in various modes. Institute calendar consists of the schedule of all unit tests/practice test/internal test and reflected in Department planned. Setting of the question paper and the results will be available to the students by concerned staff in class. Assessment of activities like seminars, projects, along with internal expert review brings transparency. Continuous Assessment for PG students is done by adhering to assessment methods such as internship related seminar/project. The expected level of the outcome is specified and declared to the assessor which helps the assessor to set the assignment accordingly. The robustness of mechanism reflects in consistently good final year results. Institute recognizes the potential and barriers of the learner in terms of expressing their strengths and learning achievements. Thus, variety of tools as mentioned above is employed for assessment.

File Description	Documents
Any additional information	View File
Link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria II/2.5.1 Upload.pdf

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

The institute has an examination section and appointed a College Examination Officer (CEO) as per SPPU guidelines to implement SPPU examinations system and procedures effectively. The CEO communicates with the department exam coordinator of each department for smooth conduction of SPPU exam and solving issues.

The grievances during the conduction of the university online/theory examinations and discrepancies are addressed in consultation with CEO (College Examination Officer).The

students write up an application addressed to the Director of board of Examination and Evaluation, SPPU Pune. The following are the common grievances which are normally addressed in the past Name correction in mark sheet, absenteeism in paper/Subject, non-receipt of mark sheet after declaration of result, non-issue of Hall ticket for Examination.

Standard Procedure

1. Student apply on SPPU portal as per Notice by exam section.
2. Student submit data through link given by exam section (<https://sites.google.com/view/exam052/home/application-forms>) or written application.
3. Student collect print of above application from exam section
4. Take signature/Approval from Principal on application print, Make payment as per SPPU norms.
5. Submit the completed form in college exam section
6. The case will be forwarded to SPPU.
7. Student will be handed over document as and when received from SPPU.

File Description	Documents
Any additional information	View File
Link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_II/2.5.2_Upload.pdf

2.6 - Student Performance and Learning Outcomes

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

Head of the department and teachers discussed POs and framed

PEOs & PSOs of their program considering the Vision and Mission of the department. Every course has its own learning outcomes defined by the university in the curriculum and adopted by the institute. Course Outcomes which are not defined in the syllabus of the university are prepared by the respective subject teacher along with domain experts as per of objectives mentioned in the university syllabus. The Program outcomes and Course outcomes of the department are disseminated to internal and external stakeholders through the following ways:

HOD cabins Notice Boards Department Library Department Laboratories Course File The course planner of each subject is prepared according to the program outcomes & course outcomes. The learning outcomes of each subject are also informed to the students by the teachers at the beginning of every academic year during the introductory lecture of respective course and also during lecture delivery. All newly admitted first year students and their parents are briefed about the institute's vision, mission and program objectives in the Induction Programme.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2021-22/Criteria-2/2.6.1.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

Course Attainment: Attainment of the course outcomes is measured through direct attainment and indirect attainment. Overall attainment of CO = 70% CO attainment from Direct method + 30 % of CO attainment through Indirect method Direct attainment: 30% of CO attainment through formative assessment tools + 70 % of CO attainment through summative assessment tools. Formative assessment: Unit test/Practice test Assignments/Tutorials Seminars/Presentation Group discussion Case study Mock interviews Open book test Online test Industrial Visits Quiz Mini Project Summative Assessment: The result of University theory and Practical examinations

2. Indirect Attainment: The course exit survey for each course at the end of semester.

Programme Outcome Attainment: Overall attainment of PO = 80 %
 PO attainment from direct method +20 % PO attainment from indirect method
Direct Attainment: $\text{Sum (Overall CO attainment} \times \text{PO mapping factor)} / \text{Sum (PO mapping factor)}$
Indirect Attainment: Following methods are used: Program exit survey
 Guest lecture Industry visits Workshops The feedback obtained from alumni and recruiters

Rubrics are the indirect assessment tool used to measure the attainment of PO. The POs/PSOs attainments will be mapped to the PEOs.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_II/2.6.2_Upload.pdf

2.6.3 - Pass percentage of Students during the year

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

342

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_II/2.6.3%20AnnualReport_2022-2023.pdf

2.7 - Student Satisfaction Survey

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

https://indiraicem.ac.in/assets/pdf/AQAR_2021-22/Criteria-2/2.7.1.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

794000

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

3.1.2.1 - Number of teachers recognized as research guides

8

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

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

5

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	View File
Paste link to funding agency website	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_III/3.1.3.pdf

3.2 - Innovation Ecosystem

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

The institution has created an ecosystem for innovations and has initiatives for the creation and transfer of knowledge through the following initiatives.

1. **Research Policy:** The Institute has well defined Research policy for creating the research culture and promoting research activities in various disciplines.

2. **Intellectual Property:** Financial support is provided for publishing patents and copyrights.

3. **Institute's Innovation Cell:** Students are encouraged to participate in Smart India Hackathons(SIH) to inculcate problem solving abilities and out of the box thinking.

4. **Incubation Centre:** Various activities are conducted from ideas generation to pre-incubation, incubation and graduating from the incubator as successful start-ups.

5. **Seed Funding:** The Institute supports innovative research projects that have the potential to create a positive impact on society and provides seed funding.

6. **Collaborative Research:** The institution encourages collaborative research with industry and other academic institutions to promote innovation and knowledge exchange.

7. **Industry-Academia Partnerships:** The institution collaborates

with industry partners to create joint research programs.

8. Centre of Excellence is created with Cyber Secured India and students and faculty are trained in cyber security and digital forensics.

9. Consultancy: The faculty members in the respective domain are allotted such projects and funded to complete the project.

10. Expert Session: The institute regularly organizes seminars, workshops and guest lectures.

11. IIT ICEM Internship: The institution collaborates with IIT to create joint research programs, providing students with opportunities to work on real-world problems.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_III/3.2.1_Revise_22.2.2_4.pdf

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

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

12

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

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

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

22

File Description	Documents
URL to the research page on HEI website	https://indiraicem.ac.in/research
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

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

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

53

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

34

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The institute is located in Parandwadi Village. Hence there is a lot of scope for the institute to arrange various extension activities for the students in rural areas, so that society will get benefitted. The institute believes in giving back what it has gained from the communities in which we live, work and play. The students of the Institute come from both rural and urban areas. The students interact with the neighborhood community during the extension activities organized by the institution. Institute has conducted various social and technical activities in the neighborhood through NSS camps and other programs in near by villages, schools, old age homes, etc. They learn to interact with people of all lifestyles. Various extension activities such as Anti- Superstition Rally, Swaachha Bharat Abhiyan, Blood Donation Camp, Digital India Awareness Campaign, Health Checkup Camp, Tree Plantation drive, Covid Vaccination Drive are conducted in the parandwadi village and surrounding areas. Various social events and programs are very much reflecting our commitment to operate in a socially responsible manner. The outcome of this activity is to improve the students' qualities such as time management, communication skills, event management, account management and leadership and become good citizen of India.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_III/3.4.1.pdf
Upload any additional information	View File

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

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

4

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

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

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

13

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

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

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

700

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

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

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

8

File Description	Documents
e-copies of related Document	View File
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

1

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Institute fulfills all the regulations of apex bodies in terms of infrastructure and physical facilities. Institute has distinct administrative and academic buildings. The administrative building includes an administration office, library, counseling room, conference room, pantry, and accounts. The academic building has 20 ICT-enabled classrooms and 34 laboratories as per the curriculum. The institute has 3 tutorial rooms, 2 drawing hall, and a central computing facility. The institute has 4 seminar halls equipped with an audio and video system, one of which is enabled by a Video conferencing facility and a seating capacity of more than 200 persons.

In addition to academic and administrative buildings, the workshop is operational with the foundry, welding, machine, fitting, and carpentry shops. The central library is stacked with around 32,000 books, and 30 Print journals in different specialized areas. The library has a separate reference book section for Handbooks, IS Codes, and Encyclopedia. Library also has a 150-seating capacity reading room. The library is managed with SLIM 21 (3.9.0 version) software. The institute has 557 Computers connected to LAN. The entire campus is Wi-Fi enabled with an internet speed of 100Mbps & under camera surveillance with 66 Cameras and 30TB of storage.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_IV/4.1.1_Infra%20Facilities_Signed.pdf

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

The institution has adequate indoor and outdoor sports facilities created. The institute also hosts and participates in various indoor and outdoor events at the institute/university/state level. A separate budget is allocated for sports activities. The institute has the following facilities: 1. Sports (indoor/outdoor) Institute has spacious grounds for outdoor sports such as Cricket, Kabaddi, Football, Volleyball, Handball, Basketball, etc., and facilities for indoor games such as Table Tennis, Badminton, Chess, and Carom are available. 2. Gymnasium Institute has a fully functional gymnasium run by a Gym Instructor. Facilities available in the gymnasium are adjustable bench press and dumbbells, chromium plates, barbell rods and plates, cross trainers, digital treadmill machines, etc.

3. Yoga activities Institute regularly conducts yoga sessions. The importance and the benefits of yoga are explained by the yoga experts during their sessions. Institute celebrates 'International Yoga Day every year.

4. Cultural activities: The students actively participate in various cultural activities during the annual social gathering

(AVISHKAR) organized by the Institute every year. Students' associations conduct different events to provide a platform to nurture cultural talent in students at the department level. Various festivals and days of national importance is also celebrated by students actively.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_IV/4.1.2_Sports.pdf

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

24

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_IV/4.1.3_ICT%20Facillites_Signed.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

232.42

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

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

The library is automated through the library Management Software SLIM21 (Version 3.9.0). The library is equipped with OPAC (Online Public Access Catalog). The Integrated Library Management System is used to manage different functions of the library. Library collection can be searched on Intranet using the SLIM21 OPAC module. This software has modules like Acquisition, Cataloging, Circulation, and Serial Control. The acquisition module and cataloging module is utilized for generating accession register reports, adding bulk student record, and updating an item, lending policy, and its status. The circulation module has book issue, Return, and reserve options. Various reports such as loan borrower, item inventory status, Circulation status summary, item transaction, and operator- wise transactions can be generated in this module. SLIM21 helps catalog books, e-books, articles, reports, and serials publications that contain information vital to the institute. SLIM21 cataloging adheres to popular international standards. Similarly, library barcodes are also generated through this module making cumbersome library work simpler, more effective, and more timesaving. The library has online e-Journals subscriptions for both staff and students. Institute has created an FTP server of 4TB storage for NPTEL video lectures and e-books so that faculties and students upgrade themselves in their respective courses.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_IV/4.2.1.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	A. Any 4 or more of the above
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File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

18

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

9124

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

4.3 - IT Infrastructure

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

To fulfill the norms of AICTE and the University the institute has a massive IT infrastructure. The IT facilities include 2 high-end servers i.e. HP DL380P Gen8 Server & Dell PowerEdge 2950 for managing the computing facilities such as Active Directory Services for user authentication, SCCM for software deployment, Anti-Virus application and SLIM software for Library Management. The IT Infrastructure comprises of 557 Desktops, 66 Surveillance Cameras, 40 LCD Projectors, 48 Printers, and 29 Wi-Fi Access Points connected to 100 Mbps Internet Leased Line via Layer 2 and Layer 3 Networking Switches. The Institute network is secured with Intrusion Protection using the latest Unified Threat Management firewall - Sonic-wall and associated security policies. LAN Connectivity: Connectivity is achieved through 3 Tier Structured LAN architecture. All the end users are connected through a 10/100/1000 base port. Internet is accessed through Internet Leased Line from TATA Teleservices with a bandwidth capacity of 100 Mbps and contention ratio of 1:1. Computing facilities: Computer Labs are equipped with software like Matlab, Mastercam Catia, Auto CAD, Staad Pro, Etabs, Xilinx, Multisim Edu & Visual Studio. Database software such as Oracle 11g and My SQL are also installed.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_IV/4.3.1.pdf

4.3.2 - Number of Computers

602

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

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

4.4 - Maintenance of Campus Infrastructure

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

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

457.04

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The institute adopts standard established systems and procedures for maintaining the physical, academic, and support facilities as mentioned below: **Laboratory Maintenance:** The lab assistants report maintenance issues to the lab in charge and the Head of the Department. The lab assistant then calls 3 or more quotations, and a comparison is prepared. This comparative statement along with the requisition form is then forwarded to the principal office for approval. Post approval, the maintenance work is assigned to a third party.

Library Maintenance: In the case of binding the books, and the bound volume of the journals the maintenance work is carried out by the Librarian through external agencies by taking approval from the Principal & Library automation Software is maintained through AMC by an external agency. Maintenance of

Computers: Maintenance of Hardware is taken care of by IT support through mail/ written complaints. If the maintenance issues are beyond the control of the IT support cell, then the external agency is called with prior approval from the principal.

Maintenance of Institute Infrastructure: The maintenance of civil and electrical is carried out through maintenance requisition forwarded to Dy. admin through the principal office.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_IV/4.4.2.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

699

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by

the institution / non- government agencies during the year

191

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

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

A. All of the above

File Description	Documents
Link to Institutional website	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_V/AQAR(2022-23)%205.1.3.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

398

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

398

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

150

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

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

5.2.2.1 - Number of outgoing student progression to higher education

6

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

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

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

4

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

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural

activities at university/state/national / international level (award for a team event should be counted as one) during the year

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

5

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

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

Student Council at the Institute is constituted as per the Maharashtra State Act as per Section 40 (2) (b) of Maharashtra Public Universities Act,1994. Various committees function along with the student council which consists of male and female student representatives to engage in the policy decision-making process.

1. College Development Committee: As per the statute of the university act two students are nominated to the college development committee to actively contribute to the college development plan, and academic activities, and to make specific recommendations concerned with teaching-learning, academic courses, etc.

2. Grievance committee: This committee addresses student grievances and maintains harmony and discipline among the students.

3. Anti-Ragging Committee: This committee ensures zero ragging incidents in the Institute. quality initiatives for student welfare.

4. Hostel Committee: The team keeps check on the hostel infrastructure, discipline, quality of the food, and housekeeping issues.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_V/AOAR(2022-23)%205.3.2.pdf
Upload any additional information	View File

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

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

27

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

5.4 - Alumni Engagement

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

Indira College of Engineering & Management Alumni Association registered with Charity Commissioner, Pune, with Registration No. MAH/ 1582/ 2011/ Pune, dated 26/08/2011. The objective of the alumni association is to support the institute's goals and strengthen the ties between the Institute and Alumni. There are structured ways to network and collaborate with alumni of the Institute. Alumni interaction is done through emails, Facebook like other social media helps the institute enhance alumni bond with their Alma matter. The alumni feedback is solicited during

the Alumni meet and convocation day. This feedback helps the institute to bring out new reforms in structuring the program, enrichment of the curriculum, and for academic system. Alumni are members of the Department Academic Advisory Committee (DAAC) and IQAC of institute. The alumni of the Institute are guiding and nurturing our students to become engineering, managerial professionals, and entrepreneurs. The alumni are invited to deliver guest lectures and as resource persons for workshops, seminars and conferences The contribution of the alumni to the institute plays a vital role in the development of the institute. The alumni are the Brand ambassadors and significant stakeholders of the Institute who contribute relentlessly to the overall growth of the Institute

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_V/5.4.1%20Registration%20Docs.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Vision The institute envisions to develop itself into a center of academic excellence in the field of Engineering and Management. Education in order to develop future technocrats and managers having the right knowledge, skill, and attitude to serve the society and industries to fulfill their ever-changing requirements. **Mission** To train our students to become the best Engineering Entrepreneurs today, who will lead the organizations successfully into the future; locally, nationally, and globally. To provide an environment that fosters continuous improvement & Innovation with related

technical support & facilities to enhance Student and faculty effectiveness. To provide programs focusing on the holistic development of the Individual. The prospective plan of institute is set Governing Body (GB), College Development Committee (CDC), Department Academic Advisory Committee (DAAC), and Internal Quality Assurance Cell (IQAC). GB sets out a long-term plan and also decides the short-term Goals. The CDC lays the foundations of each initiative and incremental steps to be taken. DAAC sets the academic goals and suggests means to achieve the goals. IQAC ensures that all the developments and process reforms are being practiced while keeping eye on the quality.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VI/6.1.1.pdf
Upload any additional information	View File

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

The budget cycle consists of different phases. A Budget committee constituted the group level of IGI seeks the operating budget for a financial year from the respective Principal. The Principal discusses with all HODs to submit a budget proposal by taking into consideration of library books, lab equipment, Guest lectures /Workshop, Honorarium to visiting faculty, FDP, R&D expenses, Accreditation expenses, CDP, Student welfare, Industrial visits, Laboratory consumables, Activities, Repairs & Maintenance, furniture, Computer Hardware & software, office equipment, Journals, Sports Equipment, College Promotion expenses, Membership, activities, Printing, Stationery, Xerox, Newspaper and periodical, etc. Head of every department in coordination with their faculty & staff review the available resources, identify the required equipment's/components. Principal reviews and finalize the budget in consultation with Sr. accountant and present the proposed budget in front of the budget committee with proper justifications. The Management and budget committee assess the budget requirement and approve the annual operating budget of every institute. After the approval from management every head receives copy of the approved budget through Principal for the utilization. Head of the departments consumes the budget which

is duly approved by Principal throughout the year as and when needed.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria_VI/6.1.2.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Management of Indira College of Engineering & Management puts its all efforts to convert the mission into the reality ICEM always strive from planning to execution of such a plans

1. Skill based short term professional courses.
2. Well organized structural academics
3. Project based learning
4. Centre of excellence/ incubation Center
5. Research Center
6. Industry - Institute Interaction
7. Experienced, Skillful Staff Faculties.
8. MOU with Govt., Non-Govt. organization
9. C.S.R. Activities
10. Strong Teacher Student Connect
11. Water/ solar/ energy eco-system
12. Best -Innovative Practices
13. Faculty Welfare Motivation Practices
14. Permanent Affiliation

15. Autonomy/ Private Status

16. Development of advance sports facilities

17. Development of hi-tech laboratories

Successfully implemented example : - Development of advanced sports facility Institute believes in inculcating the regular sports practices by conduction/organizing institute/ university/ national/ State Level Competition. Few prominent competition gave a remarkable Position to institution, which includes. Institute has successfully organized district Competition Like Keeping above scenarios in View management has developed such green observed Cricket, Volley- ball football Kabaddi ground with all necessary equipment's where all the grounds are obverted by fencing.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2021-22/Criteria-VI/6.2.1.pdf
Upload any additional information	No File Uploaded

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

The Organizational Structure of the intuition is substantially formed to govern academic administrative Process which are then followed by forming govt. bodies The remarkable committee out of all it is internal quality Assurance cell (IQAC) and college Development Committee (CDC) The ultimate Authority of the institute is Principal / Director. The Next Authorized Person at institute is the registrar for handling all administrative and supporting activities. Principal the Appoints head for respective department with dean for all major Activities like Academic, Research & Development, Student Affairs etc. It is all to Control & Manage All Department Related Activities. Placement- Being one of the measuring Criteria, identifying & Appointing a Training & Placement Officer is Crucial. ExamBeing Inevitable Part of any Institution its Pivotal to Appoint a Chief Examination Officer Off course for Smooth Condition of all Sorts of Examination. Being an Engineering Institute, one

needs the best- I.T. infrastructure to maintain the day today activities over data / in ternate with deployment Open Source Software's Sport being inevitable part of the institute, director of physical education needs to be appointed active to above all sportsactivities/events A separate warden/rector for hostel are needed to assist & care students who occupies hostel appointed separate for boys, girls as per the directives by AICTE, UGC, university (SPPU) which are later published in IGI Policy.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://indiraicem.ac.in/assets/pdf/AOAR_2021-22/Criteria-VI/6.2.2.pdf
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	View File
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The institution has effective welfare measures for teaching and nonteaching staff The institution has taken the following effective welfare measures

1) Provident Fund- EPF scheme is applicable to all employees in

the institute.

- 2) Gratuity Fund- Gratuity is payable to employees after the completion of five years of permanent service.
- 3) Group Insurance & Medical Assistance- Institute facilitates a group insurance policy. Institute is having a tie-up with hospitals, so as to avail medical treatments.
- 4) Qualification Improvement- Institute promotes employees for higher education by providing leaves and financial assistance.
- 5) Maternity Leave- Maternity Leave of 90 days with full pay is sanctioned for female employees.
- 6) Travel Policy- Institute reimburses expenses incurred for official work.
- 7) Special Allowance- Diwali bonus to class IV employees.
- 8) Sports & Gym Facility- Institute encourages participation in indoor and outdoor games. Institute has a well-equipped gymnasium for employees to maintain physical fitness
- 9) Uniform to Class IV Employee- Institute provide free-of-cost college uniform to class IV employees.
- 10) Financial Help Institute pays the advance salaries for needy employees.
- 11) Admission Help to employee's ward-Priority is given to admission in IGI institutes for employee's wards
- 12) Indira culture-Institute serves tea twice a day to all employees.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VI/6.3.1.pdf
Upload any additional information	View File

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

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

2

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

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

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

9

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

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

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

year

4

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

All the stake holders of the institute need to adapt the culture of filling the performance Appraisal form (PAF) where people declare by him/herself to evaluate them based on some specific criteria. The criteria is as below -

1. Academic course file /No. of lecture conducted, studentfeedback, result analysis.
2. Co-curriculum activities - The activities on institution as department level members of various acting effective committees, project guide, industry/in house sponsored project, member of professional bodies.
3. Research Activity-Publication of research papers, Textbook.
4. Reference Books, sponsored projects, Guiding PG & Ph.D. Students
5. Internal Revenue Generation- Consultancy, arranged training, Software application.
6. Administrative work- Any specific task, Examination duties
7. Others- Counselling/admission process

The self-Appraisal system for Non-Teaching Faculty is based on

1. Self-evaluation- Pro-activeness, positive response, innovation in work, and qualification improvement
2. Co-curricular Activity- a member of the organizing committee.
3. Administrative Work-Institute level responsibility, department level responsibility.
4. Others-Admission campaigning, admission reference, and involvement in social activity.

All faculties are expected to fill the Self-Appraisal Report (SAR). The SAR forms are submitted to the respective HOD at the end of each academic year. HODs verify the SAR and with his remark forwards the self-assessment sheet to the Principal. The outcome: The best part of the SAR is that each staff member

becomes aware of self-weaknesses and tries to improve in their weak areas.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2021-22/Criteria-VI/6.3.5.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

Indira Group of Institute continued a crystal clear financial system in the institution from years together. Institute is committed to conduct a regular internal audits. Upon successfully completing internal audits, institute make sure to get audited by external /statutory audit regularly.- Fund approve system for all small to big events/process is in place. - Bills /vouchers by faculties /staff/any other stack holders are then verifies by the HOD later approved by Principal. Herewith bills are settled either against advanced or reimbursement. - Frequency of internal financial audit is once a month. The role of the internal auditor appointed by the institute is to cross-check, verifies books of accounts. The glitches (if any) are further explained to the accountant of the institute then to Principal followed by internal auditor. - These discrepancies redressed immediately. - To conduct external/statutory audit institute has appointed chartered accountant - Mr. Shashank Patki & Associates. - The frequency of external audit is annual, then presented to the management time to time. - The discrepancies (if occurs) are enlisted in the report for necessary action, review, rectify. - Utmost care is been taken to get the final audited statement reviewed each financial year then signed by auditors, principal.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2021-22/Criteria-VI/6.4.1.pdf
Upload any additional information	View File

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

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

0

File Description	Documents
Annual statements of accounts	View File
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

Institutional strategies for mobilization of funds and the optimal utilization of resources Productive & optimized utilization of finances at the institute is governed by the effective execution of the financial policies. - The institute is self-subsistent organization hence all financial transactions are carried out from the funds generated at the institute during the financial year. - Subsequently the annual budget is planned by each academic, admin and co-residing service departments. - The assorting & compiling is been done by the head of institute. - Later the same is been sent for the approval. - The same budget is assessed & reviewed, applied necessary changes. - The same is been showcased to the ultimate management so that HOI, HOD can allocate the budget as per the need to ensure the optimum usage. - The institute has standardized the procedure for sanctioning funds & settled of advances. The total expenditure is divided into the following heads 1. Annual maintenance expenses 2. Vehicle Running and maintenance expenses 3. IT support Revenue expenses 4. Academic expenses 5. Non-academic expenses 6. Employee related expenses 7. Educational expenses 8. Other expenses As per the budgetary provision, the Principal approves the expenses against various curricular, co-curricular & extracurricular activities.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2021-22/Criteria-VI/6.4.3.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

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

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes Internal Quality Assurance Cell (IQAC) has ensured the implementation of academic planner and initiated the use of advanced ICT tools, effective implementation of CIE, FDPs, implementation of Outcome-Based Education (OBE), academic audits, etc. The following are the two significant IQAC initiatives:

Practice 1: Outcome-Based Education (OBE) IQAC has arranged two days awareness workshop on the implementation of the Outcome-Based Education system. OBE review workshop has also been conducted to clarify the doubts of the faculty about the OBE implementation. OBE audit was also conducted to ensure the uniform and effective implementation of the OBE system across all departments. OBE audit is conducted and a review report is shared with everyone. Practise 2: IQAC has initiated the standardization of documents through setting formats being used for academic and administrative data keeping.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AOAR_2022-23/Criteria VI/6.5.1.pdf
Upload any additional information	View File

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

The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes

at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities The IQAC ensures the proper implementation of academic delivery and takes the responsibility to initiate various activities to raise the quality of the education at periodic intervals. IQAC has devised academic monitoring for endless academic delivery.

1. **Quality enhancement through Academic Monitoring Committee:** The implementation and delivery of the curriculum are regularly monitored by the Academic Monitoring Committee (AMC). AMC monitors the conduction of daily lectures, practical's, and project reviews. AMC submits a weekly report to HOD for corrective measures. A monthly academic report comprising the syllabus coverage, Continuous Internal Evaluation, and attendance review is prepared by the department academic coordinator for submission to AMC. AMC also observes that the schedules mentioned in the institute and department calendar are closely followed.

2. **Quality enhancement through Continuous Assessment of theory and lab-work subjects** comprises parameters like internal tests, unit tests, assignments, and student participation in co-curricular & extracurricular activities. Practical subjects are evaluated through timely completion of experiments, understanding, execution, presentation, group discussion, case study, and mock viva. At the term-end, the students are evaluated for the learning outcome based on these parameters.

File Description	Documents
Paste link for additional information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VI/6.5.2.pdf
Upload any additional information	View File

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

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_II/2.6.3%20AnnualReport_2022-2023.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The institute conducts regular gender equity promotion programs. Gender sensitivity is an inherent value in the cultural ethos of the institute and its neighboring community, as is evident by the following facilities -

- 1. Safety and Security:** The institute campus has taken necessary measures for safety and strict security. Accordingly, security guards are made available 24X7 in the campus. Institute has installed CCTV Cameras at different strategic locations. Nearby police station contact numbers and help line numbers are displayed on notice boards at strategic locations.
- 2. Counseling:** Students are allocated to Specific mentor for entire semester. Issues identified by respective mentors during departmental counselling are discussed with HOD's for further corrective measures. Institute has student council and women's cell which organizes various counselling sessions.
- 3. Common Rooms:** Institute has separate girls and boys common room which is equipped with Wi-Fi, first Aid box, Bed, Wash basin, Toilet, Dust Bins and Study Table and it also facilitate meetings and discussions.

4. Other Measures Other measures of Gender Sensitization include --

- Co-curricular activities:** Institute ensures active participation of students and faculties in co-curricular activities including sports as it is a compulsory core course in all UG & PG programs.

File Description	Documents
Annual gender sensitization action plan	Upload tab not available
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://indiraicemac-my.sharepoint.com/:b:/g/personal/kiran_devade_indiraicem_ac_in/Efd0jgztNozLpqCTvLdrqDQBVNjEkD3j50oaytaMkxipQw?e=Kh60AQ

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

D. Any 1 of the above

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

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

Solid waste Management: The following initiatives are undertaken by the college towards the management of solid waste. Dust bins are provided at the corners of each room and corridor to collect solid waste. Students are educated to throw solid waste strictly in dustbins. Display of slogans and thoughts in the verandahs Solid waste is collected and disposed of properly. **Liquid waste management:** Proper sewage system is present in all the washrooms of the college, appropriate care is taken for which college has own Sewage treatment plant. The rainwater from the terrace of the college is directed towards the ground through pipes where other trees and rainwater harvesting pits are located. The wastewater generated by RO Plants is being channelized into college garden. **E-waste management:** The college has optimized its inventory of all computers through reassembling, modification, and up-gradation by the team of IT Administrator. This has been a critical endeavor towards E-wastemanagement ensuring that no discarded

computers or printers are lying idle in the office premises. The items like printer cartridges are refilled and used and the unusable items are disposed through E- waste management company "Shree Recyclers".

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

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

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

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

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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

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

C. Any 2 of the above

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

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

The institution believes in equality of all cultures and traditions is evident from the fact that students belonging to different caste, religion, regions are studying without any discrimination. The institution celebrates Cultural festival like Ganpati Utsav, Dahi Handi, Christmas, Makar Sankranti etc. Institute organizes a Techno Cultural Festival Every Year called as "Avishkar" which comprises of different Technical Competitions, Days Celebration, Sports, Cultural Events etc. along with this to represent our Indian culture, on Avishkar we organize a traditional dress competition and fashion show. The institute hoists the flag during national festivals and invites eminent persons to inspire students and staff. The college establishes policies that reflect core values. The Code of Conduct is prepared for students and staff, and everyone should obey the conduct rules. The institution encourages participation of students in sports and other social activities at a state & national level to strengthen bonds and relations. The institution takes pride in raising successful leaders among the students by conducting activities under the Student Council. The council members take responsibility for organizing college programs with other student volunteers' support. Staff and student members participate in the national celebrations, Republic & Independence Day.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

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

Institute focus on academic foundation of the student community to develop them as better citizens of the country. In this regard, the institute, apart from imparting professional legal education, inculcates a feeling of oneness among the student community through various practices and programs. Institute always been in the practice of organizing activities motivate the students to adopt various practices that promote the "Unity in Diversity". The College ensures that the students participate actively in all activities. The College celebrates the Independence Day & Republic Day vigorously. The Faculty members of all departments have organized various academic and co-curricular activities for the propagation of the Fundamental Duties and Rights of the Indian citizens. Institute organized personal Branding workshop for all girls & lady staff to develop their personality. Institute encourage students to develop social values by organizing swachha bharat abhiyan and also create awareness in all students about importance safety of girls in society by organizing Nibharkanya Workshop. Constitutional Obligations: Institution has organized student centric activities like paper, poster & essay competition which have always received huge participation from the students and promoted their awareness about various aspects of Indian citizenship.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VII/7.1.9.pdf
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed

B. Any 3 of the above

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

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

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

The institution takes many initiatives like conducting awareness campaigns, organizing orientation programs, training programs, seminars, and workshops to sensitize the future leaders to inherit human values coping with the constitutional obligations. Ethical Values, rights, duties, and responsibilities of citizens are some topics enlisted in Elocution/ Debates activities. The students enthusiastically participate in various activities like seminars, conferences, expert talks, poster making competitions, and competition on various contemporary legal issues. The institution celebrates Constitution Day and thus contributes to the spreading of Constitutional values and ideals amongst students. Various departments of the institution and NSS unit are actively involved in conducting several activities for inculcating values for being responsible citizens. The commoretaive days like Republic Day, Voters Day, Constitution Day, National Earth Day, Teachers Day, Women's International Day etc. many days are celebrated, to create inclusive environment and to maintain the

religious, social, and communal harmony.

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

7.2 - Best Practices

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

Usage of ICT Tools for teaching - Learning and ICT Integration in Administration and Accounts

1.Objective

To achieve effectiveness using ICT tools to incorporate teaching-learning

2.The Context

The college staff uses smart class room and other ICT tools for effective teaching.

3. The Practice

The ICT tools in Engineering education are being used for developing course material, delivering, sharing content, communication using MS Teams tools, Smart board, and LCD projector.

4. Evidence of Success

The college has given due importance to ICT enabled teaching-learning process and encourage students to prepare their projects and seminar using PPT and simulation. All faculties are certified by Microsoft Certified Innovative Educators (MIE) by Microsoft Incorporation and in-house certification by Virtual Vidya FDP.

5. Problems Encountered and Resources Required

The challenge that lies in front of the teachers is to make them tech-savvy.

Student-Centric Holistic Development activities.

1. Objective

To explore the veiled talent, through sports, cultural programs

2. The Context:

to organize extra curricular activities

3. The Practice:

It seeks to engage students in extracurricular and co-curricular activities and encourages personal development.

4. Evidence of Success:

Participation in inter colligate as well as zonal level sports competitions and won the prizes.

5. Problems Encountered and Resources Required:

medical assistance in case of emergency.

File Description	Documents
Best practices in the Institutional website	Upload tab not available
Any other relevant information	https://indiraicem.ac.in/assets/pdf/AQAR_2022-23/Criteria_VII/7.2%20Best%20practices%20additional%20docs.pdf

7.3 - Institutional Distinctiveness

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

"Employability Enhancement through 360-degree development of the students by regular up gradation in professional skills" Professional certification, soft skills and aptitude is

undertaken to groom the students and to understand the practical scenario. It is to make aware the students of the current scenario. Employability enhancement is an ongoing process that considers a particular job title or designation while preparing, implementing, and monitoring succession planning depending upon the future requirements of an organization.. Designing professional certifications and career development systems according to the specific needs and requirements of an organization can help in bringing efficiency to the entire process of career management. ICEM conducted certification programs from renowned certified trainers. The students are also given additional inputs by conducting soft skills and Aptitude sessions for overall development and upgradation of professional skills. Evidence after offering such certifications were to match the Standards with the Results. Greater Self Awareness among students was generated. Balance between Organization and individual Requirements was possible. Improved performance, morale, reduced absenteeism, are other positive indicators for measuring the effectiveness of a career program. Certifications helped students in good placements and Internships.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

The students are visiting the campus and the traditional teaching- learning model has gained pace. Although the institute is located remotely is devising plans to attract the students to campus and publicity of the institute following action items are planned: 1. Introducing new ERP to take care of academic and administrative activities 2. To provide transport facilities at affordable rates for students and convenient bus routes. 3. To provide good sports facilities and a beautiful campus for students to make them stay and learn on campus. 4. To inculcate Research as primary tool for the students learning and promote research environment for the teachers 5. To provide platforms to learn from industry interactions and work close to industrial practices. 6. To provide more and equal opportunities to all students through certificate programs and short-term courses to make the students ready for the industry. 7. To provide better training

and placement opportunities for students. 8. The NSS and student council are active and will be conducting more society-oriented programs. 9. To implement best practices through resource fullness and following green practices