



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

<b>1.Name of the Institution</b>	Fergusson College (Autonomous), Pune
• Name of the Head of the institution	Dr. Ravindrasing Pardeshi
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	02067656000
• Alternate phone No.	02067656603
• Mobile No. (Principal)	09225340906
• Registered e-mail ID (Principal)	principal@fergusson.edu
• Address	Fergusson College Road, Deccan Gymkhana, Pune
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	411004
<b>2.Institutional status</b>	
• Autonomous Status (Provide the date of conferment of Autonomy)	16/06/2016
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Grants-in aid				
• Name of the IQAC Co-ordinator/Director	Dr. Samir Terdalkar				
• Phone No.	02067656603				
• Mobile No:	09822184006				
• IQAC e-mail ID	fciqac@fergusson.edu				
<b>3.Website address (Web link of the AQAR (Previous Academic Year)</b>	<a href="https://www.fergusson.edu/article/yearwiseaqarreports.html">https://www.fergusson.edu/article/yearwiseaqarreports.html</a>				
<b>4.Was the Academic Calendar prepared for that year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://www.fergusson.edu/article/academic_calendar202021.html">https://www.fergusson.edu/article/academic_calendar202021.html</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	0	2004	08/01/2004	07/01/2009
Cycle 2	A	3.26	2010	28/03/2010	27/03/2015
Cycle 3	A	3.62	2015	15/11/2015	14/11/2022
<b>6.Date of Establishment of IQAC</b>			15/09/2004		
<b>7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?</b>					

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
INSTITUTION	UGC-STRIDE Component -I	UGC	03/12/2019	95.20 Lakhs
INSTITUTION ( Six Science department)	STAR STATUS	DBT	01/07/2019	8.68 Lakhs
INSTITUTION ( Four Science department)	STAR COLLEGE SCHEME	DBT	17/07/2019	3.85 Lakhs
INSTITUTION ( Six Science department)	STAR COLLEGE SCHEME	DBT	19/06/2014	30.00 Lakhs
INSTITUTION ( Six Science department)	STAR COLLEGE SCHEME	DBT	19/06/2014	13.00 Lakhs
INSTITUTION ( Six Science department)	STAR COLLEGE SCHEME	DBT	12/06/2014	69.00 Lakhs
INSTITUTION	UGC-CPE	UGC	30/09/2011	50.00 Lakhs
INSTITUTION	UGC-CE	UGC	28/02/2017	60.00 Lakhs
INSTITUTION	AUTONOMOUS COLLEGE SCHEME	UGC	16/02/2017	20.00 Lakhs
INSTITUTION	AUTONOMOUS COLLEGE SCHEME	UGC	28/02/2019	20.00 Lakhs

#### 8. Provide details regarding the composition of the IQAC:

<ul style="list-style-type: none"> <li>Upload the latest notification regarding the composition of the IQAC by the HEI</li> </ul>	<a href="#">View File</a>
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<b>9.No. of IQAC meetings held during the year</b>	09	
<ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?</li> </ul>	Yes	
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded	
<b>10.Did IQAC receive funding from any funding agency to support its activities during the year?</b>	No	
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>		
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>		
<p>1. Revisions in credit structure for second- and third-year BA programme and third year of B.Sc. programmes. Skill Enhancement Courses (SEC) for IIIrd , IVth, Vth and VIth Semesters for all BA Programmes and Vth and VIth Semester of B.Sc. programmes. 2. All Extra Credit courses identified/ finalized and registration will be available through MASTERSOFT ERP with assigned teacher coordinator for each course. 3. Implementation of Mentoring for all students and for all academic programmes (Class wise). 4. Implementation of Outcome Based Education Model for all academic programmes. 5. Efforts to collaborate with Industries- KPIT, Pune on various aspects and providing consultancy services to KPIT, Pune. 6. Budgetary provision for Setting up of Incubation Center, Seed Money for Research, Green Initiatives and Audits, Registration Fees for teachers participating and presenting research papers in conferences/seminars, MoUs and Collaborations and for Social Outreach and Enabling Center and "SAATHI" for differently abled students. 7. Concrete steps towards establishment of "Incubation Center" with approval and budgetary provision from DES and submission of proposal for funding to the Department of Science and Technology under iTBI Scheme of DST.</p>		
<b>12.Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year:</b>		

Plan of Action	Achievements/Outcomes
1. Revised Credit structure to enhance Skill Enhancement for all students in Arts and Science.	1. Revisions has been done in credit structure for second- and third-year BA programme and third year of B.Sc. programmes. Skill Enhancement Courses (SEC) for IIIrd , IVth, Vth and VIth Semesters for all BA Programmes and Vth and VIth Semester of B.Sc. programmes.
2. Promote registrations for MOOCs and Policy for Credit Transfer	2. MOOCs registrations has been increased and policy for credit transfer has been implemented
3. Motivate and implement "Outcome Based Education Model" for all academic Programmes	3.Implemented OBE successfully for all PG programmes and initiated the process for UG programmes. Departmental OBE coordinators have been appointed who can facilitate the process and help the faculty in OBE work. Attainment of course outcomes, programme specific outcomes and programme specific outcomes has been measured using OBE module available on ERP software
4.Efforts to collaborate with Industries	4.MoU with KPIT industry is in process and faculty are approached to carry out consultancy work for the industry
5.Revise Budget Heads in consultation with Finance Committee of DES for specific activities	5.Budget for the activities has been proposed and it is approved in GB.
6.Efforts for setting up Incubation Centre	6.Proposal has been made and submitted to i-TBI
7.Strengthen Mentoring activities and make its presence felt in the campus and amongst the students.	7.Mentoring activities for all UG and PG students have been strengthened and promoted intensively among the students.

	Orientation and guidance about mentoring process have been provided by mentoring team and reviewed at the end of every semester
<b>13. Was the AQAR placed before the statutory body?</b>	<b>Yes</b>
<ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>	
Name of the statutory body	Date of meeting(s)
<b>Governing Body</b>	<b>09/02/2022</b>
<b>14. Was the institutional data submitted to AISHE ?</b>	<b>Yes</b>
<ul style="list-style-type: none"> <li>Year</li> </ul>	
Year	Date of Submission
<b>17/01/2022</b>	<b>17/01/2022</b>

### Extended Profile

#### 1. Programme

1.1 52

Number of programmes offered during the year:

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

#### 2. Student

2.1 5982

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	<a href="#">View File</a>

2.2

2315

Number of outgoing / final year students during the year:

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

2.3

7841

Number of students who appeared for the examinations conducted by the institution during the year:

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

**3.Academic**

3.1

1713

Number of courses in all programmes during the year:

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

3.2

185

Number of full-time teachers during the year:

## Extended Profile

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

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Institutional data in Prescribed format	<a href="#">View File</a>

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

2.3 7841

Number of students who appeared for the examinations conducted by the institution during the year:

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

### 3. Academic

3.1 1713

Number of courses in all programmes during the year:

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



3.2	185
Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
3.3	246
Number of sanctioned posts for the year:	
<b>4.Institution</b>	
4.1	1308
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	88
Total number of Classrooms and Seminar halls	
4.3	502
Total number of computers on campus for academic purposes	
4.4	55467622.62
Total expenditure, excluding salary, during the year (INR in Lakhs):	

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

The Second Year Undergraduate and Post-graduate syllabi for all courses were revised in the year 2020-21. Ever since the college became autonomous in June 2016, the college has striven to upgrade the syllabi to help students acquire theoretical and practical knowledge on par with national and global standards. The Program Outcomes, Program Specific Outcomes and Course Outcomes have been clearly spelt out for all the courses. Students too are made aware

of these and there is a conscious attempt on the part of teachers to synchronize the whole learning process with the outcomes through student orientation and regular student interactions. Besides topics included in the syllabi that address local, national and global issues, an attempt is frequently made in the classroom to integrate all three. For example, when students get introduced to a topic such as cooperative banking at the local level in their Economics class, they are led to research on and discuss the best practices related to the same on the national and international levels. Apart from the interactive mode of learning that helps in this process of integration, flexible methods adopted for internal assignments permit students to actively explore, think critically and present their views and knowledge acquired to their peers and teachers alike.

File Description	Documents
Upload additional information, if any	<a href="#">View File</a>
Link for additional information	<a href="#">NIL</a>

### 1.1.2 - Number of Programmes where syllabus revision was carried out during the year

52

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	<a href="#">View File</a>
Details of syllabus revision during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

1135

File Description	Documents
Curriculum / Syllabus of such courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	<a href="#">View File</a>
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

### 1.2.1 - Number of new courses introduced across all programmes offered during the year

144

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

### 1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

46

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template)	<a href="#">View File</a>

## 1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

Fergusson College has a rich legacy of imparting value-based

education from its foundation during the Indian Renaissance. Autonomy has ushered in another Renaissance and given an impetus to incorporate relevant current issues of human interest into the curriculum. Components such as gender, ethics and human values are a regular feature of classroom discussions in almost all social science and humanities courses, irrespective of whether these are mentioned separately in the syllabi or not. The paper in Human Geography covers issues related to demographics, inclusiveness, regional and other disparities including food security while examining man's relationship with his environment. Besides, there are exclusive papers related to gender in literature programs- Women's Writing in English is an option available to post graduate students. Environmental issues and ethical issues are an integral part of science courses. A course on Intellectual Property Rights is offered by the Biotechnology department. The Environmental Science department offers a course on Law, Ethics and Policy and a component on Women in Environment is included in the biodiversity course for post graduate students. Besides, separate events and activities are regularly organized by different departments to make students reflect critically on important contemporary issues. Apart from this the Social Outreach and Enabling Center (SOEC) organizes activities/ programmes/ lectures showcasing gender issues.

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

### 1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

2

File Description	Documents
List of value-added courses	<a href="#">View File</a>
Brochure or any other document relating to value-added courses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

<b>1.3.3 - Number of students enrolled in the courses under 1.3.2 above</b>	
50	
File Description	Documents
List of students enrolled	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
<b>1.3.4 - Number of students undertaking field work/projects/ internships / student projects</b>	
1003	
File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
<b>1.4 - Feedback System</b>	
<b>1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni</b>	<b>A. All 4 of the above</b>
File Description	Documents
Provide the URL for stakeholders' feedback report	<a href="https://www.fergusson.edu/article/newfeedback.html">https://www.fergusson.edu/article/newfeedback.html</a>
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
<b>1.4.2 - The feedback system of the Institution comprises the following</b>	<b>A. Feedback collected, analysed and action taken made available on the website</b>

File Description	Documents
Provide URL for stakeholders' feedback report	<a href="https://www.fergusson.edu/article/newfeedback.html">https://www.fergusson.edu/article/newfeedback.html</a>
Any additional information	<a href="#">View File</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment of Students

##### 2.1.1.1 - Number of students admitted (year-wise) during the year

5982

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

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

2109

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

### 2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

The college has taken conscious efforts to identify the learning levels of students. The students are continuously monitored during the continuous evaluations that are conducted across the entire span of the semester. The flexible component of the continuous evaluation allows teachers to assess various aspects of learning like subject content, presentation skills, communication skills, research orientation and capabilities. A diagnostic test is conducted by all departments for first year post graduate students to assess their learning levels. Based on this diagnostic test and

the subsequent report, the slow and advanced learners are categorized to enhance learning support for slow learners. In addition to the monitoring through continuous evaluation components and regular interactions in the classroom and laboratories, provides a fair idea regarding the students' learning level among their peers. The slow learners are constantly motivated by faculty members to pursue activities towards capacity building in the areas where they need more attention. Bridge and remedial sessions are conducted for such students from time to time to ensure that, they reach the optimum learning level as compared to their advanced peers. Bridge courses have been a regular practise in foreign language departments like German, where all students need to undertake collaborative learning is also practised by few departments where advanced learners make presentations and slow learners ask queries. The mentoring sessions which are extensively carried out by our teachers help in understanding their learning needs and based on that, guidance is provided. Workshops are conducted to address spoken English, soft skills and communication skills for the slow learners. The advanced learners are encouraged towards participation in various competitions at Regional/State/National/International levels catering to subject matter, entrepreneurial and research capabilities. Such students are also motivated towards taking up internships and are given opportunities to undertake research projects being conducted at the college under various funding schemes. Advanced learners are also encouraged and guided to undertake small projects in collaboration with national laboratories and industries which helps them in building their professional skills. They also participate in meteor shower observations and provide data from India to International Meteor Observations. This year, as a part of teaching assistantship, PMRF (Prime Minister's Research Fellowship) research fellows engaged in teaching our post graduate students for the entire year, where they gave inputs about the new innovations and research areas. This was a part of collaboration for teaching with IISER, Pune. Regular interactions with Industry and Academic experts, Guest lectures and workshops specifically in transdisciplinary areas arranged to provide insight into various subject specific content beyond the curriculum to enhance subject matter expertise of the advanced learners.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="#">NIL</a>

### 2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
15/08/2021	5982	184

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

### 2.3 - Teaching- Learning Process

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

#### Experiential learning:

The focus of experiential learning is education through first-hand experience that includes knowledge, Skills and experience acquired outside of the traditional academic classroom setting. The teachers are actively involved in and also encourage the experiential method of learning by way of:

#### 1. Internships/Projects:

Students participate in summer internships, carry out projects in research institutes, undertake Industry based projects to experience the work environment, understand the technical know-how and practical application of their subject.

#### 1. Workshops/Training Programmes

Regular organisation of: Hands-on training workshops, workshops in collaboration with Industry/Institutes and other subject specific programmes under different aegis such as DBT STAR college, UGC - STRIDE, UGC- CE etc. Training workshops for imparting skills and improving the employability of the students. Entrepreneurship



aptitude development activities, competitions, Field work/ field-based projects/Survey based projects

#### 1. Industrial /Field Visits/Guest Lectures/Seminars

The institute practices the vestibule experiential method by organizing industrial visit of students that gives the students an opportunity to interact with industry personnel and experience the work environment of the same.

Interaction via Guest Lectures by eminent personalities (Industry or Academia) in respective fields. Organization of Interdisciplinary/Social / Emotional health themed Seminars and Guest lectures, Inspirational talks by prominent alumni

#### 1. Organisation of programs/activities by students

Students are involved in organising various curricular and extracurricular programs such as public events, seminars, Quiz competitions, exhibitions, publishing newsletters, promoting various important issues and organising programs via social media platforms thereby gaining experience of organisation and management skills

#### 1. Participative learning

Participative learning motivates/stimulates creativity and interest, encourages co learning and creates a learning ecosystem

Students participate in Group discussions, Podcasts, Blogs, Debates, role plays, Presentations, Committees, Departmental club activities, Poster /Oral presentations in Conferences, Cultural, social and sports events (International, National, State, District, College Level).

#### 1. Group Learning

Group activities like projects, interdisciplinary activities, Discussions, assignments, surveys, video making, poster/model making.

#### 1. Problem Solving Methodologies

Methodologies like case studies, small projects, giving high order thinking questions, analytical problems and conducting problem solving sessions.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional Information	<a href="#">NIL</a>

### 2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

The effectiveness of the teaching and learning process depends on the available infrastructure, motivated and trained teachers and quest of knowledge among the students and teachers alike. The institute caters to these needs by providing library facilities which can also be accessed through the online public access catalogue (OPAC). The library is replete with latest editions of National and International reference books and subscriptions to journals and e-resources beneficial for both students and teachers. Almost all the classrooms and majority of the laboratories are ICT enabled. The college encourages all teachers to undergo training programs, to enhance their knowledge and use of ICT to deliver effective lectures through the use of PPTs, videos and animations, prepared by teachers or use of resources available online. At the beginning of the year 2020, the teaching methodology changed completely and teachers had to shift entirely to the use of online platforms for teaching and evaluation. The college provided an enterprise resource planning software (ERP) system along with the licence for Microsoft Teams. Both these resources are being utilized for data management, conduction of online exams and online classes respectively which were also streamed online. Google meet and Zoom platforms have also been used for online classes. Several faculty members have their subject specific You Tube channels for teaching-learning. A database of e- resources for all the courses is now available with all departments for all courses taught under all academic programmes. Practical components have been covered using virtual laboratories, simulations therein, online resources for plotting and analyzing graphs, for better understanding along with demonstrations. One of the important initiatives taken during the pandemic was recoding of books and course material for blind students where students participated in very large numbers and the

College has now has a huge database of recorded books. Use of Online resources such as Swayam, NPTEL, Shodhganga, and IIT course lectures and course material are used for enhancing the teaching learning process. Academic flexibility has provided a good platform for innovative methods of evaluation based on presentations, group discussions, video assignments, online quizzes, peer assessment, open book test etc. using ICT resources such as ITLE module of ERP, Google classroom, Google forms, Edmodo, Microsoft forms, Moodle, Piazza, etc. Many activities like online talks, competitions, bimonthly newsletter publishing, edutainment, etc were arranged to add to the academic activities of the students. Provision to earn credits through massive open online courses (MOOCs) has also been introduced at the PG level in their course structure.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	<a href="https://www.fergusson.edu/article/newinfrastructure.html">https://www.fergusson.edu/article/newinfrastructure.html</a>
Upload any additional information	<a href="#">View File</a>

### 2.3.3 - Ratio of students to mentor for academic and other related issues

#### 2.3.3.1 - Number of mentors

184

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	<a href="#">View File</a>
Circulars with regard to assigning mentors to mentees	<a href="#">View File</a>

### 2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The academic calendar is planned and prepared before the commencement of every academic year ,with inputs from the Head of the Departments, PG coordinators, Controller of Examination, IQAC coordinator, approved by the Principal and after approval by the Governing Body of the College, uploaded on the college website.

**The Academic Calendar includes:**

- Commencement and conclusion dates of odd and even semesters, schedules of internal and end semester exams (Theory and Practical), dates of declaration of results, college festival schedule, admission schedule and vacation periods.
- Public holidays are given in accordance with the Savitri Bai Phule Pune University circular for public holidays
- The college strictly adheres to the Academic calendar prepared. However, under unforeseen circumstances, which are beyond the control of the college, necessary change is made by the authorities and the same is displayed on the notice boards and college website.
- Preparation and sharing of Academic Calendar beforehand helps the students and teachers plan their academic and extracurricular activities such as internships, research work, project work, workshop/seminar participation etc.

**Teaching Plans**

Teachers Diaries (hard copies) were provided to the teachers, in pre-covid years, where teachers planned and entered their teaching schedule for papers taught, that included proposed date, topic to be covered, number of lectures and mode of delivery of lectures. The college since 2020-21, has provided E diaries to all teachers and compliance is sought from teachers for adherence to the plan.

Teaching plan helps the teachers to plan and prepare their lessons in advance with sufficient time for query solving, discussions and syllabus completion.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	<a href="#">View File</a>

**2.4 - Teacher Profile and Quality****2.4.1 - Number of full-time teachers against sanctioned posts during the year**

184

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>
Any additional information	No File Uploaded

#### 2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

90

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

#### 2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

184

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 2.5 - Evaluation Process and Reforms

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

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year**

271

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

**2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution**

The examination system has been under continuous restructuring and reformation with reference to IT integration. IT has been integrated into the examination system and used for generating examination forms (Registration) for all classes and for all programmes, conduction of online Continuous Internal Assessment-II, result processing, grade card generation etc., this module is also used for maintaining examination data like examination ledgers, convocation data, result analysis reports including dates on which the student has appeared/ passed the examination, it can also create toppers list (subject wise). Further, it has also been used for class improvement examination. Integration of Extra Credits is now under process and will be implemented till next academic year. The College/ Examination Section uses MASTERSOFT ERP ITLE module for conducting examinations. The ITLE module is utilized for conducting and has been used for conducting all theory examinations.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="#">NIL</a>

**2.6 - Student Performance and Learning Outcomes**

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

Program outcomes (POs), Program Specific Outcomes (PSOs) and Course Outcomes (COs) are uploaded on the official website of the college. POs for undergraduate and postgraduate programmes have been stated in alignment with vision and mission of the college in consultation with IQAC members, heads of the department, programme coordinators, senior faculty members, alumni and external academic experts collectively and displayed on college website. Every department have formulated PSOs and COs for their respective disciplines with inputs from all the stakeholders. POs, PSOs and COs have been approved by Board of Studies and Academic Council. The same have been incorporated in the department's syllabi and is made available on the college website. This facilitates those seeking admission into Fergusson College to enroll for a specific programme and understand the learning outcomes along with syllabus.

The COs are expressed as sentences which clearly describe what level of knowledge, skills, and attributes students will gain upon successful completion of the course. COs have been written as per revised Bloom's taxonomy and are measurable, attainable and manageable in number (6 COs for 2-4 credits course).

During the orientation programmes at the college level, students are made aware of the OBE process along with POs, PSOs and COs being displayed on the website. All Head of the departments and faculty members communicate the same to the students at respective departments. During start of the teaching session, the faculty teaching a particular course disseminate the COs to all the students along with its relevance towards the learning. This is reinforced at periodic intervals in the semester along with its correlation with the assessments.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Link for additional Information	<a href="https://www.fergusson.edu/article/peo_po_pso_co.html">https://www.fergusson.edu/article/peo_po_pso_co.html</a>

#### 2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The Outcome Based Education (OBE) process has been implemented in the college in the year 2020. This process is supported by the

Mastersoft ERP solutions which has outcome-based education software to bring operational ease and efficiency towards OBE process and provides assessment reports.

As per OBE, Program Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) has been defined for each programme and courses respectively. Mapping of POs, PSOs and COs have been done at specific department level and strength of correlation between COs and POs and COs and PSOs has been assessed on the basis of faculty's perception of course content which is given a weightage on the scale of 0 to 3 (0- None, 1- Low, 2- Medium, 3-High). A mapping matrix of CO-PO is prepared in this regard for all courses in the program.

The attainment of COs, POs and PSOs is evaluated by direct and indirect assessment tools using OBE software. Direct attainment of COs is measured by the various assessment methods adopted during Continuous Evaluations (CE) and End Semester Examinations (ESE) by mapping specific questions to COs. For CO attainment of a particular course (through CE and ESE), a threshold target is set by the faculty from individual department (course in charge) as per one of the following methods:

#### Method 1

- Same target is identified for all the COs of a course. For example, the target can be "the class average marks > 60 marks"

#### Method 2

- Targets are set for each CO of a course separately. It does not directly indicate the distribution of performance among the students. However, it has the advantage of finding out the difficulty of specific COs

To measure CO attainment, the threshold targets are quantized and measured on a scale (0-3) as follows:

% of CO attainment

Class average >70%

Class average > 50% and Class average <= 70%



Class average <=50%

CO attainment level

3

2

1

The attainment level of COs is studied and if gap is noticed in case of non-attainment, it is analysed and a report is prepared

At the end of each course, the PO/PSO assessment is also done using OBE software. PO weightage against each CO is calculated by dividing CO-PO mapping score (0-3, as obtained from CO-PO/PSO mapping matrix) with CO attainment level (obtained by direct assessments) respectively. This weightage value is further multiplied by COs attainment level to get 'Weighted PO Attainment' against each COs. Final PO/PSO attainment is calculated as an average of all the weighted PO/PSO attainment values against each COs.

For indirect attainment, student exit survey, employer survey and alumni survey has been planned in the days to come. A copy of the questionnaire will be incorporated in Mastersoft's OBE software for the survey and computation for the attainment of the same.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="#">NIL</a>

### 2.6.3 - Pass Percentage of students

#### 2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

2250

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	NIL

## 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://fergusson.edu/upload/document/82664\\_StudentSatisfactionSurvey2020-2021.pdf](https://fergusson.edu/upload/document/82664_StudentSatisfactionSurvey2020-2021.pdf)

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The College has research facilities in each science departments especially departments which are recognized as research centres by the University. Facilities for research which include instrumentation, computers and related software are updated timely as per the need of research. The policy for updation for research facilities depends on the need for research, available capital budget from the college and also under various college schemes supported by UGC, DBT and BRNS. The requisitions are raised by the departments and then a decision is made on the purchase or updation of the research facilities. In recent times, the college purchased Battery tester needed for testing battery applications which is supported by ISRO. Thermal Evaporator has been purchased for a project funded under BRNS scheme. Similarly, software like MATLAB and MATHEMATICA have also been purchased and used by the teachers and students. Optimizer Sprayer, Digital microscopes (6) and Cathetometer have also been added to research facilities.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	<a href="#">View File</a>
Provide URL of policy document on promotion of research uploaded on the website	<a href="https://www.fergusson.edu/article/newresearchpolicy.html">https://www.fergusson.edu/article/newresearchpolicy.html</a>
Any additional information	<a href="#">View File</a>

### 3.1.2 - The institution provides seed money to its teachers for research

#### 3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

00

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	<a href="#">View File</a>
List of teachers receiving grant and details of grant received	No File Uploaded
Any additional information	No File Uploaded

### 3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

00

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	<a href="#">View File</a>
Any additional information	No File Uploaded

<b>3.2 - Resource Mobilization for Research</b>	
<b>3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)</b>	
2021797	
File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	<a href="#">View File</a>
List of projects and grant details	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
<b>3.2.2 - Number of teachers having research projects during the year</b>	
03	
File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="#">NIL</a>
List of research projects during the year	<a href="#">View File</a>
<b>3.2.3 - Number of teachers recognised as research guides</b>	
34	
File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	<a href="#">View File</a>
Institutional data in Prescribed format	<a href="#">View File</a>
<b>3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year</b>	
01	

File Description	Documents
Supporting document from Funding Agencies	<a href="#">View File</a>
Paste link to funding agencies' website	<a href="#">NIL</a>
Any additional information	No File Uploaded

### 3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

Research has been one of prime areas of the college with reference to projects, research centres and Ph.D students. The college has seven recognized Ph.D centres with more than forty Ph.D students. The number of research guides has also increased as IQAC has been motivating eligible teachers to submit documents required for Ph.D recognition to our affiliating University. The total number of research guides is Project based learning has been made mandatory for undergraduate Arts programmes, where students are given exposure to wide variety of research problems. Few Science departments have also provision for project work in the VIth Semester of B.Sc. Apart from this, small amount of research grant is provided to undergraduate and post graduate students through funds obtained from Department of Biotechnology under STAR College Scheme and schemes of UGC like "College of Excellence". This has been very well received by the students and has inculcated research ideas. Research facilities in terms of equipment's/ instruments like Vacuum Coating Unit, Cooling Incubator, Filters for Spectrometer (atmospheric observations), monocular microscopes, high voltage power supply and software like database creation and api development software, and NI my DAQ University Bundle have been added this year. Two patents have also been filed by the teachers and one by the Ph.D student. Research projects funded by DST, BRNS and ISRO have been ongoing in the college. Similarly, undergraduate and post graduate students are also motivated to publish papers.

The College and the parent organization - Deccan Education Society (DES) has taken research, entrepreneurship, community orientation and incubation are promoted with dedicated spaces marked especially for setting up Incubation center. With concerted efforts Deccan Education Society has established Dr. P. C. Shejwalkar- Center for Entrepreneurship and Incubation. This

center will be partnered by two colleges/institutions- one our college and our sister concern -Institute for Management Development and Research (IMDR). A joint proposal has been submitted for funding to Department of Science and Technology under the Scheme-NSTEDB (The National Science & Technology Entrepreneurship Development Board ) iTB- entitled "IT and Futuristic Technology enabled Environmental, Geological and other Science and Technology Applications for Sustainable Development". As a parallel effort the Governing Body of DES has also made a resolution for financial investment in the setting up of incubation Center.

Other initiatives of the college include- organization of National Entrepreneurship Conclave with the main focus on mainstream in India is inclining towards enterprising, startups and innovation. The objective was to create a platform and collaborating opportunities for different stakeholders, create awareness and establish support for the innovation ecosystem of our country. Dr. Unnat Pandit, Program Director, Atal Innovation Mission, NITI Aayog, Government of India was the chief guest of the program. The start-up club was inaugurated on 15th January 2020. This has created awareness among the students and staff and also the need for such kind of activities.

Community orientation and networking with the community is carried through Social Outreach and Enabling Center (SOEC). The SOEC activities focus on the orientation of students to take up community and outreach activities in collaboration with NGOs like MUSE Club, Seva Sahyog Foundation, Welfare Association of Youth-Project AASRA and ANKUR VIDYAMANDIR (Inclusive School). Activities of SOEC include poster exhibitions on issues like Gender atrocities, Inequality in Profession, Gender Fluidity, socially accepted Gender roles and The Transgender Bill. Beti Padhao Beti Bachao Abhiyaan has been taken on forefront by the SOEC.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="#">NIL</a>

### 3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

File Description	Documents
Report of the events	<a href="#">View File</a>
List of workshops/seminars conducted during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.4 - Research Publications and Awards

**3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software**

**B. Any 3 of the above**

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year**

**3.4.2.1 - Number of PhD students registered during the year**

**04**

File Description	Documents
URL to the research page on HEI website	<a href="https://fergusson.edu/upload/document/14997_ListofPhDguides_Researchscholars_final_ARC.pdf">https://fergusson.edu/upload/document/14997_ListofPhDguides_Researchscholars_final_ARC.pdf</a>
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year**

51

File Description	Documents
List of research papers by title, author, department, and year of publication	<a href="#">View File</a>
Any additional information	No File Uploaded

**3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year**

08

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="#">NIL</a>

**3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed****3.4.5.1 - Total number of Citations in Scopus during the year**

45

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	<a href="#">View File</a>

**3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University****3.4.6.1 - h-index of Scopus during the year**

10



File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.5 - Consultancy

#### 3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

401760

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	<a href="#">View File</a>
List of consultants and revenue generated by them	<a href="#">View File</a>
Any additional information	No File Uploaded

#### 3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

00

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	<a href="#">View File</a>
List of training programmes, teachers and staff trained for undertaking consultancy	<a href="#">View File</a>
List of facilities and staff available for undertaking consultancy	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.6 - Extension Activities

### 3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

The Social outreach and Enabling Center (SOEC) carried out activities in the neighborhood sensitizing students to variety of social issues which helps in their overall development. The SOEC carries out extension activities independently as well as in collaboration with NGOs for which the college has entered into MoUs. The activities included:

1. Newsletter initiative (MUSE Club) highlighting topics which are tabooed in the society.
2. Survey on Menstruation and MAASIKA MAHOTSAV which addressed issues faced by menstruators.
3. Hysterectomy in sugarcane cutters and reproductive issues associated with it.
4. Polycystic Ovarian Syndrome- Awareness on basics of the syndrome and effect on the body.
5. GREENSTEPS (an initiative under SOEC) focused on making life on campus more neat, clean, green and eco-friendly.
6. Support as volunteers in SAMUTKARSHA project (in collaboration with SEVA SAHYOG Foundation) for urban slum development. In this, 63 Community Learning Centres (CLCs) that teach close to 4800 students have been achieved. They are taught English, Science, Maths and Computers along with value education. Due to the Covid 19 pandemic teaching was conducted through online. Children used their parents' phones to attend classes.

Apart from the above, SAATHI enabling center which has been established by the College for providing support to differently abled students (especially students with blindness). During this year, peers helped these students in admission form filling and other administrative activities related to admissions. Promoted formal interactions to know them and to interact with them. The shift from classroom to e-learning was a drastic change in their lives. Volunteers/peers of SAATHI helped blind students to cope up with the situation and helped them in their academic progression. About 300 sessions were conducted for these students.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://fergusson.edu/article/Social_Outreach_Programme.html">https://fergusson.edu/article/Social_Outreach_Programme.html</a>

### 3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

04

File Description	Documents
Number of awards for extension activities in during the year	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

137

File Description	Documents
Reports of the events organized	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

10017

File Description	Documents
Reports of the events	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 3.7 - Collaboration

### 3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

01

File Description	Documents
Copies of documents highlighting collaboration	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

14

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

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

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

The College is committed for supporting and promoting effective teaching and learning practices. The aim is to create an environment that values all perspectives, experiences, and contributions, where the faculties and learners can engage themselves for better academic prospects. The College is enhanced with a well-equipped infra structure that supports the advancement towards teaching-learning equipment's and infrastructure. All science departments have separate buildings and laboratories for general as well as research programmes. All science laboratories are ICT supported. The Department of Animation laboratories have high end facilities like workstations with 2D and 3D animation. The facilities include sufficient number of classrooms (86) and laboratories that support current trend of teaching learning practices. For research the college has Atomic Absorption Spectrometer, HPLC, Microscope with camera Digital Camera with SW

Kits, Stereo Zoom Microscope Phase Contrast Microscope, UV Visible Spectrophotometer, Trinocular research Microscope, Cooling Centrifuge, Spectrophotometers, Compact Cooling Centrifuge Seed Germinator, RF Signal Generator N9310A, 70mHZ 2+8 Digital Channel DMM MSO, Digital Storage Oscilloscope Rotary Shakers, Horizontal Laminar Air Flow BOD Incubator Led Version, Colling Incubator, Humidity Chamber, Geiger Muller Counting System, Optical Bench, High Temperature Magneta System, Antenna Trainer Kit, High Temperature Tube Furnace, Rotavapour, Spin Coater, Spray Pyrolysis Equipment Gas Sensing Chamber, Keithley Source Meter, Sensor testing setup, Cryostat Circulating Bath Faraday Effect Experiment Kit, Electrochemical Spectroscopy systems (Galvanostat/Potentiostat), SSP3 Photometer, Celestron Telescope and B 1200 Solar Telescope. The College has also established Automated Dome (3 meters) for remote astronomical observations. As a part of Virtual Reality, the college is equipped with 5DT Data gloves and 3D Printer for high end project implementation. Other teaching-learning facilities include Language Laboratory, Computer laboratories and Computational Centres / IT Zones with net connectivity for students which are housed in Central Library. Geology, Physics and Zoology Departments have museums with a rich collection of specimens and scientific models. Ni myDAQ University Bundle- Hardware and two software- Multisim and Lab View, UVis Spectrophotometer, Probe Sonicator, Cooling Incubator, Optimizer Sprayer, Digital Microscopes, Cathetometer, Integrated Community Computer (K-Yan) with inbuilt Interactivity, LED Monitors and portable DLP Projectors have been added in this academic year. The college has also purchased MICROSOFT TEAMS and now being used extensively for online education.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://naac.fergusson.edu/gallery">https://naac.fergusson.edu/gallery</a>

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

The college plays a pivotal role in shaping the students personality by strengthening their physical abilities and platform to showcase their potential in extra-curricular activities. The college supports the student's activity by providing facility like Gymkhana, Gymnasium for boys and girls. Other facilities include Synthetic Volley Ball Court (Length: 40 meters and breadth 20

meters), Handball Court (Length: 50 meters and breadth 30 meters), Kho-Kho facility (Length: 40 meters and breadth- 32 meters), Hockey field (Length: 90 meters and breadth 50 meters), football (length: 100 meters and breadth 60 meters), Cricket pitch (Length: 140 meters and breadth 120 meters), for athletics there is eight lane cinder track with total length of 400 meters, seven tennis courts with length of 112 meters and breadth 39 meters and wooden badminton court with 20 meters length and 10 meters in breadth. For Yoga the college has a recreation hall. KIMAYA (It is an open-air theatre on the north side of the campus) is another typical structure where students practise for cultural activities and other related events and programmes. This place is specifically created for young artists to give performances, their work, short plays, skits, reading of poetry, telling stories and perform musical recitals. This is utilized to fullest extent by students for their extracurricular activities. A large Auditorium 'N. M. Wadia Amphitheatre' (established in 1895; Ground Floor -400 sq.mt and First Floor 226 sq.mt) having a historic relevance with 600 seating capacity is well equipped with light, sound and internet system and used as the auditorium. In addition to this, one open air amphitheatre (350 sq.mt) has been added in the new academic complex for extra-curricular activities.

File Description	Documents
Geotagged pictures	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://naac.fergusson.edu/gallery">https://naac.fergusson.edu/gallery</a>

#### 4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

57

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

3347198.53

File Description	Documents
Upload audited utilization statements	<a href="#">View File</a>
Details of Expenditure, excluding salary, during the years	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

#### 4.2 - Library as a Learning Resource

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

The library provides a remarkable collection of statues and posters, dedicated to outstanding national leaders and educationalists. Recently, the Library has been funded by National Archives of India for digitization of old and rare manuscripts. To keep pace with changing needs of the learner, the library is undergoing automation. The library now focuses more on procurement of e-books and e-journals which are made available to students through their ERP log ins. The e-journals and digital learning facilitated by the library enriches the students to be a part of a reading culture on par with global standards. The College has blend of tradition and modern learning resources that enriches the library atmosphere for the students. In addition to this, the college is also a member of NLIST-INLIBNET and DELNET which has added value to learning resources.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="#">NIL</a>

**4.2.2 - Institution has access to the following:  
e-journals e-ShodhSindhu Shodhganga  
Membership e-books Databases Remote  
access to e-resources**

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

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

#### 4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

791735

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

#### 4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

##### 4.2.4.1 - Number of teachers and students using the library per day during the year

18

File Description	Documents
Upload details of library usage by teachers and students	<a href="#">View File</a>
Any additional information	No File Uploaded

#### 4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

This policy applies to all the users in the DES, including temporary users, visitors with temporary access to services and partners with limited or unlimited access time to services.

This IT Security Policy covers the following:

1. IT Assets



1. Password Control

1. Email

1. Internet

1. Antivirus

1. Inventory

1. ERP System

1. CCTV

1. Data Backup

1. IT Assets

- Employees should handle all the IT assets of DES properly and in a secure manner. This applies to desktops, laptops, printers and other equipment, applications and software, to anyone using those assets.
- Active desktop and laptops must be secured if left unattended.
- Access to assets is forbidden for un-authorized personnel. Granting access to the assets involved in the provision of a service must be done through the approved Service Request Management and Access Management processes.

- Users shall maintain the assets assigned to them in a responsible manner and not cause any damage to them.
- The IT Technical Teams are responsible for maintaining and upgrading configurations. None other users are authorized to change or upgrade the configuration of the IT assets. That includes modifying hardware or installing software.
- Employees should not leave the laptops unattended on the car seats. If it is stolen then the employee will have to pay to the institute with a depreciated value or find a replacement ?
- Special care must be taken for protecting laptops and other portable assets from being stolen. Employees must be aware of extreme temperatures, magnetic fields and falls.
- Whenever possible, encryption technologies should be implemented in portable assets.
- Assets storing sensitive information such as examination question papers must be completely erased in the presence of an Information Security Team member in case of handing over the asset to another employee and discarding or returning the device to the store. Appropriate tools should be used to erase data and format the data.

## 2. Password control

- All laptops and desktops must be protected with a strong password-based access control system.
- Every user must have a separate, private identity for accessing IT network services.
- Each identity must have a strong, private, alphanumeric

password to be able to access any service. They should be at least 8 characters long.

- Password should be changed after every 90 days.
- Sharing of passwords is forbidden. They should not be revealed or exposed to public sight.
- Writing down passwords on notepads or on sticky notes is forbidden.
- Whenever a password is deemed compromised, it must be changed immediately.

### 3. Email

- Henceforth email addresses issued by the organization shall be used for all official communication.
- All the assigned email addresses, mailbox storage and transfer links must be used only for business purposes in the interest of the DES.
- Use of the DES resources for unauthorized advertising, external business, spam, political campaigns, and other uses unrelated to the DES business is strictly forbidden.
- In no way may the email resources be used to reveal confidential or sensitive information from the outside DES. In unavoidable circumstances, confidential data information has to be encrypted or password protected before being sent.
- Using the email resources of the DES for disseminating messages regarded as offensive, racist, obscene or in any way contrary to the law and ethics is absolutely discouraged.
- Outbound messages from all users should have appropriate

signatures at the foot of the message.

- Scanning technologies for virus and malware must be in place in client PCs and servers to ensure the maximum protection in the ingoing and outgoing email.

#### 4. Internet

- Access to pornographic sites, hacking sites, and other risky sites is strictly forbidden.
- Internet access is mainly for business purpose.
- All internet traffic is guarded by firewall. The employees in no way shall tamper the firewall.
- Attacks like denial of service, spam, phishing, fraud, hacking, distribution of questionable material, infraction of copyrights and others are strictly forbidden.

#### 1. Antivirus

- All windows computers and devices with access to the DES network must have an antivirus client installed, with real-time protection.

#### 1. Inventory

- All items of equipment to be brought under control shall be identified by a serial number affixed to each item.

- Equipment control records shall be maintained for each item of equipment identified by a serial number.
- Periodic physical inventories, at least once annually, shall be taken of all items of equipment placed under serial number control.

1. ERP system

- ERP system can be accessed from mobile and PC. Employees will not share login Id or password with anyone.
- The email Id and the contact details provided as input to the ERP system have to be up to date.
- Employees should avoid using the ERP system from any cyber café. In case of unavoidable circumstances, after ERP system is accessed from any cyber café, cache and local copies of any documents should be cleared.

1. CCTV

- DES campus is monitored by CCTV for the employees' security. No employee shall tamper it in any way.

1. Data Backup

- Data Backup is the responsibility of the employee and back up has to be taken on DES approved shared locations. If backup is taken on pendrive or hard disc, it should be encrypted.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://fergusson.edu/upload/document/8394_7_ITPolicy_integrated.pdf">https://fergusson.edu/upload/document/8394_7_ITPolicy_integrated.pdf</a>

4.3.2 - Student - Computer ratio	
Number of Students	Number of Computers
1680	558
File Description	Documents
Upload any additional information	<a href="#">View File</a>
<b>4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus</b>	
A. 750 Mbps	
File Description	Documents
Details of bandwidth available in the Institution	<a href="#">View File</a>
Upload any additional information	No File Uploaded
<b>4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing</b>	
A. All four of the above	
File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="#">NIL</a>
List of facilities for e-content development (Data Template)	<a href="#">View File</a>
4.4 - Maintenance of Campus Infrastructure	
<b>4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)</b>	
33328052.91	

File Description	Documents
Audited statements of accounts	<a href="#">View File</a>
Upload any additional information	No File Uploaded

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

#### Scope of Policy

The policy for maintenance has a wider scope which ranges from physical infrastructure, furniture, laboratory infrastructure, Academic infrastructure in terms of classrooms, ICT facilities, computers and also other supporting infrastructure for students.

#### Objectives of the Policy

1. Provide basic as well as advanced facilities/ infrastructure for all teaching- learning purposes.
2. Ensure optimum utilization of infrastructure.
3. Provide all necessary infrastructure for student support activities.
4. Ensure budgetary provisions for maintaining such facilities in terms of repairs, add new infrastructure and annual maintenance contracts.
5. Create new infrastructure by following all procedures specified by Deccan Education Society.
6. Ensure timely repairs/maintenance of infrastructure through Maintenance In-charge/ Supervisor appointed by Deccan Education Society.
7. Procure licensed software wherever needed for teaching-learning/ research.

#### Maintenance of Physical Facilities

The physical facilities are maintained by the Deccan Education Society's Estate Department, which comprises of competent civil engineer and electrical engineers. The Deccan Education Society

also has a separate Estate Committee which caters to infrastructural needs and maintenance of physical facilities in the campus. The Estate Committee also plays an important role in sanctioning and approving creation of new infrastructure. The services of plumbers, electricians, and hardware maintenance are available round the clock in the campus. Electrical engineer is responsible for the uninterrupted power supply and maintenance of equipment like generator sets, general lighting, power distribution system, solar panels etc., in the campus. Maintenance of water plumbing, water pipelines, sewage and drainage is undertaken by the vendors identified by the Estate Committee.

All queries / complaints regarding repairs of physical infrastructure are sent to the following email ID:  
maintenance@fergusson.edu

A separate support staff has been appointed to look into the queries / complaints on daily basis. The support staff puts up this requirement / complaint with the College Principal. If the cost of maintenance is less than Rs. 5,000.00, then immediate decision is taken to repair the infrastructure. If the cost exceeds, Rs. 5,000.00, then it is forwarded for needful action to the Estate Committee. Housekeeping services are outsourced on annual contract basis and are made available during day time in all days.

#### Maintenance of Classrooms, Furniture and Laboratories

Classrooms with furniture, teaching aids and laboratories are maintained by the respective department staff and attendants and supervised by the respective Head of the Department. The laboratory assistants and attendants take care of their respective laboratories. The Heads of departments report to the administration periodically for all the maintenance works. Staffs of respective department monitor effective utilization of the laboratories. Students optimally utilize all classrooms during the daylong working hours and are also mentored to upkeep the furniture.

#### Maintenance and Utilization of Library and Library Resources



Maintenance of Library infrastructure is done by the Estate Department of Deccan Education Society and disinfection of library is done atleast once in a year by the vendor identified by the Central Purchase Committee of Deccan Education Society.

#### Maintenance and Utilization of Seminar Halls and Auditoria

Seminar Halls and auditoria are under the purview of the general maintenance, which is taken care by the support staff. Daily cleaning is taken care of by the housekeeping team appointed by the Deccan Education Society. Effective Utilisation of seminarhalls and auditoria for organising academic meetings, seminars, conferences and cultural events is made. For accessing the facilities, the organising faculty/staff member submits a form available with college office. The application is then approved by the Principal/Deccan education society and then permission is given for the activity/Programme/ event. A separate log book is maintained in the college office which is register and the facilities are accessed on priority basis.

#### Maintenance of ICT Facilities

The ICT infrastructure is maintained by hardware maintenance engineers appointed by the Deccan Education Society. In addition to this, the society has established a separate IT Department with dedicated technical staff and Director. The IT Director and their staff looks in daily maintenance, repairs and new requirements of IT/ICT. The annual maintenance includes the required software installation, antivirus and up gradation. The computers are maintained through annual maintenance contracts as decided by the Deccan Education Society. To minimize e-waste, electronic gadgets like projectors, computers, printers, photocopiers are serviced and reused. The college uses ERP services provided by MASTERSOFT.

#### Maintenance of Laboratory Equipment

The respective faculty members, staff and laboratory assistants are given responsibility to maintain the equipment's under their purview. Stock registers, Asset registers and log books are maintained by the respective laboratories to report entries and defects arising for rectification. All major repairs are

identified and external expertise sought for maintenance of equipment's wherever necessary with the permission of the principal. As per need arises, Annual maintenance contract is also given for maintenance of certain high end equipment's. Standard operating procedures for all high end equipment's are made available to the faculty in charge as the case may be and suitable measures are taken for speedy functioning of the equipment.

#### Annual Stock Verification (Dead Stock Verification)

Annual stock checking of furniture, laboratory equipment, computers and peripherals, sports item and all other assets is carried out on yearly basis by the team formed by the College Central Administration office. A consolidated reported is submitted to the administration to take up necessary actions if required.

#### Emergency Maintenance

Day to day maintenance includes daily running repairs, like replacing light bulbs repairing water leakages- leaking water pipes, taps, valves, cleaning blocked drains, repairing locks and handles and other minor repairs that necessitate day to day maintenance checks are taken care of by the estate Department.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://fergusson.edu/upload/document/76660_Maintenance.pdf">https://fergusson.edu/upload/document/76660_Maintenance.pdf</a>

### STUDENT SUPPORT AND PROGRESSION

#### 5.1 - Student Support

##### 5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

677

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

### 5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

25

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

**5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology**

**A. All of the above**

File Description	Documents
Link to Institutional website	<a href="https://fergusson.edu/quicklink/Department_ofBiotechnology.html">https://fergusson.edu/quicklink/Department_ofBiotechnology.html</a>
Details of capability development and schemes	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

6302

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

**5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees**

**A. All of the above**

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	No File Uploaded
Upload any additional information	<a href="#">View File</a>

## 5.2 - Student Progression

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

276

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

### 5.2.2 - Number of outgoing students progressing to higher education

807

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

### 5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

#### 5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

78

File Description	Documents
Upload supporting data for students/alumni	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 5.3 - Student Participation and Activities

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

16

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

#### 5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

- The College does not presently have an active Students' Council. However students actively participate as representatives on the following academic and administrative

committees of the college.

2. IQAC - The IQAC committee of college includes two student representatives who participate in all the meetings of the committee and give their observations and suggestions pertaining to various topics discussed in the meetings. Student representatives are encouraged to give their views.
3. The committees constituted under Prevention of Sexual Harassment Committee as well as Anti Ragging Cell also include a student representative. This ensures a representation of the students in the process of handling such sensitive issues.
4. The Board of Studies of each subject includes one Alumni representative. This is an indirect representation of students in the process of framing and updating the syllabi.
5. The Social Outreach and Enabling Center and SAATHI Enabling Center (For differently abled students) have group of volunteers who coordinate activities/ programmes under SOEC and SAATHI Enabling Center.
6. The Gymkhana Managing Committee also has student representation.
7. Every year during the cultural week, college organises departmental festivals. These festivals include different co-curricular activities organised and carried out by students, held over a period of two days. The coordination and execution of these activities is entirely carried out by students. It provides them an opportunity to learn several skills including people management, finance management, building social and environmental awareness (by following the zero-waste policy).

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="#">NIL</a>

### 5.3.3 - Number of sports and cultural events / competitions organised by the institution

0

File Description	Documents
Report of the event	No File Uploaded
List of sports and cultural events / competitions organised per year	<a href="#">View File</a>
Upload any additional information	No File Uploaded

#### 5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

The Alumni Association of College is registered under Section 8 of the Compnay Act. The Alumni contribute in following ways:

1. Contribution in the form of conducting workshops and guest lectures through ALUMNI Connect programme for all departments.
2. They also contribute in Career Orientation and progression of students.
3. "Frontiers in Physics" a student Seminar Programme (National) is condcuted by the present students where all alumni (in areas of Astrophysics) are invited to deliver lectures.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://fergusson.edu/article/newalumniassociation.html">https://fergusson.edu/article/newalumniassociation.html</a>

5.4.2 - Alumni's financial contribution during the year

E. <2 Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

#### GOVERNANCE, LEADERSHIP AND MANAGEMENT

## 6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

The foundation of Vision and Mission of the Institution was laid in 1885, when Deccan Education Society and subsequently the College was established. The Vision of the Institution emphasized on "Knowledge" and this has reflected in the College emblem, which bears inscription "Knowledge is Power". It also shows a picture of eagle to symbolize the youth, soaring with the power of knowledge into the vast sky of challenges and opportunities for all its stakeholders. Further, the Mission of the College states the aspiration to strive for excellence in higher education by developing and sharpening the intellectual and human potential of all its learners for the good of the society, community and in general all the stakeholders.

All these aspirations stated in the Vision and Mission statement of the College have clearly reflected in its leadership, which has promoted academics and the administration required for academics in an appropriate way. The leadership of the institution has provided an open platform for students for by providing them with varied learning opportunities through its well defined learning outcomes and assessments based on their learning outcomes. The College has also provided a strong interface between the academics and industry by entering into meaningful collaborations, linkages with National Institutes and Non Government Organizations. This has resulted in making students aware as well as equipped with presently much needed skill sets along with developing sensitivity towards social issues through its associations with NGOs.

The Governance structure of the College has its parent organization- Deccan Education Society (DES), which overlooks all the administrative processes. The College follows the governance structure prescribed by the University Grant Commission (UGC) for Autonomous Colleges with representatives from DES, affiliating University, the State Government and Industry which has resulted in appropriate routing of autonomous status and becoming an empowered autonomous college. The Academic Council approves the syllabi prepared by Board of Studies with suggestions and Governing Body makes policy decisions and helps in establishing all the systems and procedures (academic and administrative).

Teachers participation is seen at all levels of administrative Governance with an additional 'College Development Committee" as



per Maharashtra Universities Act, 2016. Teachers play a crucial role as part of Committees (Statutory and Non Statutory) to ensure efficient functioning of the College.

Perspective plan is prepared by teachers, Internal Quality Assurance Cell and representatives from Management. The Governing Body at DES and that of the College are empowered to take key decisions with regard to the Academics and Administration in Coordination with the Principal of the College. Some of the steps taken towards achieving goals in perspective plan of development are : Designing outcome based education model and a mechanism to ascertain attainment of course and programme outcomes, capacity building of teachers, strengthening of skills sets of students through various approaches (experts from national Institutes, Industry, Community etc.), revising syllabi and fine tuning them with industry/ community needs, starting an open and flexible methods of assessment, promotion of entrepreneurship among students and enhancing Placements and Internships with best industries in the field.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://fergusson.edu/article/gov.html">https://fergusson.edu/article/gov.html</a>

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

Decentralized and participative management has been institutional practice for many years, which has resulted in efficient governance. The College follows governance structure as recommended by the UGC- Governing Body, Academic Council, Board of Studies, Board of Examination and Finance Committee. All policy matters are discussed and decided by the Governing Body. Administrative matters of both faculties (Arts and Science) are looked by three Vice Principals, who have adequate autonomy on number of matters related to academic and administrative issues. Under the supervision of the Principal, Vice-Principals and IQAC Coordinator, the college provides autonomy to the heads of the department. Academic planning, assignment of workload to teachers, assigning work to non- teaching staff, conducting Board of Studies meetings, revising the syllabi, getting it approved through various academic bodies and departmental documentation are done at the departmental level by Heads of the department. Each department

plans and organizes the academic activities related to their subject. Department is given freedom to frame time table for the practical's, identifying and inviting visiting faculty or Guest speakers, industry experts, assigning projects, deciding the theme for workshops and seminars. Delegation of power to sanction leave of the staff and utilization of the allocated budget (from College grants as well as through grants obtained from various schemes from UGC/DBT/DST/ISRO etc.,). In addition, the College has formed Statutory and Non-Statutory Committees which ensure smooth functioning of college. The roles and responsibilities of the committee members are well defined. Each Committee has a "Coordinator"/ "Convener" who co-ordinates the meetings/proceedings of the work of the committee including assigning responsibility to every Member of the Committee. The "Coordinators"/ "Conveners" of various Committees provide a brief review of the activities of their committees to the Principal. In addition, the distribution of office administrative work and monitoring is handled by the Registrar of the college along with the college authorities. The Principal then ensures that this information is available for the Management for review. This is an important step in aligning the activities of the college with the Institutional Vision and Mission. The College is committed to the culture of participative management. Regular and follow up meetings regarding strategies for completing academic and administrative processes are organized through forum Arts and Science Heads. The IQAC is responsible for planning and implementing quality improvement strategies in the form of Quality initiatives and implementing them in the college. The Principal, Vice-Principal, Registrar and IQAC coordinator is responsible for academic and administrative leadership of the college. The IQAC meets periodically to discuss the points related to the quality policy and plans. The IQAC faculty members along with representatives from industry, students and external experts to review the progress of IQAC. The extra-curricular activities like cultural activities and sports are looked by designated coordinator for Cultural activities and Gymkhana Managing Committee (GMC) for managing all affairs related to sports. Library is managed by Library Managing Committee which looks typically into yearly requirements of the library and automation of library services. The College is managed through ERP system to monitor students' life cycle, assessment and administrative processes such as leave management. For this, there is a separate ERP committee which meets regularly to handle IT/ERP related issues and provides timely solution for effective e- governance. The College has "Monitoring Committee for Code of Conduct". The role of the committee is prescribing the code of conduct for

college (teaching, non-teaching and students) and ensure that the code of conduct is effectively implemented in the college. In addition, the college has "Career Facilitation Cell" for promoting Industry interaction, Social Outreach and Enabling Center for developing network with community and "SAATHI" for providing peer support for visually challenged students.

File Description	Documents
Upload strategic plan and deployment documents on the website	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://fergusson.edu/article/Organogram.html">https://fergusson.edu/article/Organogram.html</a>

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

### Vision

We aspire to carry forward the vision of our founders of providing affordable quality education, while expanding our academic horizons to bring the institution on par with global leaders in the field of higher education.

### Mission

Strive for excellence in education in keeping with the motto of the college, "Knowledge is Power" and prepare young minds for imbibing knowledge, skills and sensitivity.

### Objectives

- Facilitate value-based holistic learning by integrating traditional and innovative learning practices to match the highest quality standards.
- Motivate the students to bring out their creative potential and nurture the spirit of critical thinking.
- Equip students to adapt better to the changing global scenario and gain access to multiple career opportunities.
- Provide inclusive education by making it accessible to all

sections of society.

- Inculcate a strong sense of nationalism in keeping with the glorious heritage of the institution.
- Sensitize and engage students in issues of gender equality, human rights and ecology in order to make them socially responsible citizens.

1

## Curriculum Design and Development

1. Strengthening Board of Studies with inclusion of more experts and industry representations.
2. Comparing our curriculum with best colleges/institutes in India and abroad.
3. Skill enhancement Courses in the curriculum which will enhance experiential learning
4. Promotion of project based learning and field studies for undergraduate programmes
5. Mandatory internships for all post graduate programmes
6. Mandatory credits in Human Rights and Cyber Security
7. Industry representation in curriculum design with inclusion of industry relevant electives especially for post graduate programmes

2

## Teaching-Learning

1. Adherence to the Academic Calendar
2. Daily Record of teaching-learning activities
3. Practise Outcome Based Education with more emphasis on course outcome and programme specific outcomes.
4. Use of different pedagogies for teaching-models/charts/posters
5. Innovative teaching methods based on drama/ one act play to explain and understand concepts. Use of crating working models to understand basic concepts in science.
6. Use of ICT in teaching with special reference to use of e-resources.
7. Use of you tube videos created by our teachers
8. Promotion of online teaching through Microsoft Teams and evolve it as a teaching-learning model.

3

#### Learning Beyond the Curriculum

1. Learning beyond the curriculum through curriculum enrichment value added courses for acquiring extra skill sets.
2. Enhancing learning through hands-on training for undergraduate and post graduate students.
3. Regular interactions with subject experts/ scientists from national/ International Institutes to enhance the knowledge base of teachers and students
4. Training by industry experts for technology upgradation and adding technical skills for students and teachers
5. Promote learning in transdisciplinary areas and add skill sets for overall development of students
6. Participation on seminars/ conferences/ competitions at national level to provide better exposure to our students

4

#### Examination and Evaluation

1. Developing a robust examination system through use of ERP system
2. Developing an online examination module.
3. Online entry of marks and result processing to reduce on time taken to declare results
4. Equal weightage for internal and end semester examinations
5. Flexible methods for carrying out internal assessment.
6. A system for uploading multiple exam systems and facility to create multiple tests for one course.
7. Design the entire exam system which can be online for internal and end semester examinations
8. An online system for addressing examination grievances
9. A definite mechanism to stop malpractices in the examinations
10. Develop a monitoring and security system for online examinations.

5

#### Research and Innovation

1. Enhancing research skills by imparting skill sets necessary for research to students and teachers.
2. Expert guidance/ interactions - with scientists for guidance on technology/research skill upgradation.
3. Policy for promotion of research, research methodology and

plagiarism.

4. Policy for promotion of consultancy and specific steps for consultancy services.
5. Budgetary provision for seed money for research to promote research amongst teachers, provision for registration fees and membership of professional bodies to cater to research needs in specific subjects.
6. Creating additional spaces for research by enhancing research facilities.
7. Provide procedural and practical support to teachers for submitting research proposals to various funding agencies.

6

#### Entrepreneurship and Incubation

1. Include Entrepreneurship component in post graduate curriculum.
2. Develop linkage with institutions working for promoting entrepreneurship.
3. Make concerted efforts for promoting and establishing incubation center.
4. Invite ideas leading to innovation through awareness programmes and competitions.
5. Identify team who would work towards establishing incubation center
6. Write proposals for funding for establishing incubation center.
7. Identify probable space for such kind of infrastructure/ laboratories.

7

#### Library

1. Automation of Library and Library services
2. Make library user friendly.
3. Subscribe only reference books typically required for undergraduate and post graduate education
4. As far as possible purchase e-books
5. Subscribe e-journals and databases which may be needed for research in both faculties.
6. Make library remotely available to users
7. Set up browsing centres in the library for students
8. Digitize old and rare manuscripts in the library and make it

available to users.

8

#### ICT

1. Enhance IT infrastructure in the campus and the departments.
2. Provisions for wi-fi enabled network
3. IT security with firewall
4. Policy for utilization of IT infrastructure in the college with reference to wi-fi, cyber security and create awareness of IT regulations.
5. Maintenance policy for IT infrastructure
6. Increase the number of internet ports in each building/ department
7. Improve communication infrastructure in the campus.
8. Add new computers especially for academic purposes and enhance student- computer ratio.
9. Set up computer laboratories specifically to conduct language classes, capacity building workshops and training for teaching-non teaching staff.

9

#### Physical Infrastructure

1. Catering to consistent demand for additional infrastructure to carry out academic activities.
2. Separate infrastructure for B.Voc programmes
3. Creation for additional post graduate block for post graduate programmes
4. Creation of additional space for meetings and seminars
5. Reallocation of available spaces for academic activities

10

#### Industry-Interface

1. Strengthen the industry interface for training and placements
2. Enter into collaboration charters with industries for placements
3. Make academic provisions for higher education (progression) for candidates already recruited by industries
4. Establish and utilize industry relations for setting up incubation center

5. Carry out pre-placement activities which will help students in getting better placement opportunities.
6. Implement electives which are industry oriented for post graduate programmes.

11

#### Resource Mobilization

1. Submit proposals to funding agencies like UGC, DBT and other research funding agencies like DST, BRNS, ISRO etc.,
- 2.
- 3.
4. Ensure timely submissions of audited statements and reports as desired by the funding agencies.

11

#### Human Resource Development

1. Train human resource in computer applications for data management
2. Soft skills to improve working relationships in the offices
3. Implement Code of Conduct for all stakeholders of the College

12

#### Green Initiatives

1. Green Policy for implementing green initiatives
2. Make the campus single use plastic free
3. Promote culture of use of less paper and shift towards e-governance
4. e-communication through official e-mails and use one drive for sharing data
5. Rejuvenate botanical garden and work towards its restoration
6. Develop waste management system

13

#### ERP

1. Implement an efficient, result oriented ERP system for the College
2. Customize the ERP with regard to student admissions and



enrolment

3. Develop an online assessment system including mark entry and publish online results
4. Introduce checks and balances to ensure security of exam system
5. Customize ERP to collect and analyse student feedback on teaching and curriculum and report generation
6. Customize and utilize ERP system for e-governance

14

#### Policies and Procedures

1. Write policies and procedures for all academic and administrative processes of the college.

15

#### Internal Quality Assurance System

1. Propagate quality initiatives and enhance teaching-learning
2. Promote quality culture circles for establishing quality initiatives
3. Develop monitoring system for teaching-learning processes
4. Develop data management system for NIRF and NAAC assessments
5. Promote team work and sense of belonging amongst teaching and non teaching staff
6. Form committees necessary for promoting research and community network.
7. Design and develop Outcome Based Education model for the College

16

#### Social outreach and Enabling Center

1. Identify institutes/ NGOs which will help students in learning community service and developing sensitivity towards social issues
2. Incentivize students participating in outreach activities.
3. Establish a separate center for differently abled students and make all possible efforts for their academic progression

17

#### Assessment and Accreditation by NAAC

1. Consistently maintain 'A' Grade in all assessment and accreditation cycles
2. Strive for excellence in higher education

18

## NIRF ranking

1. Strive to maintain college ranking in top fifty
2. Implement strategies to improve on ranking parameters

17

## Alumni

1. Enhance alumni interactions
2. Establish Alumni Association as Company under section 8 of the Company Act
3. Invite suggestions and support from illustrious alumni for academic enhancements
4. Raise funds from alumni association for creating/ adding physical infrastructure
5. Strengthen Placement Cell of the College with more number of opportunities through alumni interaction
6. Develop a dedicated alumni portal

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://fergusson.edu/article/strategicplananddeployment.html">https://fergusson.edu/article/strategicplananddeployment.html</a>
Upload any additional information	No File Uploaded

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

The College functions as per the guidelines of university grants commission for autonomous colleges. The apex body (decision making body) being the Governing body of the College. Final approvals for revisions in the curriculum, new academic programmes and policy making is been decided by the Governing Body. Academic Council reviews the curriculum and approves the curriculum, approves revisions in the credit structure and also finalizes policies and

processes required for academic administration. The Board of Studies is the think tank for designing and developing curricula and processing it to the Academic Council and also responds to the queries raised by the Academic Council. The Finance Committee decides the revisions in the fee structure and prepares as well approves proposal submitted to the UGC for obtaining funding under Autonomous College Scheme of UGC. The Board of Examination decides the pattern of examination, conduct of examinations (online and offline) and addresses all issues and grievances of students related to the examinations. As the College has implemented ERP system, there is separate coordinator and a team for managing and handling issues related to ERP, reporting them to the Principal and the ERP vendor and settling the process issues, if any, with the ERP. The Internal Quality Assurance Cell (IQAC) works as a system and implements quality initiatives, promotes quality circles in college and monitors all academic and administrative processes and reports to the Principal and the Governing Body. Apart from this, the IQAC prepares proposals for funding (research as well as general/college level) and provides compliance to all funding agencies. Other Statutory and Non Statutory Committees have well defined roles and responsibilities and report to the Principal. Administrative procedures regarding appointment and implementation of services rules are carried out by the Registrar of the College. Service rules and appointment procedures prescribed by the University Grants Commission and State Government, Department of Higher Education are followed.

File Description	Documents
Paste link to Organogram on the institution webpage	<a href="https://www.fergusson.edu/upload/document/24187__Organogram.pdf">https://www.fergusson.edu/upload/document/24187__Organogram.pdf</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://fergusson.edu/article/newpoliciesandprocedures.html">https://fergusson.edu/article/newpoliciesandprocedures.html</a>

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

A. All of the above

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

### 6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The college has taken efforts to implement effective welfare measures for teaching as well as non-teaching staff.

The Welfare measures are as follows:

The College has well established "Registered Credit Cooperative Society- "Fergusson College Pathpedi" for all teaching and non-teaching staff of the college. The Cooperative Society provides loans to all staff members who are members of Cooperative Society. The Cooperative Society has following schemes for employees of the college.

**1. Loan Scheme for employees:**

- Long term loan Rs. 25,00,000.00 for 180 months
- Incidental loan Rs. 1,00,000.00 for 24 months
- Short term loan Rs. 50,000.00 for 12 months
- Diwali Festival Loan Rs. 50,000.00 to one lack for 10 months

(Maximum 3 loans can be availed by members/employees)

1. Fixed deposit scheme for employees for following tenure (Deposit for 06 months, Deposit for 12 months, Deposit for 24 months and Deposit for 36 months).
2. Share Capital: Members can contribute monthly share capital up to Rs. 3000.00.
3. Loan security scheme: 100 % Long term loan is secured for any type of death during loan period. Security for Loan borrower, nominee and guarantors.
4. Aapulaki Scheme: Rs. 25000.00 is immediately given to member due to death.

5. Gunvanta Palya Yojna-Felicitation of scholars who are wards of employees
  6. Felicitation and appreciation of faculty members for degree or special achievement.
  7. Felicitation of faculty members on their superannuation.
1. For teaching and non-teaching staff of self-finance- Medical insurance, Gratuity, provident fund and earned leave. Similarly for teachers and non-teaching staff under grant-in-aid all welfare measures like reimbursement of medical bills of the employee and parents, gratuity, provident fund and pension for those employed before the year 2005 are provided.
  2. Staff Quarters/ Residential Quarters are provided to the Principal, Chief Rector of Hostel and few teaching-non teaching staff of the college in campus.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="#">NIL</a>

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

0

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

### 6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

6

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

#### **6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)**

52

File Description	Documents
Summary of the IQAC report	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

### **6.4 - Financial Management and Resource Mobilization**

#### **6.4.1 - Institution conducts internal and external financial audits regularly**

The College/Institution has inbuilt mechanism which performs timely checks on the expenditures incurred under various budget heads of the Institution. The checks are performed on expenditures incurred from the College funds as well as for all types of grants received from government funding agencies like UGC, DBT and others. The timely checks are carried out by the Accounts Department of the College, External Auditor (Chartered Accountant) and Internal Auditor (Chief Finance Officer of parent organization ie., Deccan Education Society). Apart from this, regular meetings are also conducted which help in allocating the budget- department wise/activity wise, in tune with the objectives of the schemes. Audit/Verification is carried out in the following ways:

1. Verification of All Cash bank Receipt and Payments.  
(Including authorization and supporting (Cross check with various guidelines and circulars of Finance department)
2. Verification of Cash. (Surprise, Atleast 4 times a year)
3. List of Major cash payments.
4. Verification of Quotations wherever necessary.

5. Verification of TDS applicability, whether deducted or not. (Contractor /Professionals)
6. Verification of Bank reconciliation of all Bank Accounts.
7. Verification of Salary register and its reconciliation of TDS.
8. Cross verification of salary payments/ salary bills against record of appointment of such person, record of work done/ attendance on muster, leaves shown, actual attendance as per biometric records, leave applications, sanction of leave by appropriate authority etc.
9. Cross Check teacher wise timetable with attendance record, attendance timing as per biometric attendance and actual salary bill claims.
10. Verification of interest earned on investments.
11. Average Cash Bank Balances on monthly Basis. Check whether liquid funds have been invested?
12. Verification of Budget Variance.
13. Fees reconciliation statement needs to be verified with student record/attendance register.
14. Verification of admission cancellation cases and its refund.
15. Reconciliation of Grant receivables. (Salary and Non-salary)
16. Checking of outstanding fees not collected, whether it is seen from records proceedings and correspondence that genuine efforts are taken to recover such fees, instances of unauthorized waiver in fees at unit level.?
17. Verification of miscellaneous and Other Income and receipts, Charges for bonafide etc. Whether proper receipts issued, taxability under GST, whether collection of such amount is as per sanction by Authorities.
18. Verification of Scrap disposal and recording of receipts in books.
19. Items of any income leakage noticed by the auditors.
20. Verification of examination expenses and is there any receivables?
21. Verification of Grant receivables. (UGC, University and other funding agencies)
22. In case the unit is receiving any Free Ships / Scholarships (For Socially or Economically Weaker or Backward sections of the society) and compliance with State Government is also checked and verified including completeness of all the required documentation, record of minimum required attendance of such student etc.
23. Verification of Unspent Scholarships. (Each Scholarship wise statement to be prepared) Amount Claimed/Amount Received/College share/Student Share/Outstanding amount from Government/List of Students of who has not claimed the

**scholarships.**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="#">NIL</a>

**6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)**

50000

File Description	Documents
Annual statements of accounts	No File Uploaded
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	<a href="#">View File</a>
Any additional information	No File Uploaded

**6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources**

The College follows standard set of regulations/ guidelines as per General Financial Rules 2017 for expenditure under funding schemes/ grants. For expenditure from college funds, the parent organization (DES) has set up a specific mechanism for resource mobilization of funds. The DES has its own set of committees for approvals for recurring as well as non recurring expenditure with Finance Committee and Governing Body being the apex authorities in taking financial decisions. The general strategies followed by the College are preparing proposals as per the themes/ thrust areas of government funding agencies like UGC/DBT or prepare research proposals as per guidelines of research funding agencies like DST/BRNS/ISRO by aligning faculty expertise with those of the funding agencies. The college/IQAC ensures timely submissions of proposals to the agencies. Once, short listed, the IQAC makes presentations for such interactions with expert panels of funding agencies. If the proposal is sanctioned all the activities (academic) and creation of infrastructure are carried out as per the guidelines of funding agencies and also ensure timely submission of progress reports and also audited statement of expenditure. The other resources mobilized by the college are through the student fees (college share). At the end of every



financial year, a tentative budget is proposed to the DES and then it is approved. The resources mobilized through college funds is utilized for maintenance and repairs, annual maintenance contracts for computers and other such electronic equipment's, creation of new infrastructure for academic purposes and also for recurring expenses of all the departments. Funds are also utilized to add IT infrastructure in the campus with specific requirements of online education. The DES has also purchased license for Microsoft Teams which is made available to all teachers for conducting online lectures and virtual practicals. The College also follows a policy for purchase of licensed copies of operating systems and other software like ADOBE Creative Cloud (100 licenses), AUTODESK - MAYA (50 licenses), BLENDER (50 licenses), FOUNDRY-NUKE (25 licenses) and UNITY (50 licenses) for vocational and Animation departments. The funds are also utilized for purchase of e-books and subscription of journals, INFLIBNET services and DELNET services. Subsequent amount of funds have also been invested in library automation.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	<a href="https://fergusson.edu/quicklink/UniversityGrantsCommission.html">https://fergusson.edu/quicklink/UniversityGrantsCommission.html</a>

## 6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

### Strategies of IQAC

1. Revised Credit structure to enhance Skill Enhancement for all students in Arts and Science.
2. Definite mechanism for implementation of Extra Credits for all undergraduate programmes.
3. Promote registrations for MOOCs and Policy for Credit Transfer
4. Motivate and implement "Outcome Based Education Model" for all academic Programmes by using MASTERSOFT ERP module.
5. Collaborate with Industries for skill development and internships.

6. Prepare Collaboration Charter- with short term and long-term goals for professional skills of post graduate students and take initiative of providing consultancy services to industries.
7. Revise Budget Heads in consultation with Finance Committee of DES for specific activities.
8. Efforts for setting up Incubation Center.
9. Strengthen Mentoring activities and make its presence felt in the campus and amongst the students.

#### Initiatives of IQAC towards planned Strategies

1. Revisions in credit structure for second- and third-year BA programme and third year of B.Sc. programmes. Skill Enhancement Courses (SEC) for IIIrd , IVth, Vth and Vith Semesters for all BA Programmes and Vth and Vith Semester of B.Sc. programmes.
2. All Extra Credit courses identified/ finalized and registration will be available through MASTERSOFT ERP with assigned teacher coordinator for each course.
3. Implementation of Mentoring for all students and for all academic programmes (Class wise).
4. Implementation of Outcome Based Education Model for all academic programmes.
5. Efforts to collaborate with Industries- KPIT, Pune on various aspects and providing consultancy services to KPIT, Pune.
6. Budgetary provision for Setting up of Incubation Center, Seed Money for Research, Green Initiatives and Audits, Registration Fees for teachers participating and presenting research papers in conferences/seminars, MoUs and Collaborations and for Social Outreach and Enabling Center and "SAATHI" for differently abled students.
7. Concrete steps towards establishment of "Incubation Center" with approval and budgetary provision from DES and submission of proposal for funding to the Department of Science and Technology under iTBI Scheme of DST.

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

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of

operation and learning outcomes at periodic intervals through its IQAC as per norms

The teaching process at the beginning of the academic year begins with preparation of central time table for both faculties. Departments prepare their individual teaching time table for both-theory and practical lab courses. In addition to this, departments plan for implementation of skill enhancement courses and allied academic activities which may be expert lectures, filed work and demonstrations for that particular course. Review of teaching-learning is taken through teachers diary (e-teachers diary) which provides a complete plan of teaching. Review meetings of Forum of Arts and Science Heads helps to understand the progression of the curriculum and difficulties, if any, encountered during the process with special reference to number of teaching days available. Based on this review, internal and end semester examinations are planned.

Autonomy has given us the much-needed flexibility in the examination process. Our internal assessments are designed in such a way that the student's multiple talents are examined. These may include Open book tests, quizzes, teaching in schools, seminars, class assignments, problem solving, including assignments on book reading, book reviews, movies, research paper review, visits to national laboratories, visits to science museums, poster designing on a particular subject, in house publications, mini projects, science day celebrations and volunteering for science day exhibitions at national institutions. Similarly senior students mentoring the juniors help the juniors gain confidence and insights into the subject and helps them in their future course. In the lab courses too groups of students are encouraged to set up experiments and discuss with the whole class. It is noticed that as students can choose the type of assignment, he/she would like to take other students are also exposed to the assignment their peers have done hence a particular subject can be learnt in various different ways and methods. Literature survey assignments are also given to encourage students to get familiar with using the library and web site searches. The course outcomes are focused during internal and end semester evaluation which are then processed through MASTERSFOT ERP module.

Hence in a particular class as various students have opted for and employed different methods of assignments the class as a whole is exposed to various forms of learning processes and that too in a much less stressful situation /condition and learning is much more fun. This has enabled students to look forward for the internal assignments and opt for newer methods in the coming semester. Due

to all these various activities in the 6-semester course the students are well equipped with various alternative methods of learning hence they develop a liking for the subject. The classrooms are hence more student centric and lively. Due to this student take a lot of initiatives in arranging many activities in the college and take part in many co and extracurricular activities. The initiatives taken up by the IQAC in providing funds through DBT, STRIDE etc.. has made a considerable difference in the past many years. Hence by the time they graduate their CV and personality is completely changed in the three years in college. This has further helped them to get placed in renowned institutions.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="#">NIL</a>

**6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)**

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

File Description	Documents
Paste the web link of annual reports of the Institution	<a href="https://fergusson.edu/article/actiontakenreports.html">https://fergusson.edu/article/actiontakenreports.html</a>
Upload e-copies of accreditations and certification	<a href="#">View File</a>
Upload details of quality assurance initiatives of the institution	<a href="#">View File</a>
Upload any additional information	No File Uploaded

#### **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**

Fergusson college encourages activities that support and spread awareness about gender equity among students and staff in order to promote mutually amicable unbiased learning environment. In this regard several activities related to gender equity and gender sensitization are organized on regular basis. For instance, a 'Talk show' based on 'Beyond gender roles' was organized on 22ndJan. 2021 where the male student speakers expressed their views from a female's perspective. Beyond gender roles was an activity organised wherein the participants did role play of opposite gender to sensitise them to the feelings experienced by that gender when negative statements are made. This activity allowed expression of emotions and created a sense of connectivity with the other gender.

A self-defence workshop was organised on 24th and 25th Oct. 2020 to empower the students especially for women. The resource person Mrs Ayushi Vasita explained the importance of self defense and demonstrated simple and most effective moves. 125 students attended the workshop and benefited from the same.

A documentary on 'Beti Bachao and Beti Padhao' was prepared by students and uploaded on youtube channel of NSS unit of Fergusson College on 10th Dec. 2020 to spread the awareness on educating girls and raise their voice against female infanticide. The college also celebrated 'National Girl Child Day' on 24.01.2021 to support girl child. Various seminars by eminent speakers were also organized to sensitize students and college staff members on the importance of respecting and equally treating the opposite gender to prevent sexual harassment incidences.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://fergusson.edu/article/Social_Outreach_Programme.html">https://fergusson.edu/article/Social_Outreach_Programme.html</a>

**7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based**

**B. Any 3 of the above**

<b>energy conservation Use of LED bulbs/ power-efficient equipment</b>	
File Description	Documents
Geotagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>
7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)	
<p>The facilities for waste management of college campus are located in the botanical garden. The waste which is generated regularly, in the campus and in the departments/ laboratories is stored in large waste bins and then deposited at one place in the campus and later on it is collected by the Pune Municipal Corporation. The waste in the form of leaf litter and other plant waste is collected in the botanical garden and processed for transforming it into manure. For this very large sized storage bins are used and then by using cow dung, water, compost culture etc., are added to the collected plant waste/ material. Around five tons of such solid waste is converted into manure in a span of one month and then distributed or used in the campus itself. The college (Deccan Education Society) has also made an agreement with 'SWACH' for collection of waste from the college campus, which renewed on year-to-year basis. For e-waste management, Deccan Education Society has engaged - "Purnam Ecovision Foundation' to dispose off the e-waste at college campus and this is as a part of this social cause, with no financial transaction involved in it.</p>	
File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	<a href="#">View File</a>
Geotagged photographs of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>
<b>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>	<b>A. Any 4 or all of the above</b>

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

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

#### 7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

1. Green audit
2. Energy audit
3. Environment audit
4. Clean and green campus recognitions/awards
5. Beyond the campus environmental promotional activities

A. Any 4 or all of the above

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

<p><b>7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.</b></p>	<p><b>A. Any 4 or all of the above</b></p>
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File Description	Documents
Geotagged photographs / videos of facilities	<a href="#">View File</a>
Policy documents and brochures on the support to be provided	<a href="#">View File</a>
Details of the software procured for providing assistance	<a href="#">View File</a>
Any other relevant information	<b>No File Uploaded</b>

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

Fergusson College takes pride in having a great diversity of student community. It provides a range of activities to promote an inclusive environment. In the year 20-21; during the pandemic year the following activities were carried out.

There was a documentary prepared and uploaded on the you-tube



channel on "Beti Bachao-Beti padhao by students on 10th of Dec. 2020. In another activity on 27th Jan 21, "Beyond gender roles" the students played role of opposite gender especially the boys took up the role of girls and could empathize with their feelings.

In a novel activity called "Dil Aashna Hai" on the occasion of world humanitarian day an essay writing competition was organised on topics like humanity, Terrorism and its effects and Responsible Human. Another essay competition in Hindi language was organised between 20th to 22nd Sept on the topic of Women Empowerment. "Let's Compliment" was a special activity where students were asked to express gratitude to the women in their lives by writing letters, gifting, cooking etc. In order to create a feeling of belongingness amongst the FY students a series of activities were taken called "Guftagu" on 22nd Oct. 2020.

On 18th August 2020 a seminar was organised wherein Shreya Siddanagowader who has a double hand transplant spoke on Organ donation and its benefits while Padmashri Javed Ahmad Tak a divyang social worker, delivered a talk to students on how to tackle disabilities and also to work together with the disabled to make their lives better.

A special talk was organised to create awareness about women related laws on International Day for Rural Women. The speaker Mrs Jayshree Ghadyale spoke about how we can strengthen rural women's sustainable livelihood & well-being. In this webinar the students could understand problems faced by rural women & how we could take a leap in contributing to solve their issues. On 30th Sept 2020, Dr Prakash Amte addressed the students about the lives of adivasis (tribals) and challenges faced by them. "Virago" was a webinar organised to throw light on victimization of acid attack survivors and their plight.

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

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

The College seeks to impart the Constitutional Values of Liberty, Equality, Fraternity and Justice through maintaining an atmosphere

celebrating freedom and inclusiveness on the campus. Attention is paid to the strengthening of the social, economic and political dimensions of our Democracy through participation in different initiatives of the governments of India and the State government. Be it the tasks related to the conduct of elections and Census data, the employees of the College take part enthusiastically.

In order to imbibe the constitutional ethos among the teaching and non-teaching staff and students we celebrate Independence Day (15th August), Constitution Day (26th November) and Republic Day (26th January) as well as the birth anniversaries of the social reformers, freedom fighters and major leaders to remind ourselves of their contribution in the making of modern India.

Our commitment to social justice as a value of the Indian Constitution through the meticulous implementation of admission procedures at entry point and the scholarship, fellowship and free-ship schemes of the government from time to time. The teaching and non-teaching staff bear an attitude sustaining the spirit of inclusion in all their dealings with each other as well as with the students.

Fergusson College conducts 2 credit compulsory courses on 'Democracy, Election and Governance' for First Year undergraduate students in all faculty. This helps to introduce the students the meaning of democracy and the role of the governance along with the various approaches to the study of democracy and governance. College also conducts 2 credit course on 'Human Rights' for all postgraduate students. This helps them to understand the rights and duties given by the constitution as well as uphold the rights of the underprivileged and migrant people.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor**

**B. Any 3 of the above**

**adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized**

File Description	Documents
Code of Ethics - policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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

At Fergusson College we celebrate the National festivals and birth /death anniversaries of our National leaders with patriotic fervour and nationalistic spirit. The main thought is to remind the student community of the great deeds and sacrifices done by the national leaders and ignite in them a spirit of service to the nation and gratitude for what we have. The speeches delivered on the commemorative days helps to highlight the need to create awareness amongst the students about these issues of national importance.

In the academic year 20-21 due to the pandemic most of the events were celebrated in online mode or in the presence of few delegates and head of departments while following all the COVID appropriate protocols.

Independence Day and Republic Day were celebrated by hoisting the national flag, singing of the national anthem and other patriotic songs.

Since the students could not be present in the campus the various programs were done in where they organised events in the online mode. Among the many days that were celebrated with gusto,

Fergusson College organised activities to celebrate National Science Day and International Yoga Day. The International Women's Day was celebrated by organising special talk and workshop in online and blended mode to empower the women members of the College.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	<a href="#">View File</a>
Geotagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

### BestPractice-I

1. Title of Practice: Fostering Active Learning Strategies in Teaching-Learning

#### 2. Goal

- To equip students with techniques/use of technology.
- To instil sense of research in undergraduate and post graduate students through project-based learning.
- To equip students with interdisciplinary knowledge and enhance their knowledge base.
- To promote interaction with subject experts, scientists, academicians and industry experts.
- To make students employable and industry ready.

#### 3. The Context

Higher education demand overall growth of the students and provide them learn

ning opportunities and make them employable. It is not always possible to enrich curriculum with all the knowledge and expertise needed for their academic progression and move towards internships and lead to placement opportunities. Hence, additional efforts by the higher educational institutes are essential to equip students and make them aware of new technologies and hands on experiments. Interdisciplinary learning is also needed to cater to industry needs.

#### 4. Practices

The College/ departments organizes Hands on training sessions with the help of industries and research institutes and other higher educational institutes which help students in increasing their knowledge horizons and in a way equips them new techniques. Project based learning has been practised by the college over a long period of time in both the faculties, which has promoted sense of research among the students. Workshop on interdisciplinary areas especially on learning new techniques/software's/technologies has provided an edge for our students and resulted in better placement opportunities. Learning and interacting with meritorious alumni and few sessions with present students has helped in grooming of students and helped in understanding new avenues/requirements in industries, research institutes and also in International Universities.

#### 5. Evidence of Success

The overall impact of above-mentioned efforts has helped students and teachers to go beyond the curriculum and learn beyond the scope of the curriculum. Regular interactions with experts, scientists have helped students in widening their scope of learning. Apart from this, Career Summits and Sectorial Summits conducted in collaboration with recruiters and industries and industry HRs has paved way for both students as well as teachers in understanding industry needs and bridging the gap between academia and industries. Hands on training sessions especially for undergraduate students have equipped them in practically doing certain experiments/techniques used in research institutes as well as in industries. Project based learning has given students an opportunity to do research, write papers and publish and in many cases, present their work in conferences. Learning of softwares/programmes like 'R' programming, "PYTHON" programming for life students has helped them to analyse data generated through research projects and provided an understanding of presentation of scientific data.

#### Best Practice-II

## 1. Title of the Practice: Diversification of Social Outreach Activities and Fostering Social Responsibility

### 2. Goal

- To instill a sense of social responsibility in students.
  - To engage the students in meaningful service that meets community needs.
  - To equip the students with skills, attitude and knowledge to work with the disadvantaged sections of society.
- To diversify social and outreach activities and reach school education
- To foster reciprocal learning where both the students and the recipients of service benefit from the activity.
  - To encourage a lifelong ethic of service in students.

### 3. The Context

The purpose of education is not just preparing the students for a livelihood but also to make them good citizens and above all good human beings. Values of caring and sharing with the less privileged are one of the important elements of such education. It is our collective responsibility to empower the underprivileged to become self-reliant so that they can live with respect and dignity. It is our duty to uphold the human rights of all disadvantaged sections of society. Our college encourages a lifelong ethic of community service.

### 4. Practices

The college has a Social Outreach & Enabling Centre (SOEC) which gives an opportunity to the students to work with various civil society organizations. There are around 8 active organizations working under SOEC. They work for different causes and have different mottos. There are organizations working for blind students specifically and working for learning disabilities like Ankur and Prism. There are organizations working to educate the children from Below Poverty Line families like Doorsteps. There are multitasking organizations like Sevashayog working for more varied causes like women emancipation, menstrual hygiene and education. Muse, which is situated out of Pune, actively works

through videocalls.

Apart from the above, the College has been awarded with DBT STAR College Scheme. Eleven science departments are beneficiaries under this scheme. Every department carries out at least one outreach activity under this scheme. The outreach activities carried out vary from poster exhibitions for general public, exhibition on Scientist like Dr. APJ Kalam, Statistics in Army/War/How Alan Turing used Statistics and German's Lost, Big Data Analysis (How Statistics is used in Internet.), Workshops for school teachers teaching Biology and Geography introducing teachers to Earth and Solar System, Evolution of the Earth and Topography and Landforms, hands-on training on Maps and Toposheet reading and on minerals, rocks, fossils and rock thin sections, workshop on 'Introduction to the Exciting World of Microbiology' for high school student, where the number of students benefitted is more than 200, workshop on 'Understanding life-stylediseases using Clinical biochemistry for high school teachers' and Three-day programme on 'Popularization of Science' which included lectures by eminent scientists on various topics and hands-on session on the use of scientific toys made from simple daily use objects to demonstrate the principles of Science were conducted.

#### 5. Evidence of Success:

This has helped the College in reaching out to the community which needs education, help rendered by our student volunteers has been solicited by the NGOs and Inclusive Schools. The press has given coverage to the work done by the social outreach and enabling centre. This has also helped in significant number of NGOs approaching the College/ SOEC to get support in the form of student volunteers and now the College is entering into formal MoU's with these NGOs/Schools. The students volunteering such outreach activities are awarded extra credits for participating in SOEC activities and their work is getting evaluated as well as appreciated.

#### Best Practice-III

1. Title of the Practice: Efforts for Differently abled students - SAATHI Enabling Center

#### 2. Goal

- To help and support students with blindness
  - To equip these students with skills needed for their academic and

dcareerprogression.

- To help them evolve and bring them in mainstream on par with their counterparts.

### 3. The Context

SAATHI Enabling centre has been established in the College. The objectives of this Center are to promote and help disabled students especially those with blindness. The center works for disabled students in their study and personality development. SAATHI also helps in identifying their skills, quality and abilities in them. As a part of their activities specifically for developing their academic abilities, the Center organizes various programmes and activities which include workshops, lectures by eminent persons for their overall development. SAATHI also provides study material for these blind students in form of recording of books prescribed in their curriculum. SAATHI provides writers for their exam and assigns student volunteers (called as peers) who help them in their office related work and their routine movements in the college campus. SAATHI also organizes local trips in nearby areas, which help them to build a friendship bond with other students.

### 4. Practices

The SAATHI Enabling Center conducts following activities and programmes for students with blindness.

- Computer training classes with dedicated computers with JAWS software.
- Painting Exhibitions for blind students - "Closed Eyes and Open Minds"
- Sports competition like Chess.
- Scholarship for blind students - Given by Chennai Foundation
- Celebration of "Braille Day"
  - Trips to nearby areas like Junnar, Shivneri Fort, Kolaba Fort, Kankeshwar Temple, Sri Ballaleshwar Ganpati Temple, Pali and Akshi Beach, Alibaug.
  - Guest lectures and programmes like "LAKSHYA" for



orienting blind students for competitive examinations.

- Virtual Study Circle, is an ongoing activity between student volunteers/peers and blind students where they engage themselves every week in academic discussions from exam point of view.
- A new initiative called, "Let's Record", [the first Audiobooks' Website of SAATHI, [www.vargshikshak.com](http://www.vargshikshak.com)] has been started when a countrywide lockdown was announced in India, It allows people from all around to record books for the blind students to help them pass their time during the period of lockdown and after knowing the importance of our Initiative, it was covered by well-known Times of India Group on 30 May 2020, in their issue.

#### 5. Evidence of Success:

All these activities have helped blind students to learn in academics as well as in their routine life and has created a sense of belongingness in them. The center has provided a conducive environment to promote the overall development of these students. Few achievements are, SAATHI, was awarded Drushti Sanman Puraskar" by Drushti NGO on 16th Feb, 2018. Our student, Aniket Bende (TYBA) has won a gold medal in international Olympiad of Performing Arts organised by Akhil Bhartiya Sanskritik Sangha at Dubai. Laxmikant got selected as probation officer in State Bank of India, Sanjeet Hoskoti (TYBA) wrote his own book named 'My experiences and feelings of a dog' in English.

File Description	Documents
Best practices in the Institutional website	<a href="https://fergusson.edu/upload/document/31861_BestPractices.pdf">https://fergusson.edu/upload/document/31861_BestPractices.pdf</a>
Any other relevant information	<a href="#">NIL</a>

### 7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

Our Institution is 137 years old institution which was established in 1885 under Deccan Education Society. The founders of the Institution were forefront freedom fighters and their efforts

towards establishing this institution (Fergusson College) has been well documented in books of history. They had a Vision to provide higher education to masses at very affordable cost. At the same time, they were very enthusiastic and eager to expand their horizons with reference to higher education. Over a period of time, the Institution/College felt necessary to revise the Vision and Mission Statement on par with global standards, as there have been sea changes, with regard to new academic programmes, linkages and collaborations with local community as well as International Universities. The Vision and Mission statement of the College is as follows:

#### Vision

We aspire to carry forward the Vision of our founders of providing affordable quality education, while expanding our academic horizons to bring the institution on par with global leaders in the field of higher education.

#### Mission

Strive for excellence in education in keeping with the motto of the college, "Knowledge is Power" and prepare young minds for imbibing knowledge, skills and sensitivity.

The Institution/College has been performing excellent in providing quality education to all its students and mainly focussing on their overall development as a citizen and also taking efforts towards their progression and employability. The performance of the Institution in Teaching-Learning has been remarkable. This has been appreciated by the University Grants Commission and the Institution was awarded, "College of Excellence". The Institution /College has also figured in top 50 in National Institutional Ranking Framework. Undergraduate and post graduate education has been a prime academic activity. After becoming an autonomous Institution, the course structures were transformed into credit-based structures for all academic programmes, which provided an innovative platform for learning. Since then, internships/ dissertations, working on live projects and undertaking courses available on SWAYAM-MOOCs have now become part of curriculum. There has been a paradigm shift in the teacher's role, from not only a teacher but more of a facilitator. A robust mechanism of regular and online feedback from students towards 'Teaching-Learning' is taken in every semester which helps in monitoring the process as well as in understanding learners needs. Teaching-Learning has evolved in these years, with teachers using different

teaching pedagogies like use of models, softwares, flip classrooms, ICT platforms and e-resources and using virtual methods as well. The focus is mainly on learning aspects of the students. Advanced learners get an opportunity to undertake research projects along with a mentor-teacher and participation in scientific working model making, writing research papers, presenting their research work etc. Every student is assigned with a mentor-teacher who guides the student for their academic progression and placements, after performing a proper SWOT analysis of the student. The assessment methods are flexible with one mandatory online assessment. The student has liberty to select the method of assessment, so this has opened up a wide horizon for learning. Skill enhancement programmes/ activities/workshops, capability enhancement programmes/trainings and interdisciplinary learning have become an integral part of learning. Regular interactions with Experts from research institutes and industries, pre-placement activities, yearly Sectorial Summits and Career Summits have helped in grooming of students and preparing them for the industry. This has bridged the gap between Industry and Academia. Along with this, to instill a sense of social responsibility, students participate in social activities, surveys through our Social Outreach Enabling Center (SOEC). Students participating in such activities also earn extra credits towards their contribution. All these quality initiatives help in overall development of students along with their academic progression.

File Description	Documents
Appropriate link in the institutional website	<a href="https://fergusson.edu/upload/document/8835___Institutionaldistinctiveness.pdf">https://fergusson.edu/upload/document/8835___Institutionaldistinctiveness.pdf</a>
Any other relevant information	No File Uploaded

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

1. Planning and Implementation of OBE process across all academic programmes.
2. Implementation of evaluation system based on OBE and measuring the attainment of Programme Outcomes, Programme Specific Outcome and Course Outcome for all post graduate academic programmes.
3. Design and develop a teacher rating system for teaching-learning process which would be autogenerated through ERP

system.

4. Take concrete steps towards establishment of "Incubation Center" in the campus and begin with identifying ideas leading to innovation through competitions, identify incubates and also approach industries for such type of venture.
5. Develop meaningful linkages with industries for internships, training of students (in house, by industry experts), prom
6. Promote placement activities and propagate consultancy projects wherever possible (mathematics/statistics/psychology etc.,). Interact with industries to specific type of courses / electives (industry relevant) and integrate it in post graduate curriculum.
7. Design and develop course book (format to be prepared by IQAC) for all courses under each academic programmes.
8. Strengthening Mentoring system by linking activities of mentoring with industry networks and prepare a platform for students to interact with industry personnel and discuss industry relevant issues for student career progression.
9. College (IQAC) has been making efforts for transdisciplinary learning and research (research capacity building). In this regard, identify specific areas (subjects) across subjects and promote transdisciplinary research and also take support from external experts for training teachers and students.
10. Continue with activities for slow and advanced learners as formulated by the departments (subject specific).
11. Introduce compulsory credit programme on 'Election and Democracy"
12. Carry forward training/activities of SAATHI Enabling Centre (for differently abled students) in online/offline mode as per the situation.
13. Carry forward activities of community network in online/offline mode as per the situation.
14. Train non-teaching staff in efficient use of google drive/one drive and other such tools for managing work from home.
15. Integrate library services on ERP and make it available for all registered users.