YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	St. Mira's College for Girls, Pune
• Name of the Head of the institution	Dr G.H. Gidwani
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	02026124846
• Alternate phone No.	02026133016
• Mobile No. (Principal)	9049003758
• Registered e-mail ID (Principal)	office@stmirascollegepune.edu.in
• Address	6, Koregaon Road, Pune
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	411001
2.Institutional status	
• Autonomous Status (Provide the date of conferment of Autonomy)	07/05/2007
• Type of Institution	Women
• Location	Urban

• Financial Status	**Grants-in aid**
• Name of the IQAC Co-ordinator/Director	**Dr Jaya Rajagopalan**
• Phone No.	**02026124846**
• Mobile No:	**9890633278**
• IQAC e-mail ID	**jaya.rajagopalan@stmirascollegepune.edu.in**

3.Website address (Web link of the AQAR (Previous Academic Year)	https://www.stmirascollegepune.edu.in/images/pdf/AQAR_Report_2019-2020.pdf
4.Was the Academic Calendar prepared for that year?	**Yes**
if yes, whether it is uploaded in the Institutional website Web link:	https://www.stmirascollegepune.edu.in/academic_calendar.php

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B++**	**3**	**2002**	**01/10/2002**	**30/09/2007**
Cycle 2	**A**	**3.03**	**2012**	**21/04/2012**	**20/04/2017**
Cycle 3	**A**	**3.41**	**2017**	**02/05/2017**	**01/05/2022**

6.Date of Establishment of IQAC	**15/07/2003**

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.)?

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
St. Mira's College for Girls, Pune	CPE Phase I	UGC	31/03/2004	6000000
St. Mira's College for Girls, Pune	CPE Phase II	UGC	31/03/2010	7500000
St. Mira's College for Girls, Pune	CPE Phase III	UGC	31/03/2015	7600000

8.Provide details regarding the composition of the IQAC:

• Upload the latest notification regarding the composition of the IQAC by the HEI	View File

9.No. of IQAC meetings held during the year	9
• Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?	Yes
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded

10.Did IQAC receive funding from any funding agency to support its activities during the year?	No
• If yes, mention the amount	

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

• Commenced early, conducted sufficient practice sessions ensuring smooth transition to the online mode by recording and uploading lectures to our existing LMS. Conducted mock exams followed by proctored online MCQ end semester exams balanced by subjective internals to protect the interests of the students

- Provided online support- covid counselling, grief circles, group and individual therapy

- Raised funds by college and alumni to support students who were COVID affected

- Founded MILE: Mira International Learning Exchange-A centre for virtual collaboration that ran 7 international collaborations

- Established IIC- Institution Innovation Council and REDC Rural Entrepreneurship Development Cell

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:

Plan of Action	Achievements/Outcomes
To adhere to the academic calendar	Successfully taught 100% of the syllabus and tested on 75%. Lectures were spaced out to help students adapt to the online mode.
To strengthen inter institution and international academic collaborations	The collaboration with LaGuardia Community College, New York expanded into MILE-Mira International Learning Exchange- A Centre for Virtual collaboration. Previous collaborations with TISS Mumbai, ATS learning solutions, Drishti institute and Women's Studies Centre-SPPU were nurtured
To establish a research centre	The college applied for PhD research centres in the field of Women's Studies, Sociology and Economics
To sustain student representation on academic and administrative bodies/ committees of the institution	Despite COVID restrictions the college formed the student council, the various clubs like Debate, Theatre, Magazine committee, SOUL- Social Online United Learning
To increase the scope of alumni activities	Fund raising for COVID afflicted students

To strengthen the mentoring system	The mentoring system provided support to the mental wellbeing programme during the COVID crisis
To update the faculty and encourage a continuous learning culture particularly focussing on enhancing digital teaching to build learning communities	FDP's and webinars were organised on COIL collaborative online international learning, platforms for online teaching etc
To ensure the mental well being programme functions during the time of COVID	The programme shifted to the online mode and focussed on the stress, anxiety and grief caused due to Covid
To introduce the new curriculum keeping in mind Blooms taxonomy, mapping Course Outcomes to Programme Outcomes	The BOS and Academic council meetings were conducted and the new FY syllabus was successfully rolled out
To secure online feedback from students, parents, alumni and employers	Feedback was obtained, analysed and uploaded to the website. In addition action was taken based on the analysis

13.Was the AQAR placed before the statutory body?	Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Governing Body Meeting	06/08/2020

14.Was the institutional data submitted to AISHE ?	Yes

- Year

Year	Date of Submission
28/01/2020	28/01/2020

Extended Profile

1.Programme

1.1	**15**
Number of programmes offered during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.Student

2.1	**2283**
Total number of students during the year:	

File Description	Documents
Institutional data in Prescribed format	[View File](#)

2.2	**722**
Number of outgoing / final year students during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.3	**749**
Number of students who appeared for the examinations conducted by the institution during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

3.Academic

3.1	**424**
Number of courses in all programmes during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

3.2	**49**

Number of full-time teachers during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.3 Number of sanctioned posts for the year:	**49**

4.Institution

4.1 Number of seats earmarked for reserved categories as per GOI/State Government during the year:	**156**
4.2 Total number of Classrooms and Seminar halls	**43**
4.3 Total number of computers on campus for academic purposes	**179**
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	**12450807**

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.

Our college has been committed to academic excellence, holistic development and contribution to nation building by imparting vigour in curriculum, pedagogy and research integrated through education of the Head, Hand and Heart. The vision of the college is aimed at promoting the development of abilities and skills in the cognitive, affective, physical and spiritual domain reflected in our curricula as well.

Post Autonomy (2007), we have enriched our curriculum and aligned it with UGC norms. The POS, PSOs and COs are clearly defined for all

programmes and courses. Every department designs the syllabi for their courses which is passed by a Board of Studies composed of department faculty members, subject academic experts, industry members and an alumnus thus ensuring contemporariness and relevance of the curricula to developmental needs at various levels focussing on employability and skill development.

Research culture is encouraged right from the UG level wherein students are especially given research projects. Students are given ample opportunities to develop subject specific skills and soft skills in their regular courses and value-added courses. Through the MILE courses our students are exposed to learning and interaction with international peers of the LaGuardia Community colleges, USA.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://www.stmirascollegepune.edu.in/outcomes.php

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

15

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

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

346

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	View File
Any additional information	View File

1.2 - Academic Flexibility

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

148

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
Institutional data in prescribed format (Data Template)	View File

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

15

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	View File

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

Our constant endeavour is to equip our students to contribute to relevant crosscutting themes like human rights awareness, gender

sensitization, citizenship training, national and social integration, as well as global issues like environmental protection, feminist studies, business ethics, and effective interpersonal communication are in built into our curricula at all levels to ensure students graduate as good citizens with ethics in the work place.

Multiple courses in the faculty of Arts, reflect and discuss gender dynamics, issues of caste, region and religion and role of women in politics to name a few.

Courses in Humanities and Commerce both focus on sustainable development goals, gendering development, crisis of development and implications for environment along with focussing on professional ethics across courses.

Further, our compulsory Value Based Sanctuary credit course has contributed in a big way to fulfilling teaching human values of life. Even with the Covid-19 pandemic and work from home scenario, we have 'Sanctuary' every day to inculcate in our students moral and ethical values and reverence for all forms of life. Our special emphasis on social and community outreach adds value to the emotional quotient of our students.

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	View File
Any additional information	View File

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

11

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

882

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

462

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

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	A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://www.stmirascollegepune.edu.in/images /pdf/Complete_Stakeholder_Feedback_Analysis_ 2020-21.pdf
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	View File

1.4.2 - The feedback system of the Institution comprises the following	A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://www.stmirascollegepune.edu.in/images/pdf/Complete_Stakeholder_Feedback_Analysis_2020-21.pdf
Any additional information	View File

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

2283

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

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)

156

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

2.2 - Catering to Student Diversity

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

Methods to identify learning levels:

•Mentoring: teacher mentors get to know their mentees to understand their abilities.

•Subject teachers are sent the pass-fail report by the exam cell and hold special one-on-one sessions to understand problems of students with backlogs.

For Advanced Learners

Every year all departments guide advanced students for seminars and conferences wherein they write research papers or projects. This year students were encouraged to attend seminars.

- **PG Seminar- Theme- "Revisiting SDGs in the Context of the Pandemic".**
- **Moot Court**

SOUL: Leadership roles are given to students i.e. teaching Spoken English at SOUL

MILE: Mira International Learning Exchange: a centre for virtual collaboration is for advanced learner

Training for competitions: projects like Single Axis Solar Tracking System, Automatic Hand Sanitizer Dispenser and Dual Axis Solar Tracker

For Below Average Learners

- **Compulsory English is bifurcated into higher level and lower level**
- **Video recordings of all lectures and computer science practical uploaded on LMS Moodle and Google classroom**
- **Special tests and improvement tests for slow learners**
- **During the lockdown teachers helped students via video conferencing Whats App and email to come up to the desired level**

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.stmirascollegepune.edu.in/mile.php

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
31/10/2020	2283	48

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

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

Student-centric learning is encouraged across disciplines to impart quality education. Creative and collaborative learning in curricular and co/extracurricular activities is fulfilled through lectures by subject experts, discussions, debates, and quizzes; group projects, problem-solving sessions, and workshops; field trips and study tours; exhibitions, festivals, and seminars; screening and discussions on literature, art, and cinema.

Experiential Learning:

- Workshop on Scriptwriting
- A play - Shrew up
- Lecture on The Art of Watching Films
- Virtual Field Visit to KEM TDH Morris Child Development Centre; SAA – Mental Health Institute and Muktangan De-addiction and Rehabilitation Centre
- Clubs - Litwits, JNK, Debate, Theatre Club, MIRAcles and MIRA Press.

Participative Learning:

- IAWS Conference on Gender Media and the Pandemic
- Webinars on Financial Planning; Fundamentals of Mutual Fund Selection; and Mutual Fund Investment
- Workshop on Personal Financial Planning
- The Marathi Debate
- Guest Lecture on the Narmada Bachao Andolan

Problem solving:

- Guest lecture on Skill building and Self-employment in the Bakery Segment
- Lecture Series on Development Experiences of India, China, South Africa, and Brazil
- Webinars on Insolvency and Bankruptcy Code 2016; Effects of COVID-19 on financial aspects of an NGO
- Postgraduate seminar on Revisiting SDGS in the Context of the

> **Pandemic**
> - **Vedic Mathematics Tricks – Lecture and Quiz**

File Description	Documents
Upload any additional information	[View File](#)
Link for additional Information	https://www.stmirascollegepune.edu.in/college-activities-20-21.php

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

St. Mira's college teachers combine technology with traditional modes of instruction to engage students in learning. College uses Information and Communication Technology (ICT) to support, enhance, and optimize the delivery of education.

1. High speed internet is available on campus for teachers to take online, hybrid and blended classes. It also enables for proctoring during the exams.

2. 17 LCD projectors in labs and classrooms, 4 smart boards and 1 interactive board allow all teachers to use power point presentation and videos to supplement their teaching as well as help in hybrid and blended classes.

3. Computer laboratories are available for conducting practicals.

4. Moodle is the official learning management system. Teachers upload their recorded lectures, set assignments and share research material.

5. Google Classroom.

6. In addition library has Digital library section where it subscribes to digital scholarly databases like EBSCO HOST which has been integrated with Moodle, NLIST.

7. Language laboratory.

8. YouTube channels for the students to refer to for their lectures.

9. Students access all notices, reports etc. via the website. They

also post regularly on various college social media sites making technology part of their daily life.

10. Online courses with SWAYAM.

https://www.stmirascollegepune.edu.in/library.php

https://www.stmirascollegepune.edu.in/infrastructure.php

https://stmirascollegepune.edu.in/moodle/

https://www.facebook.com/St.MirasCollegePune

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://www.stmirascollegepune.edu.in/infrastructure.php
Upload any additional information	View File

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

2.3.3.1 - Number of mentors

47

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

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

All departments submit their academic calendar and teaching plan at the beginning of the year.

Academic Calendar:

Two Calendars are prepared

- ○ **Students' Calendar: Beginning and end of semester,activities, form filling etc deadlines, social service, festivals and different dayse.g.: Yoga Day**

- ○ **Institutional Calendar: date of admission, examination, paper setting, holidays, activities**

Teaching plans:

Detailed plans including monthly distribution of syllabus, dates and types of assignments and the Course Outcomes that they assess are made by each teacher and submitted to the Head of the Dept. and finally to Criterion 2 Coordinator for monitoring. This ensures that assignments are spread out and students are not over burdened and also that there are a variety of assessment methods employed.

Adherence:

In 2020 to anticipate problems with online teaching, practice lectures were conducted in advance to iron out problems. Consequently, teaching began on time as per the Academic Calendar. Due to lockdown, exams were postponed by a month but were still completed in time and the results were declared thus causing no inconvenience to the students. All activities were successfully conducted in the online mode and hence the Academic Calendar and Teaching Plans were adhered to without problem.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	<u>View File</u>

2.4 - Teacher Profile and Quality

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

49

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	View File

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

15

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	View File
Any additional information	View File

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

14

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

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	View File
Any additional information	View File

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

0

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	[View File](#)
Upload any additional information	[View File](#)

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

40 marks internal+ 60 marks external.

• Online MCQ examination, 40 internal marks were two descriptive assignments/tests.

• The End semester examination was online mode for both the semesters. Itwas of 1 hour and consisted of 40 MCQs. End semester exam was on 75% syllabus to ease the burden on students.

The students were notified via the website and class WhatsApp groups regarding filling examination form. Many students were not able to pay the examination fees due to the pandemic. The college provided special assistance to such students allowing them to appear for the exam without exam fees. A special google form was circulated for the technical difficulties experienced for online payments, backlog form-filling.

- Supervision Charts emailed to teachers
- Time - tables on website one month prior to exams
- Marks verification by teachers to ensure error free pass-fail report.
- Pass/fail report declared on the website within 15 days from the last day of the exams.
- The teacher specific attainment report and Subject wise pass/fail result emailed to concerned teacher to analyse the problem and help student.
- Marksheets individually emailed to each student so future admission process is entirely online and contact free.

All exams and vivas were conducted online.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	https://www.stmirascollegepune.edu.in/examination_2020-21.php

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

The college has clearly stated on its website the learning outcomes of the Programs and Courses which adhere to the parameters of outcome based education. The outcomes are both theory driven and skill-based ensuring that all outcomes are measurable and linked to evaluation.

The following mechanism is followed by the institution to communicate the learning outcomes to the teachers and students:

- **Hard Copy of syllabi and Learning Outcomes are available in the individual departments as well as the college library for ready reference for both teachers and students**
- **The syllabiare also available on Moodle**
- **The importance of the learning outcomes has been communicated to the teachers in every IQAC meeting and College Committee meeting**
- **All students are apprised of the objectives and expected outcomes of their programme on admission during the compulsory Orientation Student Induction Programme.**
- **Students are also educated and provided with the detailed syllabi and course outcomes in each course and the assessment strategy for each course.**
- **The students are also made aware of the same during introductory lectures to the individual courses and during tutorial meetings**
- **Workshops have also been conducted for developing the Programme Educational Objectives and Learning outcomes at college level.**

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://www.stmirascollegepune.edu.in/outcomes.php

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

Due to the lockdown due to Covid-19 the college conducted proctored online MCQ tests of 40 questions/paper and 3 sets each paper. It was not possible to evaluate the attainment of POs, PSOs and COs for so many questions. However processes and grids have been put into place.

Direct method: considers semester exams, assignments, lab assignments, projects, seminars and vivas.

Indirect method: includes alumni feedback, exit survey and employer feedback.

Based on the comparison between the direct and indirect levels of attainment, observations are made. All attainment analysis enables the continuous improvement of curriculum, teaching learning process, teaching resources requirement and assessment methods. It also ensures the validity and reliability of evaluation and with that the validity of the accreditation of the course, programme and institution.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/feedback-analysis.php

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

722

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://www.stmirascollegepune.edu.in/images/pdf/Examination_Department_Annual_Report_for_Academic_Year_2020-21.pdf

2.7 - Student Satisfaction Survey

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

https://www.stmirascollegepune.edu.in/images/pdf/SSS-2020-21.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

St. Mira's College is committed to promote a vibrant culture of research among its faculty as well as the learners. The focus on research is to provide a strong foundation for the academic and professional development of Faculty as well as the learners along with the progress of the Institution as a premier academic institution.

St. Mira's College has been working on different aspects of research; organization of Seminars and Conferences with focussed research outcomes; encouraging student research and its culmination into publication of Conference Proceedings; participation at State and National level research paper competitions; encouraging faculty to pursue doctoral research with fellowship opportunities; encouragement and support to apply for research projects, etc. All efforts are directed at creation of a vibrant environment for research, to promote a scientific temper and to develop a research aptitude among all learners as well as faculty.

The Research Policy would aims to ensure that the research activities of the college conform to all applicable rules and

regulations of the affiliating University and as well as other educational and academic agencies. It would also seeks to confirm to the established standards and norms relating to safe and ethical conduct of research.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	http://www.stmirascollegepune.edu.in/images/ pdf/Research_Policy_2020.pdf
Any additional information	View File

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)

0

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	View File
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	View File
Any additional information	View File

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

0

File Description	Documents
e-copies of the award letters of the teachers	View File
List of teachers and details of their international fellowship(s)	View File
Any additional information	View File

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

0

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	View File
Any additional information	View File

3.2.2 - Number of teachers having research projects during the year

0

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/research.php
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

06

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

0

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://www.stmirascollegepune.edu.in/research.php
Any additional information	View File

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.

St. Mira's College gives priority to bridge the gap between theory and practice; firstly, the curriculum provides ample scope of bring in innovations, entrepreneurship and employment activities. Top priority is assigned to innovative and creative teaching learning processes through workshops and project-based activities. Ideation and brain storming exercises are undertaken across different courses offered. The Incubation Centre in collaboration with TISS, Mumbai is going strong. All efforts are taken to encourage learners to explore opportunities in the social space as well. In this connection a Webinar On Social Enterprise- Journey Of Araatrika was organized for the learners to help them understand the challenges and opportunities in the social sector. The Institution boast of a vibrant Start-up Club and an IPR Cell, for young budding entrepreneurs. A catalogue of twenty-five student entrepreneurs actively involved in enterprise creation and management is ready. The Institution encourages the culture of research among learners at both post graduate as well as the undergraduate level through participation at research paper competitions and publications. The Institution has also focused on development of handy softwares for

different automation processes at teaching, evaluation, examination and administration with the involvement of both students as well as the faculty.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://www.stmirascollegepune.edu.in/images/pdf/Innovative_Eco_System_Activities_2020_Photos.pdf

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	View File
List of workshops/seminars conducted during the year	View File
Any additional information	View File

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	**C. Any 2 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	View File
Any additional information	View File

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

15

File Description	Documents
URL to the research page on HEI website	https://www.stmirascollegepune.edu.in/research.php
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	View File

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

04

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

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

02

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://www.stmirascollegepune.edu.in/images/pdf/3.4.4_Number_of_Book_Chapters_Addi_Info_for_Upload.pdf

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

0

File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	View File

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

0

File Description	Documents
Bibiliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	View File

3.5 - Consultancy

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

0.012

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	View File
Any additional information	View File

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

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	View File
List of facilities and staff available for undertaking consultancy	View File
Any additional information	View File

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

3.6.1- Extension 2020-21

Learning process at St. Mira's has focussed on developing sensitive viewpoint among students towards community and social issues. It involves making them aware of challenges we face as a society like gender inequality, environmental degradation or social disparities. We aim at creating proactive individuals who are not just aware of community issues but also are committed to give back to the society.

In last three years, we have developed sustained association with non-governmental organizations and institutions committed to bring positive social change. These are organizations working in the areas such as women's empowerment, child rights and education, water conservation and animal rights. This affiliation has been mutually beneficial to both the parties. It has provided opportunities to our students to participate in social activities and get direct field-based experience and insights from the actual context. The voluntary work which our students have offered has in turn helped the organizations in conducting their activities.

Various awareness programmes have been conducted by various departments wherein the social awareness skill has been enhanced and helped our students to be empathic and appreciative of the various benefits they enjoy from the society.

The college also focuses on activities and programmes to be

conducted on the occasion of various days of National and International importance. The college celebrates the Constitution Day, National Youth Day and the Gandhi Jayanti. The department also sensitises students to various issues with activities conducted on Hiroshima-Nagasaki Day as well as the Human Rights Day.

One of the important aspects of learning at St. Mira's is value-based education. It is very fulfilling to see that our students have put into practice the priceless teachings of our beloved Dada J. P. Vaswani. They have formed 'The Animal Rescue Group' with the purpose of nurturing, healing and protecting stray animals. The motto of this group is 'love, compassion and kindness, and they visualize to cultivate an increased awareness towards animals in our society.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/3.6.1-Add_info_aqar_2020-21.pdf

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

0

File Description	Documents
Number of awards for extension activities in during the year	[View File](#)
e-copy of the award letters	[View File](#)
Any additional information	[View File](#)

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)

07

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

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

398

File Description	Documents
Reports of the events	View File
Any additional information	View File

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

96

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

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)

05

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The institution fulfills the minimum Conditions and Procedures for establishment and maintenance of infrastructure.

The college has following infrastructural resources:

Classrooms: The college has 40 classrooms with adequate ventilation and seating furniture.

Laboratories : The existing 7 laboratories are fully equipped with equipment and computers for conduct of practicals of designated courses and have power backup.

- The Computer Labs have the updated versions of operating systems and softwares with internet facilities, printers, servers and LCD Projectors.
- The Electronics Lab is well equipped with Electronic kits and Educational charts.
- One Psychology Lab is well equipped with one smart-board and 11 equipment and 20 psychological tests.
- One English Language Lab has computers for suitable usage.

Library facility - The library has adequate storage and furniture for reference-work spread across 2 floors with 59115 books, 9 Journals, 3 Databases, 3187 CD/DVDs, 1 NLIST, computers.

The College has 3 Seminar halls:

- An Auditorium and Audio Visual room has LCD Projector used for academic and cultural activities.
- A Sanctuary hall for value education sessions duly equipped with a computer and LCD projector.

The entire college premises are monitored using CCTV cameras and has appropriate power backup.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/4.4.2_all_policies.pdf

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

Sport Facilities:

- **Basketball court- A movable basketball cemented half court of size 20x 16 metres which was established in the year 2015-16**
- **Volley Ball Court - size 18 x 9 metres**
- **Kabaddi Ground - size 13 x 8 metres**
- **Athletics 50 x 5 metres straight track**
- **Long Jump pit of 9 x 3 metres.**
- **We have 3 cemented rings of diameter 2.25 metre for throwing events.**
- **Tennis Court/ Badminton Court -We have 2 cemented rings of size 13 x 6 metres.**

- **GYM is of Size 12 x 6 metres on college ground with cardio machines, a rowing machine, station multi-gym, Cross-Over machine, Swiss-ball, weight-plates, etc.**
- **Table Tennis Table -We have a moveable Table Tennis Table of size 2.74 x1.52.5 metre.**
- **Yoga training is conducted in the Sanctuary Hall which was established on 25 th November 1979 with an area of 3360 sq ft.**

The auditorium was established on 1st August 1983, area - 6000 sq ft with a seating capacity of 500, with advanced sound system, LCD projector and screen. It has cushioned chairs and an attached dressing room.

An audio visual hall established in 2007-08 with area 3360 sq ft and a seating capacity of 200.

File Description	Documents
Geotagged pictures	[View File]()
Upload any additional information	[View File]()
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/Maintenance_and_Utilisation_Policy.pdf

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

41

File Description	Documents
Upload any additional information	[View File](#)
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[View File](#)

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

267163

File Description	Documents
Upload audited utilization statements	[View File](#)
Details of Expenditure, excluding salary, during the years	[View File](#)
Any additional information	[View File](#)

4.2 - Library as a Learning Resource

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

SLIM21 is a Pune basedsoftware developed and maintained by Algorhythms Consultants Pvt. Ltd.This software supports standards like MARC XML, MARC HTML, Dublin Code formats for cataloguing. The Library is using Colon classification for organization of the reading material. The important functions are :

Cataloguing Module –Along with Author, Title, Publication and pagination, software has the provision for entering trendy and useful information including- Book Summaries, Table of Contents, Key-words, and Cover Page images of books. This also allows generation of Accession Register and other reports.

Circulation Module- This module allows creating Lending Policy and Issuing Rules, Borrowers Categories, Memberships, Carrel Issue (Material consultation in the library),'Book Bank' and 'Scholar Card Facility' (5 Meritorious Students from each class) Variety of circulation reports and barcodes are generated.

WebOPAC : Web based Online Public Access Catalogue is up to date

which provides broader and advance search for specific fields. All items show the circulation status. Existence of Book Covers, QR codes make the display trendy and useful. Google Preview facility is also embedded.

The Library is using open source software-DSpace for archiving and accessing its digital resources on LAN. whichinclude -Syllabus, Previous Years' Question Papers, Audio contents for Divayang students.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://114.143.146.202/w27/w27SimpleSearch.aspx

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	View File
Upload any additional information	View File

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

4.87645

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

4.2.4 - 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

29

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

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

The Institution has a well drafted IT policy which is applicable to all Teaching/Non Teaching Faculties and students.

IT facilities :

- 14 Classrooms/Labs with LCD projectors for IT enabled teaching and learning. All computers in the labs as well as in administrative blocks and library are inter-connected with LAN.
- College has AMC's for maintenance of all IT equipment, both hardware and software.
- IT related updations are done by the purchase committee with 3 quotations obtained from different vendors.

The staff and students are conveyed aboutthe list of offences related liability while using college IT facilities like:

1. Tampering with computersource documents, records & developed softwares.
2. Hacking with a computer system.
3. Usage of the password, digital signature or other unique identification of another person.
4. Acts of cyber terrorism.
5. Downloading of illegal software.
6. Attachment of any device that could bring viruses or damage to college computers.
7. Installation of software in college computers without permission.
8. Usage of computer peripherals (printers, scanners etc.) for personal work.

9. **Photography of any material from the college computers, particularly during online exams, practicals & practical examinations.**

To secure the college network, a firewalldevice is used. and antivirus software 'Quick heal' is installed in all devices.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/IT_policy_2017-2022.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2283	179

File Description	Documents
Upload any additional information	[View File](#)

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	A. ?50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	[View File](#)
Upload any additional information	[View File](#)

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	E. None of the above

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/nill_report.pdf
List of facilities for e-content development (Data Template)	[View File](#)

4.4 - Maintenance of Campus Infrastructure

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

851790

File Description	Documents
Audited statements of accounts	[View File](#)
Upload any additional information	[View File](#)

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.

Systems and procedures for maintaining and utilizing physical, academic and support facilities are established through the policies.

For Maintenance of IT facilities, a computer technician is available on campus throughout the working hours and proper maintenance and up gradation is ensured. The lab assistants maintain complete records of the lab activity.

A Biometric verification is done for the all staff attendance on a daily basis.

For availing library facility, students and staff need to register with the library for membership by presenting the Fee Receipt and Appointment Order respectively. Student Membership is renewed annually. The members have access to E-resources under NLIST and EBSCO Databases.

Special services are available to Divyaang such as provision of free Braille Papers, readers, writers, personal assistance and reserved

seating arrangement.

For Sports students: A Free medical check-up, free nutritious breakfast (Protein powder), vitamins, travelling and refreshment allowances during matches, T-shirts and tracksuits are provided to students participating in inter college/university/state /national level sports.

In the backdrop of COVID pandemic, the support staff sanitize the classrooms and other facilities on campus. Regular Pest control is conducted for a safe environment.

Entire college is monitored using installed CCTV cameras.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/4.4.2_all_policies.pdf

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

116

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

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

135

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

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	https://www.stmirascollegepune.edu.in/images/pdf/5.1.3_Capacity_development_and_skills.pdf
Details of capability development and schemes	View File
Any additional information	View File

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

`1619`

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

5.1.5 - The institution 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	`B. Any 3 of the above`

redressal of grievances through appropriate committees

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	View File
Upload any additional information	View File

5.2 - Student Progression

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

88

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education

161

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	View File

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

05

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

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

05

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

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

Student Council members play a vital role in making the campus life of students vibrant through their active involvement in Administrative, Academic and Cultural activities. Students are members of various college level committees. They plan, organise and execute various events, college workshops, webinars, competitions and sports related activities. The Grievance Redressal Committee takes inputs from students frequently. Students are actively involved in conceptualising, communicating the theme of the college magazine to stakeholders and collecting theme specific articles, editing and co-ordinating with the printer, designing the layout and the final proofreading for the magazine. Students also take charge of various club activities all-round the year under clubs like the Theatre Club, LitWits, JnK, Green Club. Members of the Student Council are involved in the organisation of CWE activities like the Mira Bazaar. Students organise and participate in webinars, quizzes, competitions and events both at college and inter college level. This year the Council hosted Baazigar 2021- Let The Games Begin. It was a 3-day event which included games and competitions like Hasee Toh Phasee, Dum Laga ke Haisha, Golmaal, Can-Waah, MasterChef Mira's and Da-baang. The council also contributed to the organisation of a well-crafted farewell programme for the Principal Dr.Gulshan Gidwani.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.stmirascollegepune.edu.in/college-activities-20-21.php

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

20

File Description	Documents
Report of the event	[View File](#)
List of sports and cultural events / competitions organised per year	[View File](#)
Upload any additional information	[View File](#)

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 the college hosted several interactive activities which benefitted students immensely. AnInteractive Webinar on 'Entrepreneurship for Tomorrow' was conducted by esteemed alumni Dr. Sunita Adhav, Ms. Kirti Singh and Ms. Mihika Bhanot for the outgoing batch of 2019-20. A donation of Rs. 22,000/-was made to the NGO Deep Griha Society to help students face the challenges of Covid-19. The alumni shared inspiring stories of kindness and gratitude at a Diwali event and shared Diwali selfies on social media. An Alumni Meet was organised to honour Dr. Gulshan Gidwani, Mrs. Stella Ambrose and Dr.Soniya Chavan. A virtual fundraiser called 'Dance for Relief' was hosted for Covid impacted Miraites. Alumniof the Department of English conducted a training session on online teaching for the student volunteers of 2020-21 for SOUL.Maryam Shaikh of the 2018-19 batch took 12 lectures for the MA to teach the text 'Heat and Dust'.Sushmita Jha of the 2013 BA batch guided BA students on 'How to write an article for the press'.HennashkaIsrani of MA Economics 2015 batch addressed the BA and MA Economics students on "Progression to Masters' Program, career goals, career path after a major in Economics".

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/alumni-2020-21.php

5.4.2 - Alumni's financial contribution during the year   E. <2 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The IQAC in consultation with the different departments and committees has in place an inclusive strategic plan (2017-2022). The strategic plan aligns with the Vision and Mission of the institution focusing on triple training of the head, hand and the heart.

In line with the six areas as part of the strategic plan, this year the college initiated programs like MILE- aimed towards student and faculty development. Further, the revision of SY curriculum was in line with the guidelines set for outcome based curriculum set in FY.

In order to grow into the Centre of Excellence, each and every activity of the college is decentralized. Each committee prepares their annual plans and identifying the important tasks to be focused on.

In this year too, all the faculty members adopted the Work from Home policy meticulously as per the guidelines.

Even the co-curricular and extra-curricular activities were conducted in the online mode with active participation inhouse and students from other colleges.

As a part of continuous assessment, faculty have devised innovative methods of administering the internal assessments, submissions and

their evaluations. The examination department successfully completed the process of examination with the help of customised software for online mode of examination.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	https://www.stmirascollegepune.edu.in/images/pdf/6.1.1 Vision & Mission Statement.png

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

Ministry of Education (MOE) initiative on Innovation, Entrepreneurship and IPR

The college, under the aegis of CWE, established the Institution Innovation Council(IIC), MOE, GOI that aims to encourage a large number of faculty, students to engage in various innovation and entrepreneurship related activities such as Ideation, Problem solving, Design Thinking, IPR, social entrepreneurship, Pre-incubation/Incubation stage, etc. The IIC platform provides networking and collaborative opportunities with startups, legal experts and government officials that has helped in the establishing and stabilizing the innovation and entrepreneurship ecosystem in the college. This has given plethora of opportunities for the students and faculty to explore opportunities in entrepreneurship related activities.

IIC model is unique and distinct as it integrates the functionalities of flexible calendar activities, scoring and reward system, decentralizing operation with division of work, progress monitoring and incentive mechanisms in coordinated manner through a robust digital platform.

Members representation is from teaching, non-teaching staff, students, external experts and alumni. The faculty members and students are nominated for the various roles like President, Vice President, IPR Coordinator, Start Up Coordinator, Social media coordinator etc. Each role has clear cut responsibilities as laid down by the IIC guidelines. This ensures decentralization and participative management.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/images/pdf/6.1.2_Link_for_Additional_information.pdf

6.2 - Strategy Development and Deployment

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

In line with the area related to initiating and strengthening community outreach program during covid, the student of the college actively initiated the Covid Resources Students' Association (CRSA,2020-21) and participated in a special campaign called 'India Heal'.

The CRSA initiative was started by Taarini Das, Urvi Shetty and Karuna Das, our students who came together to help India heal via Social Media which was the need of the hour.

CRSA India helped people by providing well researched and accurate verified information to fulfill their requirements for resources that helped people to spend time with their loved ones.

They have a team of enthusiastic volunteers from around the country helping them to be more, learn more and help more. In the span of 3 weeks, they have been able to help around 2,000 people around India and have decided to be there for people as long as they're needed to be.

The team of researchers collected verified data and resources from different social media platforms and websites and shared on the group. CRSA India volunteer ensures genuine data to be updated on the spreadsheet that is made available for everyone in need.

File Description	Documents
Strategic Plan and deployment documents on the website	[View File]
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/6.2.1-CRSA_%20link_for_additional_information.pdf
Upload any additional information	[View File]

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 under the supervision of the Governing body. The Governing Body is constituted as per the guidelines of UGC. Principal in Charge is the chief executive and administrator of the college who coordinates all the activities of the college in consultation with the Heads of all departments and Office Superintendent. She is supported by vice- principal, academic council having representation of head of the departments Coordinator (professional courses BBA, BCA), Controller of Examinations, Registrar and the Librarian.

The functional roles and additional responsibilities of each and every staff member is clearly defined at the beginning of the year.

For the wholesome conduct and development of the college, various other initiatives like Placement Cell, Centre for Women Entrepreneurship, Campus Sustainability Office, Student Council, Student Induction Committee and Alumni Association are functioning effectively.

Grievance Redressal System:

As regards grievance redressal, the college adopts a very fair and transparent grievance handling system. Collegiate Student Grievance Redressal Committee (CSGRC) (as per UGC regulations of 2019) Internal Complaints Committee (ICC-Sexual Harassment). Anti-Ragging Committee. Prevention of Caste-based Discrimination. Ethics and Conduct/ Disciplinary Committee. COVID-19 Related Grievances have been setup and function effectively for the benefit of the students and the staff.

File Description	Documents
Paste link to Organogram on the institution webpage	http://www.stmirascollegepune.edu.in/images/organogram.png
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/images/pdf/6.2.2 Link to Addl Information.pdf

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) Documen	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	View File

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

Welfare Measures

The college has a practice of offering support to the teaching and non-teaching staff. Encouragement is provided for their academic advancement and care is taken to ensure their wellness and enable them to optimize their true potential.

Considering the testing times due to pandemic the college ensured following facilities for its staff members:

- **Free Wi-Fi facility on campus and domain email addresses to all staff members.**
- **Free RTPCR covid testing facility for all staff.**
- **Facility for vaccination for staff members and their family**
- **Appointment of Consulting Psychologist on campus and**

- organising Mental wellbeing sessions for staff members
- Provision of Homeopathic COVID prevention medicine to all staff members at concessional rate

The other welfare measures for teaching, non-teaching and support are as follows:

- Provisions to the Support Staff by college management.
- Tokens of appreciation for retiring principal, teaching staff and support staff
- Jobs on compassionate grounds are given to family members of the non-teaching staff

In the background of Covid-a decision was taken by the management not to deduct the contribution by staff to the Staff Welfare Fund owing to financial constraints faced by the faculty.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/6.3.1_Welfare_Measures_Link_for_addl_info.pdf

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	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

02

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

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.)

15

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

Institution conducts internal and external financial audits regularly:

1. **The Institution conducts internal and external financial audits regularly. The institution also has a strong financial advisory board for Management of accounts. All daily transactions are tallied by the cashier of the college and verified by the Registrar and the Director of Mira Education movement.**

2. **For External Audit- The Management has appointedAMB & Co Chartered Accountantsas the External Auditor of the college. At the end of every financial year, annual financial statements are prepared and presented for audit. The auditors review the financial statements, documents, vouchers and bills. They check statutory payments -TDS, Professional Tax, PF, ESI remittance etc. The auditors also check Fees Receipts, disbursement of Scholarship received from Government and other agencies. The auditors verify all financial transactions and submit a detailed report of observations.Based on the**

observations given, the accountant of the college modifies the statements of accounts as required.

In addition, Specific Grants like Autonomy Grant are audited by competent authorities like UGC. Salary and Non-Salary Grants are audited by Joint Director; observations are shared and necessary actions are taken by college administration

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	[https://www.stmirascollegepune.edu.in/images/pdf/6.4.1 Additional Information.pdf](https://www.stmirascollegepune.edu.in/images/pdf/6.4.1%20Additional%20Information.pdf)

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)

0

File Description	Documents
Annual statements of accounts	[View File](#)
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	[View File](#)
Any additional information	[View File](#)

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

Strategies Employed for Resource Mobilization:

The institution seeks to mobilize government and non-government grants for the improvement of institutional infrastructure and knowledge resources and to that end prepares, vets and submits proposals to the relevant authorities.

The College has also been active in seeking funds from the UGC, the Central and State Governments, RUSA, Private funding agencies, from industry and from alumni and well-wishers.

It welcomes donations, memorial prizes and endowments from staff members, alumnae and guardians towards the prize and endowment funds. It actively solicits CSR grants for the betterment of the

institution.

We make an estimate of allocation of funds for both academic and administrative activities. The Principal as the head of institution in consultation with the finance committee prepares a budget for the financial year and monitors the effective and efficient use of financial resources.

The institution maintains a reserve corpus fund which is used as matching grants for developmental purposes.All government and non-government financial grants are utilized fully keeping in mind the best interests of the stakeholders.

In view of the pandemic situation, to support students with financial difficulties, a special initiative - 'Student Aid Program' to raise funds fromdifferent stakeholders.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/images/pdf/6.4.3_Link_for_Addl_Info..pdf

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)

- Implementation and customization of a third party exam software

A cloud based examination module was purchased and customized from the vendor,digitaledu IT solutions Pvt. Ltd.

1) Online proctoring , Screen locking feature . tracking number of screen and face violations of students during the exam which helped in minimizing malpractices .

2) Assessment Pattern creation.

3) Efficiency to create a question bank with multi-language and rich multimedia options, text editors, and images support.

4) Configurable roles and permissions.

5) Immediate reports of marks with login and logout time were generated.

- The creation of a progressive and outcome based curriculum across all the programmes offered by the college at Second year level:

- The SY syllabus was due for revision in 2021-22.
- The process of revision and restructuring of the syllabus was initiated by the IQAC and Criterion I in 2020-21 towards outcome based education.
- The Skill enhancement component (SEC) of each program meticulously planned and templates were created for documenting the same. A lot of autonomy was given to the faculty for developing their subject specific SEC.

- The faculty developed contemporary and relevant add on self paced courses to facilitate hands-on experience and practical application of concepts.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/6.5.1_Digital_edu_link_for_additional_information.pdf

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

- Example 1:

  As per the review of IQAC committee and suggestion by coordinator ofCriterion 2, Teaching plans as per NAAC guidelines were prepared whichincluded weekly distribution of syllabus along with teaching methodology andinnovative methods adopted for delivering the course content.Each HOD in discussion with her faculty members, identified a list ofdiscipline specific innovative teaching pedagogies. An

effort has been made toimplement innovative methods under the online teaching mode.The learning outcomes are clearly defined for each and every subject. Thelearning outcomes are articulated after discussions with the members of BoS,department members and the HoD. This helps in streamlining the topics to becovered and avoid repetitions. This gives clarity to the students what theyshould be able to do at the end of a course that they could not do at thebeginning.Google meet is the widely used platform for conduct of online lecturesthrough the institutional email ids. This facilitated organizing and formallydocumenting the teaching & learning process.Moodle as a Learning Management system was widely adopted by majorityfaculty across all streams for effective teaching learning. Google Classroomwas also adopted as an alternate LMS by a few faculty.

Example 2:

In view of the pandemic situation, a student centric approach was adopted inthe process of assessment and evaluation. A detailed schedule of assignmentswith dates, topics and guidelines have been spelt out clearly. This ensures thatassignments are spread out and students are not overburdened. This is plannedat the beginning of the year itself.A variety of discipline specific assignment methodologies like presentations;viva voce; problem solving, team building exercises,research projects, groupdiscussions, etc. and assessment methods is employed accordingly. Thisensures developing presentation skills, analytical skills, creative and criticalthinking; research skills and teamwork.Students having intermittent network are given extra time andflexibility in completing the assignments. Both Moodle & Google Classroomwas widely adopted by majority faculty across all streams for systematicsubmissions of assignments and tests as part of internal assessments.In the online mode students also got an opportunity to attend National level Sessions as part of their internal assignments. This give students good exposure and experience.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stmirascollegepune.edu.in/images /pdf/6.5.2_Lesson_Plan_Link_for_additional_i nformation.pdf

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	https://www.stmirascollegepune.edu.in/images /pdf/6.5.3_Link_for_additional_Info.pdf
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

1. Annual gender sensitization action plan:

To support the vision and mission the college organised sessions on Sexual Harassment at Workplace, Gender Violence and Judiciary System in India, How to start a business for girl students? Gender Championship Programme and a three month 'Undergraduate Certificate Course in Gender and Culture'.

2. Specific facilities provided for women in terms of:

Safety and Security:

For students' safety important areas are covered with CC TV cameras to avoid any kind of malpractices, ragging and other unpleasant activities.

The courses Self-defence and Commando Training was conducted in 2019-20 but could not be continued due to Covid-19.

Counselling:

Mental well-being programmes have been organised by our faculty members for dealing with the issues such depression, suicide and any other personal issues.

Common Room

The College maintains separate room for the rest and recreation among girl students. It has indoor games, chair and tables so that they can enjoy playing, chatting and rejuvenate themselves. The common room has attached washroom facilities also.

Any Other relevant information

Sanitary Pad Dispensers: Since it is a girls' college, we are providing a dispenser for the students so that in case of emergency they can get the sanitary pads.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	https://www.stmirascollegepune.edu.in/images/pdf/7.1.1_Additional_Information.pdf

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 energy conservation Use of LED bulbs/ power-efficient equipment	C. Any 2 of the above

File Description	Documents
Geotagged Photographs	[View File]()
Any other relevant information	[View File]()

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)

WASTE IDENTIFICATION - BY TYPE & SOURCE- Degradable waste-used paper, other paper items; garden leaves (dry); food waste (wet); non-degradable waste-electrical scrap, e-waste, writing stationery, used food/beverage packaging; broken glass equipment and liquid waste (laboratories), grey water (rest rooms).

SEGREGATION- collection of dry and wet waste (non-hazardous and non-sanitary) from the administrative and academic sections, sports ground, placing in bins with segregation chambers, by conservancy staff.

REDUCE- using less paper, refillable pens, advocacy against packaged food consumption, less litter/wet waste (online classes and non-operation of Canteen-COVID times); no animal dissections (Biology laboratory), analysis of soluble salts, diluting solution concentrations (qualitative/volumetric analysis), innocuous aqueous waste disposal in sink (Chemistry laboratory).

RE-USE- (waste paper stationery reuse, food left overs fed to resident dog), making newspaper bags for wrapping soiled sanitary napkins (rest rooms), rainwater harvesting (RWH) system.

REPAIR- extending product life of equipment (electrical, electronic) via repairs by staff/professionals.

RECYCLE- using authorized third-party recycler/vendor (waste paper, dry leaves, non-operational electronic equipment/buy-back option (new procurements).

DISPOSAL – home-cleaning of staff lunch boxes, segregated waste disposal (including sanitary and non-contaminated laboratory waste by conservancy staff in the PMC Garbage Van; linkage of College drainage to the main PMC sewerage system.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	[View File](#)
Geotagged photographs of the facilities	[View File](#)
Any other relevant information	[View File](#)

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

File Description	Documents
Geotagged photographs / videos of the facilities	[View File](#)
Any other relevant information	[View File](#)

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	[View File](#)
Various policy documents / decisions circulated for implementation	[View File](#)
Any other relevant documents	[View File](#)

7.1.6 - Quality audits on environment and energy 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**	**C. Any 2 of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

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

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing assistance	View File
Any other relevant information	View File

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).

The institution provides an inclusive environment for everyone and organized following activities:

1. Amor – Celebrating Love The program was a feast of melodious songs, Bollywood Dance performances, a Lavani with its regional flavour and a crisp Stand Up comedy.
2. E-merge-Let's merge electronically

This virtual program had various phases "Unlock your moves in Lockdown"; "Computer Science ke Sur"; "Hasi ke Fuware" to make everyone forget about all the hectic work and make them feel relaxed.

1. Ganesh Utsav Celebration

The digital Ganesh festival included Shankhnaad, Abhang singing, Classical dances, one act play, Atharvashisha pathan and Aarti.

1. Marathi day College celebrated Marathi Day in which participating students performed Abhang singing ,speech ,self-composed poetry presentation ,reading of Kusumagraj's poetry, Povada, Manogat, Abhiman Geet and paid homage to the mother tongue.
2. Guru Nanak Jayanti Celebration

The program gave an insight about Guru Nanak ji's teachings and a brief background of his personal life.

1. Krishna Janmashtami: The program showcased the Krishna Janam and Krishna Rasleela.
2. Mira Press- A monthly periodical which gets uploaded to the

website. There is a magazine organised by students with articles in Hindi, Marathi and English.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)

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

1. Inculcation of Values:

   Values of Patriotism are instilled in students through compulsory credit courses on Democracy, Elections and Governance and Politics G1 curriculum focussing on Constitution of India; celebration of important days like Constitution Day, Voters' Day, Republic Day and Independence Day.

   The History Department under 'Ek Bharat Shresth Bharat -Dekho Apna Desh' organized screening of webinars, viz. "An Epic Called India", "Ladakh -Explore the Unexplored", "Exploring Pondicherry French Quarter: French" to promote 'Unity in Diversity'.

   Responsible Citizenship:

   The Covid Resources Students' Association, India- worked to provide support for COVID afflicted kin of fellow students.

   80 students attended a Panel Discussion on 'Views of Swami Vivekananda and Today's Youth' as a part of the 'Yuva Sapthaha'.

   Other activities include Road Safety Awareness Campaign, Webinar on 'De-addiction from Substance Abuse' for a Nasha Mukt Bharat, Harit Shapat, as a part of the 'Maajhi Vasundhara, 2021, the College Rain-water Harvesting Project, Best out of Waste activities, Guest lecture on " Disposal of Sanitary Napkins".

17 students, part of SOUL- supported the NGO 'AASRA' to teach 17 families. A social media platform-based Orientation was conducted on Organ Donation, during the Organ Donation Awareness Week.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

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 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

A. All of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	View File

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

Events, days and festivals of national and international significance are observed and celebrated by the College. International Yoga Day was celebrated through online yoga, pranayama, meditation sessions and Physical Fitness @ Home

programme. Valedictory function of the National Youth Parliament Festival was attended on Youth Day. Constitution Day was celebrated by sharing resources on India's Indepencence. Workshops, Slogan writing for Covid-19 Awareness, were a part of Marathi Bhasha Sanvardhan Pandharwada celebrations. Highlighting historical and political reasoning and ill-effects of nuclear warfare based on short videos commemorated Nagasaki Day. International Peace Day highlighted significance of peace and contributions of peace activists. INTACH-produced short videos were screened during World Heritage Week. Two webinars showcasing Independence Day celebrations were a part of 'Ek Bharat Shreshtha Bharat – Dekho Apna Desh' initiative. Mahatma Gandhi's and Guru Nanak's birth anniversaries were celebrated by preparing videos illustrating their life and teachings. International Meatless Day and Moment of Calm were observed on the occasion of birth anniversaries of Sadhu Vaswani and Dada J.P. Vaswani. Eco-friendly Ganesh festival focused on green initiatives like Ganesh idol-making, decorations and visarjan. Life and teachings of Krishna were highlighted through dance and vocal performances.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	View File

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

Best Practice1:

1. Title: Mental Well-being Program – Integrating Promotion, Prevention and Early Intervention

2. Objectives:

- Develop multi-level integrated framework for Mental health Promotion, Prevention, and Intervention.
- Improve awareness and access to ethical and affordable mental health care for all.

3. Context:

- Integrating mental health work into academic calendar with mandatory classroom awareness sessions
- Engaging key stakeholders like college administration, academic staff, and students for mental health services.
- Contextualizing the program using social-justice framework and student participation

4. Practice : There are three major arms to our mental wellbeing program: Promotion, Prevention, and Intervention.

• Mental health promotion: Online Classroom Awareness Sessions

• Prevention: Group therapy sessions, Support group sessions and Awareness sessions aim at identifying risk factors for student's mental health and enhancing protective factors like peer support, sense of trust and resilience.

• Intervention: Online individual counselling sessions that identify people displaying the early signs of a mental illness.

5. Evidence of Success: In 2019-20, 1560 students benefitted from awareness sessions, 215 students accessed counselling sessions and 410 students accessed online support group sessions during outbreak of Covid-19. 699 students attended online awareness session during 2020-21. Students reported increased awareness, reduction in stigma and rise in help seeking behaviours. This program has important policy implications indicating that integrative frameworks can lead to prevention and intervention with minimal resources.

6. Problems Encountered and Resources Required

- Need for trained and experienced mental health professionals to offer services
- Identifying students at higher risk due to gender, caste and other psychosocial disabilities
- Engaging Parents as stakeholders

7. Notes: This program uses a continuum approach to mental health and identifies students as active participants of society and not just passive recipients of the program with an intention to develop

a mental health care policy for college.

Best Practice 2:

1. Title: Centre for Women's Entrepreneurship (CWE); Educate Empower Elevate

2. Objectives - Vision Statement

CWE aims to create an environment that promotes and stimulates the spirit of entrepreneurship among the students of the College.

3. The Context : To achieve the spirit of entrepreneurship through educational programs, events, and research. Keeping the students motivated and encouraging them to explore career opportunities in entrepreneurship is need of the hour.

4. The Practice: Establishment of IIC and conducting activities as laid down by MoE. Ensuring sessions by practitioners on contemporary topics like Design Thinking, Social Entrepreneurship and organizing competitions on Ideation, Business plan preparation and conducting activities on par with Technical institutes. Also fulfilling/ complying with the uploading guidelines for events on IIC portal.

5. Evidence of Success: Establishment of the Startup Club and IPR cell, we have created a of Catalogue of 25 student entrepreneurs. They are self-employed with a steady income. CWE provides handholding support in social media marketing, TM Registrations, packaging and branding etc.

6. Problems Encountered and Resources Required : Generating funds for organizing more impactful sessions and costs of legal formalities like TM Registrations etc. Support from Alumni Network in raising funds for various initiatives will be a great leveler.

7. Notes: We need more dedicated staff focusing on organizing activities at the National level and explore other initiatives of MoE, GoI like NISP & ARIIA Ranking.

File Description	Documents
Best practices in the Institutional website	https://www.stmirascollegepune.edu.in/images/pdf/Best_Practices_for_AQAR_2020-21.pdf
Any other relevant information	https://www.stmirascollegepune.edu.in/aboutcwe20-21.php , https://www.stmirascollegepune.edu.in/mental.php

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)

St. Mira's College for Girls, has carved an exclusive identity in the area of 'inclusive education, which empowers womenwith the triple training of the Head, the Hand and the Heart. This is achieved through:

Academic Excellence- promoted, under autonomy, by a vocation-based curriculum, with an 'industry perspective', curriculum revision every three years; application-based learning, continuous evaluation, annual stakeholder feedback, global collaborations (MILE), under autonomy, for pursuit of academic excellence, and progression by our students.

Values-stakeholder emulation of ideals and values enshrined in our Patron Saint Mirabai, since we believe that the Mira ideals of Simplicity, Service, Purity and Prayer accompanied by values of truthfulness, courage, non-violence, kindness, forgiveness, sportsmanship, reverence for all life and the act of Giving, are essential for Character Building, - the true end of Education.

Conducive environment-an inclusive, unbiased and progressive learning environment, exists to enhance student self-esteem and confidence, with a pro-active Mental Well Being Programme, a flexible learning system, strong teacher-student connect (class teachers); aid to 'need-cum-merit' students; honing of the entrepreneurial spirit and self-reliance (via Centre for Women Entrepreneurship), career counselling and employment opportunities (Placement Cell); sports achievements with nutritional inputs and training.

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File Description	Documents
Appropriate link in the institutional website	https://www.stmirascollegepune.edu.in/about-us-tab.php
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

Plan of Action for 2021-22

- **Revision of appraisal policy to ensure contribution by staff to all criteria**
- **Formalization of internal control mechanism, internal audits and DVV verification**
- **Integrate Academic Internships/Field Visits/Projects as part of curriculum**
- **Initiate Employability Audit of the Syllabus by getting feedback from the industry**
- **Introduce more certificate courses**
- **Move towards blended learning**
- **Audit exam papers**
- **Conduct six monthly faculty research presentations**
- **Increase consultancy opportunities**
- **Ensure active participation in collaboration projects as interns**
- **Consolidate extension activities to focused select programs**
- **Install lecture capture system**
- **Robust follow up of student progression using Google forms**
- **Adequate and effective policies in all key areas**
- **Brand management**
- **Setting up enhanced grievance redressal mechanism on the website**