



YEARLY STATUS REPORT - 2022-2023

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 Jaya Rajagopalan

- Designation

Principal Incharge

- Does the institution function from its own campus?

Yes

- Phone No. of the Principal

02026124846

- Alternate phone No.

02026133016

- Mobile No. (Principal)

9049003771

- Registered e-mail ID (Principal)

**principalincharge@stmirascollegep
une.edu.in**

- Address

6, Koregaon Road

- 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
- Phone No.
- Mobile No:
- IQAC e-mail ID

Dr Snober Sataravala

02026124846

9823350426

iqac@stmirascollegepune.edu.in

3.Website address (Web link of the AQAR (Previous Academic Year)

<https://stmirascollegepune.edu.in/images/pdf/SelfStudyReport4thCycle.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
Cycle 4	A	3.19	2023	01/05/2023	30/04/2028

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	14/10/2004	6000000
St. Mira's College for Girls, Pune	CPE Phase II	UGC	11/01/2011	7500000
St. Mira's College for Girls, Pune	CPE Phase I	UGC	08/10/2015	7600000
St. Mira's College for Girls, Pune	Empowered Autonomous College Status	SPPU	30/06/2023	0

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 4

- 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)

Successfully submitted the SSR - 4th Cycle within the stipulated

time.

Completed the Peer Team Visit and received an A Grade with a CGPA of 3.19

Raised Rs. 12,89,546 For Student Aid

Started the Centre for Life Long Learning

Scaled the Mental Well Being Programme to include Peer Support through Rahi - a Student's Initiative

prepared the road map to implement NEP in 2023-24

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 submit SSR to NAAC	The SSR was submitted to NAAC in the stipulated time
To adhere to the academic calendar	Conducted a variety of activities like cultural, sports, important days and examinations that were planned.
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 enhance the research centre	The college has a PhD research centre in the field of Women's Studies and has conducted research activities.
To sustain student representation on academic and administrative bodies/ committees of the institution	The college forms the student council, the various clubs like Debate, Theatre, Magazine committee, SOUL- Social Online United Learning
To increase the scope of alumni	Fund raising for Student Aid

activities	
To strengthen the mentoring system	The mentoring system has been successfully sustained.
To update the faculty and encourage a continuous learning culture particularly focussing on enhancing digital teaching to build learning communities	Introduction to the ERP system, COPO mapping and Moodle.
To sustain the mental well being programme	The programme actively functions with the help of certified in house counsellors as well as the Student Club Raahi.
To introduce the new NEP curriculum keeping in mind Blooms taxonomy, mapping Course Outcomes to Programme Outcomes	The NEP Committee Meetings, BOS and Academic council meetings were conducted
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	06/06/2023

14. Was the institutional data submitted to AISHE ? Yes

- Year

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 Jaya Rajagopalan
• Designation	Principal Incharge
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	02026124846
• Alternate phone No.	02026133016
• Mobile No. (Principal)	9049003771
• Registered e-mail ID (Principal)	principalincharge@stmirascollege pune.edu.in
• Address	6, Koregaon Road
• 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 Snober Sataravala

• Phone No.	02026124846				
• Mobile No:	9823350426				
• IQAC e-mail ID	iqac@stmirascollegepune.edu.in				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://stmirascollegepune.edu.in/images/pdf/SelfStudyReport4thCycle.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
Cycle 4	A	3.19	2023	01/05/2023	30/04/2028
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	14/10/2004	6000000
St. Mira's College for Girls, Pune	CPE Phase II	UGC	11/01/2011	7500000
St. Mira's College for Girls, Pune	CPE Phase I	UGC	08/10/2015	7600000
St. Mira's College for Girls, Pune	Empowered Autonomous College Status	SPPU	30/06/2023	0

8. Provide details regarding the composition of the IQAC:

<ul style="list-style-type: none"> Upload the latest notification regarding the composition of the IQAC by the HEI 	View File	
---	---------------------------	--

9. No. of IQAC meetings held during the year

4

<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? 	Yes
--	-----

<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
--	------------------	--

10. Did IQAC receive funding from any funding agency to support its activities during the year?

No

<ul style="list-style-type: none"> If yes, mention the amount 	
--	--

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

Successfully submitted the SSR - 4th Cycle within the stipulated

time.	
Completed the Peer Team Visit and received an A Grade with a CGPA of 3.19	
Raised Rs. 12,89,546 For Student Aid	
Started the Centre for Life Long Learning	
Scaled the Mental Well Being Programme to include Peer Support through Rahi - a Student's Initiative	
prepared the road map to implement NEP in 2023-24	
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 submit SSR to NAAC	The SSR was submitted to NAAC in the stipulated time
To adhere to the academic calendar	Conducted a variety of activities like cultural, sports, important days and examinations that were planned.
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 enhance the research centre	The college has a PhD research centre in the field of Women's Studies and has conducted research activities.
To sustain student representation on academic and administrative bodies/committees of the institution	The college forms 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 Student Aid				
To strengthen the mentoring system	The mentoring system has been successfully sustained.				
To update the faculty and encourage a continuous learning culture particularly focussing on enhancing digital teaching to build learning communities	Introduction to the ERP system, COPO mapping and Moodle.				
To sustain the mental well being programme	The programme actively functions with the help of certified in house counsellors as well as the Student Club Raahi.				
To introduce the new NEP curriculum keeping in mind Blooms taxonomy, mapping Course Outcomes to Programme Outcomes	The NEP Committee Meetings, BOS and Academic council meetings were conducted				
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				
<ul style="list-style-type: none"> Name of the statutory body 					
<table border="1"> <tr> <td>Name of the statutory body</td><td>Date of meeting(s)</td></tr> <tr> <td>Governing Body</td><td>06/06/2023</td></tr> </table>		Name of the statutory body	Date of meeting(s)	Governing Body	06/06/2023
Name of the statutory body	Date of meeting(s)				
Governing Body	06/06/2023				
14.Was the institutional data submitted to AISHE ?	Yes				
<ul style="list-style-type: none"> Year 					
<table border="1"> <tr> <td>Year</td><td>Date of Submission</td></tr> <tr> <td>2021-2022</td><td>15/02/2023</td></tr> </table>		Year	Date of Submission	2021-2022	15/02/2023
Year	Date of Submission				
2021-2022	15/02/2023				

15.Multidisciplinary / interdisciplinary

•St Mira's College is the first Arts, Commerce College in Maharashtra to go in for academic autonomy (2007). •We adopted the CBCS in 2015-16 giving students flexibility to choose from a basket of courses. •At the First Year UG (NEP level 4.5) students can opt for courses across all aided streams. •We have multi and interdisciplinary choices with employability skills and capacity building (<https://naac.stmiracollegepune.edu.in/criterion-1.php>.) •Programs + Course focusing on Capacity building, employability, cross cutting, skills:.

- BA English: English for Eloquence, English for Empowerment, Living Literature, Against Discrimination, Dealing with Strife.
- BA Psychology: Introduction to Psychopathology, Psychological Disorders and Treatment, Industrial/Organizational Psychology.
- BA Sociology: Sociology of Popular Culture, Sociology of Sports, Sociology of Gender, Cinematic Sociology, Sociology of Culture and Cultural Studies, Sociology of Culture and Art, Research methodology
- BA Economics: Microscopic and macroeconomics, Public Finance, Banking
- BA General: Indian Culture and Heritage, Politics G1- Indian Polity, Politics G2- 1. International Relations and 2. Introduction to South, Asian Politics, Politics G3- Indian Political Thought
- BCom: Innovation & Entrepreneurship, Digital Marketing & content writing, Research Methodology for Business, Sustainability for Business, Decision making for Business, Marathi and Hindi
- BSc: Mathematics, Discrete Mathematics, Graph Theory, Numerical Analysis, Operations Research
- BBA: Database Administration and Data mining, Global Competencies and Personality Development, Management of Innovations and Sustainability
- BBA (CA): Financial Accounting, Digital Marketing

•Certificate and Diploma Courses:

- 1.Certificate Course in Stock Markets and Investment
- 2.PG Diploma Course in Clinical Music Therapy
- 3.PGD Mindfulness based Counselling
- 4.PG Diploma in Dance Movement Therapy
- 5.Certificate Course in Quantitative Economics
- 6.Certificate Course in Disability: Awareness and Inclusion
- 7.Certificate Course in School Counselling
- 8.Certificate Course in Gender and Culture

•MILE is Mira International Learning Exchange: A Centre for Virtual Collaboration: students obtain a global experience doing interdisciplinary courses with students abroad through synchronous and asynchronous lectures. (<http://www.stmiracollegepune.edu.in/mile.php>)

- Interdisciplinary research: Interdisciplinary seminars are conducted eg: between Economics, Political Science and Public Administration and History Department
- Interdisciplinary lectures: The Psychology Department takes lectures with the BBA on institutional

psychology. • Interdisciplinary field trips and projects eg: Jaipur Literature Festival.

16. Academic bank of credits (ABC):

St Mira's College adopted the CBCS ie Choice Based Credit System as far back as 2015-16 thus students are already oriented towards the credit system where the 3 year degree program requires 132 credits to graduate. • The college successfully registered 15 programmes with the Academic Bank of Credits via the National Academic Depository. • Orientation of students about ABC • Registration of all students with the ABC. completed • Equivalence Policy for Lateral Transfers: To further ensure flexibility and multiple entry and exits the college introduced and implemented an Equivalence Policy for students coming from other institutions or returning after a gap period. • Under this policy admission to the following programmes have been given : BCom 5 students, BA 1 student, BBA 2 students, BCA 3 students, BSc 1 students. Total 12 students • Self-paced courses: Democracy 233 students, Personality Development 127 students, Sanctuary 18 students, IBM Skill Build 816 students, Total 1,194 students • MOOCs and SWAYAM 2020-2021_23 MOOCs taken by 26 students, 2021-2022_11 MOOCs taken by 12 students, 2022-2023_20 MOOCs taken by 23 students. Total 61 students • Peer Assisted Learning System (PALS): known as SOUL_ St Mira's College Third and Second Year BA students (14) taught St Mira's College First Year students (14)_total 28 students. St Mira's College Students (15) taught Students in village Ambral (15) total 30 students. St Mira's College students (12+11) taught students at Aasra (12+11), total 46 students. Total 66 students participated in PALS. • Flipped classrooms on MOODLE • Value Added Courses 1. Democracy, Election and Governance 2. Personality & Soft Skills Development 3. Value Based Education 4. Quantitative Aptitude 5. Credit/Certificate Course in Quantitative Economics 6. MILE-Chemistry in Sports 7. MILE-Angels and Demons- Cancel Culture 8. MILE-Art and Inequality 9. MILE-Deconstructing Colonialism 10. MILE- Explorations of Choice in Context: II 11. MILE-Issues of Identity in India and US 12. Certificate Course in Music Therapy 13. Foundation Course in Buddhist Psychology 14. Yoga (PG students) 15. Cyber Security (PG students) 16. Human Rights (PG students) 17. Introduction to Indian Constitution (PG students) • Certificate and Diploma courses. Future plans: • A Centre for Lifelong Learning is to be instituted to provide students with skill based professional courses. • Introduction of new programmes

17. Skill development:

Keeping in mind the National Skills Qualifications Framework (NSQF) the college introduced Skill Enhancement Components in the syllabi across all streams. •BA English: Theatre, Editing, Content Writing, Research, (PALS) SOUL: Social Online United Learning •BA Sociology: Gender Studies, Gerontological care, NGO skills, Research, Social Audit •BA Psychology: Mental Health Assessment & Evaluations, Designing & Evaluating Training Systems, Statistics in Behavioral Sciences, Embodied Listening, Mindfulness & ACT •BA Economics: Research skills and data skills, Business Management and Event Management •BCom: Communication for Business, Data Analytics •BSc: Quantitative Aptitude Credit course •BBA: Foreign Language – German, Analysis & Presentation of Data •BBA (CA): Personality & Soft Skills Development •PG Courses-Cyber Security and Information security, Soft skills, Latex and Scilab. •Internships have been incorporated in the curriculum. 30 MOU's signed with the industries help in internships leading to placement. •College clubs: Debate Club, Theatre Club, Culture Club- Kalarambh, Litwits, Miranomics, Green Club •Activities: organised by the students varying from dance performances, inter college fests and cultural day celebrations all leading to the holistic development of our students. In addition the college conducts a number of activities to help students master skills like debating, Moot court, quizzes etc •Student Council hones students' leadership skills. •CWE ie Centre for Women Entrepreneurship conducts a number of activities and mentors students to become young entrepreneurs. •The Placement Cell also conducts activities to train students for job interviews, CV Writing etc. •Soft skills week-long workshops for all final year students also further trains students in the various skills required at the work place. •Post Graduate Diploma and Certificate Courses: Dance Movement Therapy, Clinical Music Therapy, Mindfulness Based Counselling, BSE Certification course, Organisational Behaviour. •Value Added Courses: Quantitative Aptitude, Counselling, Introduction Course for Civil Service Exams, Latex, Scilab, Embroidery, Self Defence, Civil Commando Training •Communications Skills: subsidized courses in Spoken English along with free use of the Language Lab to improve their communication skills. •Guest Lectures and Workshops by professionals working in the industry are organised. •Future Plans: The college wishes to establish A Centre for Lifelong Learning which will conduct Skill Based Certificate Courses open to students of all age groups throughout the year. Courses like Hair Colour, Product Packaging and Design, Journalism are on the anvil.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language,

culture, using online course)

Experiential Learning: Sanctuary: •Every morning from 8:30 am to 9:00 am the entire college gathers in the Sanctuary Hall.
•Sanctuary begins with the chanting of the Saraswati Vandana followed by Bhajans. •It is an inclusive space and songs from all faiths are sung here. •Students chant the Gayatri Mantra •Do Yoga •Meditate under the guidance of a Brahma Kumari •Sing Kirtans •Listen to discourses by faculty members and students in all languages including Hindi and Marathi. **Philosophical Lectures and Bhajans:** at the Sadhu Vaswani Mission: The students perform and listen to the most beautiful bhajans and philosophical lectures on Indian values from our spiritual fathers Sadhu and Dada Vaswani. The Rath Yatra is an annual event where students march through the city advocating vegetarianism.

Curriculum based: •Translation exercises •Study of biographies of Indian Saints • Study of Mahabharata •Implication of Indian Culture on International Economic Environment •Cultural tourism (getting to know cultural diversity) •Study of Indian Crafts •Sindhi Language •Cultural festivals include Indian classical dance and stage performances •Conduct of Declamation Competition both in Marathi and Hindi •Anjali Geet Competition: Songs in Sindhi and Hindi •Commemoration of different National events and happenings •All lectures are recorded and available on the LMS MOODLE for students to access free of additional cost. •Modern Indian Language Courses (MIL): are compulsory for all students. The Hindi and Marathi MIL courses are practical based. •Culture Club Kalarambh: organizes a number of cultural programmes giving students the opportunity to perform on stage eg: Krishna Janmashtami drama, Bharatnatyam dances during the Ganesh Festival. Students sing bhajans at the Sadhu Vaswani Mission and every year put up 2 performances of Dada Leela using various folk forms like Powada and Qawali. •Value Added Course: eg: Kathak •MIRAcles the College Magazine: has both a Hindi and Marathi section. •Marathi Divas is celebrated on 27th February with a grand cultural programmed showcasing the folk dances of Maharashtra •Marathi Bhasha Sanvardhan Pandharwada: 15 days of activities including workshops, guest lectures and competitions •Hindi Bhasha Divas on 14th September is celebrated for a week with exhibtions, dramatic performances, poster, poetry and essay competitions including a play on the Ramayan. •The Library exhibits books in Hindi and Marathi.

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

Introduced OBE in 2020 however it was integrated into the syllabi

even prior to that due to the implementation of Autonomy as far back as in 2007. Our generic graduate outcomes are:

- PO1- Academic competence :the aim is to set the bar high and teach contemporary syllabi without compromising rigour and developing strong academic foundations.
- PO2- Personal , Behavioural and Skill based Competence: the course must focus on skill development leading to employability whilst simultaneously encouraging students to grow into young adults capable of functioning in a healthy respectful manner building constructive communities.
- PO3 - Ethical, Moral and Social Competence and Sensibilities: The moral quotient is integral to the Mira's educational experience. Under each Programme Outcome there are the following sub-outcomes: Eg: •Academic Competence- 1.1 Disciplinary Knowledge, 1.2 Professional Skills, 1.3 Application of Skills to chosen specialization, 1.4 Experiential Learning & Critical Thinking, 1.5 Application to Psychology related Problems, 1.6 Knowledge of e-resources & social media, 1.7 Skills in scientific writing & effective presentation skills, 1.8 Critical evaluation of theoretical approaches. Here is a link to all our POs, PSO's and CO's <https://naac.stmiracollegepune.edu.in/ppc.php>. Our outcomes ensure the shift from teacher centric to learner centric and from passive to participatory pedagogy.
- Learning assessment is continuous and mapped to the outcomes to assess their attainment.
- Creative assignments using Bloom's Taxonomy are set along with rubrics keeping in mind that there are different levels of learning. Assignments include writing the script of a video game, diary entries etc. The Evaluation methodology is mapped and employs key terms from Bloom's Taxonomy: Knowledge- Remember; Understand, Apply, Analyze, Evaluate, and Create.
- Feedback: The syllabus is designed and then later revised by taking feedback from all stakeholders ie the students, their parents and the industry to ensure that the outcomes are relevant to employability.
- Mapping of COs to POs and attainment: •All courses have outcomes and undergo feedback and assessment to map the attainment of the outcomes.
- The preliminary steps of mapping the course outcomes to the program specific outcomes and the program outcomes has been completed.
- Course outcomes tested in the assignments have been identified.
- Feedback has been collected.
- Based on the pass fail report the attainment has been calculated.
- The ERP Studium has also been used to calculate the attainment by drawing upon all this data, starting with the PG Programs. The final and most important outcome is the progression and placement of our students making them independent and self-reliant young citizens of the nation. Other outcomes have been an increase in student research, entrepreneurs and social outreach.

Preparation for NEP: • Faculty attended workshops organised by RUSA, Savitribai Phule Pune University etc • Formation of NEP committee • Training of syllabus by experts like Prof Gaikwad • Meeting to ensure DSC, DSE, GE, Majors and Minors correctly mapped

20.Distance education/online education:

St Mira's College recognizes that different students from diverse backgrounds experience their own unique challenges. Some students manage the home, work to support their families and live a distance from the college. It is very important to the college that every student taking admission in the college has access to lectures and a top class education. Online Education: • Lectures, notes, texts etc are made available on MOODLE, the learning management system of the college.

(<https://stmirascollegepune.edu.in/moodle/>) • In addition, faculty use Google Classroom, WhatsApp and email to ensure equal access to knowledge by all students including those unable to attend college on a regular basis. • Lectures are conducted in the flipped classroom mode and hybrid mode as well using digital tools like Flipgrid, Slack and Padlet. Both synchronous and asynchronous lectures take place. • Students are encouraged to obtain additional credits by enrolling for courses on SWAYAM and receive credits for them. MILE: A good practice: • St Mira's evolved its own unique centre for distance learning known as MILE: A Centre for Virtual Collaboration. • Faculty at St Mira's collaborated with colleges all over the world to conduct shared courses which take place both synchronously as well as asynchronously. • The students from the collaborating colleges meet, discuss and do assignments and presentations together in the digital world. • St Mira's is part of COIL Connect for Virtual Collaborations (<https://coilconnect.org/>) which helps colleges across the world connect for online distance education at a global level. Digital guest lectures with faculty across the nation and the globe have been successfully conducted using Zoom and Google Meet. Future plans include faculty creating additional online courses which students can register for. Specific online professional courses like Journalism etc will be curated for The Centre for Lifelong Learning. St Mira's College for Girls has not been sanctioned distance education

Extended Profile

1.Programme

1.1

16

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 **2252**

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2 **573**

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 **2154**

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 **429**

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2 **48**

Number of full-time teachers during the year:

Extended Profile

1.Programme

1.1 16

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 2252

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2 573

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 2154

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

3.1 429

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2 48

Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
3.3	51
Number of sanctioned posts for the year:	
4.Institution	
4.1	505
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	44
Total number of Classrooms and Seminar halls	
4.3	187
Total number of computers on campus for academic purposes	
4.4	4523654
Total expenditure, excluding salary, during the year (INR in Lakhs):	

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

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

- The institution aims at academic excellence and holistic development, through its 16 Programmes offered in various disciplines - 9 at the UG, 6 at the PG level and 1 Ph.D. Programme in Womens' Studies.
- The autonomous status of the institution, enables a regular updation of the syllabi for all programmes, with clearly defined POs and COs.
- The Courses are designed to address the following development needs of students:

- **Local development needs:** For instance, Courses on Business Entrepreneurship, Marketing, History, etc.
- **Regional development needs:** Courses on Sociology of Maharashtra Culture and Society, Marathi, etc.
- **National development needs:** Courses on Financial Management, Income Tax, GST, Advanced Accounting, Industrial Economics, Advanced Auditing, Sociology of Education, Consumer Protection and Business Ethics, Hindi, Law, etc.
- **Global development needs:** Courses on Paradigm of Programming Languages, Design and Analysis of Algorithm, Artificial Intelligence, Web Services, Advanced Operating System, Strategic Management, Business Ethics and Professional Values, Research Methodology for Business, Introduction to Behavioural Finance, International Trade, International Finance, Sociology of Labour, Compulsory English, Business Mathematics and Statistics, Banking and Finance, History, Psychology, Graph Theory, Business Communication Skills, Value Based Education, MILE Courses, on Art and Violence and Creative Writing, etc.

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

8

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

330

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

124

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

- **Curriculum Focus:**

- Prioritized crosscutting issues:
 - Gender roles
 - Sustainable development
 - Environmental awareness
 - Business ethics
 - Personal development
- Empowering Women:
 - Fostering confident, innovative women
 - Aligning with Atma Nirbhar Bharat via the Centre for Women Entrepreneurship
- Critical Crosscutting Themes:
 - Human rights
 - Gender sensitivity
 - Citizenship training
 - National and social integration
 - Global concerns (environmental protection, feminist studies, ethical business practices)
- Ethical Foundations:
 - Integrated themes at all levels
 - Graduates as responsible citizens
- Environmental Awareness Course:
 - Undergraduate focus on eco-friendly alternatives
 - Emphasis on ethical responsibility
- Faculty of Arts Initiatives:
 - Explore gender dynamics, caste, region, religion
 - Focus on women in politics
 - Introduction of a doctoral program in Women's Studies
- Humanities and Commerce Courses:
 - Focus on sustainable development goals
 - Gender-centered development
 - Crises in development with environmental implications
 - Professional ethics, workplace skills
 - Coverage of corporate social responsibility, intellectual property rights
- Value-Based Sanctuary Course:
 - Instills human values
 - Daily opportunity for moral, ethical values
 - Promotes respect for all life forms
- Additional Courses:
 - Social Psychology
 - Constitutional values
 - Significance of cybersecurity
- Balanced Living:
 - Promotes yoga, meditation for well-being

- **NEP 2020 Alignment:**
 - **Courses matching objectives:**
 - **Social and community engagement**
 - **Emotional intelligence integration**
 - **Indian Culture and Heritage**

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

21

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

3305

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

646

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/pdf/C1 Complete Stakeholder Curriculum Feedback Analysis Report 2022-23 with graphs.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/pdf/C1 Complete Stakeholder Curriculum Feedback Analysis Report 2022-23 with graphs.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

912

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)

280

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.

1. Mechanisms for Identification and Assessment of Learning Abilities:

- **FYBA/ FYBCOM:** based on Grade 12 marks, beginners or advanced level courses offered at FYBA English.
- **Continuous Internal Assignments:** help teacher's gauge students' ability.
- **Mentoring Sessions:** teacher-mentors understand abilities, strengths and weaknesses of student-mentees.
- **Certified Counsellors:** identify and address students' learning difficulties.
- **Pass-Fail Reports:** special one-on-one sessions for backlog students.
- **SYBA/ SYBCOM:** English, Psychology, Banking, Cost and Works Accounting specialisations carry merit lists and cut-off marks.

1. Programmes/ Activities/ Opportunities for Advanced Learners:

- Advanced students guided to write and publish research

papers at seminars/ conferences and

- Advanced students are encouraged and trained to participate in the academic competitions.
- In addition, the advance learners are offered additional credit courses including interdisciplinary collaborative (virtual) learning programmes through the Mira International Learning Exchange.
- For slow learners and learners with differential needs like Marathi Medium students
- Curricula include units for all learning-levels.
- Textbooks and notes are offered online and offline.
- Video-recordings of lectures uploaded to LMS
- Extra lectures and revision
- Remedial teaching, Buddy teaching and Peer learning organised.
- Remedial English Course for the students who face the language barrier.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/c2/2.2.1_Link_for_Additinal_Inofrmation.pdf

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/07/2022	2252	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:

All departments engage in Experiential Learning through Programmes, Activities and assignments such as the "Entrepreneur

Fest", Business Skills Assignments, Assignments on Analysing Market Structures, ; Guest Lectures, seminars, webinars on contemporary issues like Davos 2023 ; Field visits to Art exhibitions, KEM Hospital, virtual Museums and the Jaipur Literary Fest. College clubs like Theatre; Debate; Magazine and Periodicals club augment creative and practical learning. Participation in activities like River Walk which involves rejuvenation of the water resources creates a meaningful perspective on the issue.

The College emphasises Participative Learning through extra credit courses including MILE; Students' seminars involving Students Research Paper writing and presentation are held the UG and PG level; Intra and Intercollegiate Fests as the Psych-ed Mela and Rap-it-Up hone organizational and management skills. Buddy teaching, Value Added Courses; Exhibitions, Guest Lectures, Lecture Series are ongoing participative activities.

Students engage with real-life problems and solutions through Lectures on Game Theory, Case Studies on Leadership; Workshops on "Peer Training Program";, Assignments on Best out of Waste; teaching English to underprivileged students in SOUL. A linking of Adhar and Voting Card was undertaken to create electoral awareness.

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://stmirascollegepune.edu.in/images/pdf/c2/2.3.1_Link_for_Add_Info_Document.pdf

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

The College campus is Wi-fi enabled with high-speed internet for online, hybrid and blended classes and for examination proctoring, accessed by all teachers. Some of the Classrooms and Labs have LCD projectors; smart boards; interactive boards for teachers to use PPTs and videos to supplement teaching. The

Computer Science, Computer Application, Electronics Lab, and Statistics Labs have computers with the required operating systems and software; internet facilities; printers; servers and LCD Projectors, well suited for software development and conducting practicals. The College Library has an online Digital Section with subscriptions to digital scholarly databases like NLIST and EBSCO HOST.

The College uses Moodle as its LMS, along with Studium for PG courses for uploading lectures as well as Google Classrooms. The LMS repositories have notes, lecture-handouts, PPTs and PDFs. Assignment briefs, submissions and grading are done through Moodle. Faculty integrate YouTube videos, documentaries, movies, public lectures, blogs, TED Talks into lectures, along with sessions from MOOCs like Swayam, Coursera, NPTEL and other Open Courseware. Microsoft and Google workspace tools- MS Office, PowerPoint, Excel, Google Forms and Drive are used by faculty use for educational activities. New-age tools such as Padlet, Flipgrid and Slack, are used also used.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://stmirascollegepune.edu.in/images/pdf/2.3.2_Additional_Information_2022-23.pdf
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

46

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

The academic calendar, a comprehensive guide to the academic year's key dates and events, undergoes collaborative preparation at the year's onset, with input from all departments. It encompasses academic, co-curricular, and extra-curricular activities. In the initial two weeks, departments devise activities, forwarding them to the Academic Calendar Coordinator. After collating this information, a consolidated document is created, ensuring a well-distributed array of activities throughout the year, offering students ample opportunities to participate.

Two calendars are fashioned: the Students' Calendar, detailing semester commencement and end, administration and academic department activities, admission processes, examination specifics, annual plans with the parent institute, Sadhu Vaswani Mission, NSS department activities, library orientation, social service initiatives, festivals, and important days; and the Institutional Calendar, outlining admission and examination dates, holidays, and co-curricular and extra-curricular activities.

Teachers craft teaching plans specifying monthly syllabus distribution and assignment details, approved through review by the Head of Departments via Committee Criterion 2.

A meticulous adherence system monitors all activities. The coordinator submits Form A detailing planned activities to the IQAC. An annual Form A collation reviews adherence and addresses issues. Typically, departments comply, notifying the committee of any alterations, often due to speaker availability, educational visits, or new student initiatives.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

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

17

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)

13.70

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

34.38

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

1

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

The IT integration and reforms has improved the accuracy, reproducibility, time-management, and repository capacity of the examination management system. Reforms in examination include following domains:

A. Exam Procedures and processes-

- Orientation for students on evaluation methodology.
- Display of examforms, timetable and Halltickets on website
- Question paper setting notification emailed to faculty prior to examination.
- Three sets of Question papers set by the subject experts verified by the COE followed by upload in paper picker software.
- Printing of question papers one day prior to examination using the Question paper picker software which randomly selects one question paper set.
- High-speed printing machinery.
- Customised examination timings, provision of writers for Divyangjan students.

B. Processes Integrating IT and reforms -

- Automated uploading of the marks in system.
- Display of Examination Pass -fail report on website and emailed to teachers.
- Marksheets printed with QRcode and student photograph.
- Exclusive, Password- protected Wi-Fi connectivity.

C. Continuous Internal assessment system-

Being autonomous college, 40 % marks allocated for internal assessment and 60 % End Sem.

- Continuous assessment testing methods include writing, presentation of research papers at seminars, open book tests.
- Google Excel sheets for Internal results are printed, shared with students for verification.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/images/pdf/c2/Studium_data_for_upload.pdf

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 formal Programme Outcomes (POs) are the bedrock for Programme Specific Outcomes (PSOs) and Course Outcomes (COs) in each department, translating the college's vision and mission into tangible abilities and competencies. These outcomes, merging theory and skills, are measurable and linked to evaluation, with a focus on PSOs and COs during syllabi setting.

Institute-adopted POs encompass Academic Competence, Personal, Behavioral, and Skill-based Competence, and Ethical, Moral, and Social Competence, integrated into curricula alongside employability and entrepreneurship skills.

These are integrated into the curricula along with employability and entrepreneurship skills.

To communicate POs and COs to teachers and students, UG and PG, the mechanisms followed are:

- POs and Cos displayed on the website
- Hard copies of Syllabi and Learning Outcomes maintained in individual departments and the college library
- Syllabi uploaded to Moodle LMS.
- Learning outcomes communicated to teachers at IQAC and College Committee meetings
- Incoming students are apprised of the objectives and expected outcomes in the compulsory Orientation- Student Induction Programme.
- Students provided with detailed syllabi and course outcomes in each course with the assessment strategy for each in introductory lectures
- Workshops at the college level are conducted for developing of POs and COs

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

The fulfillment of Program Outcomes (POs) and Program Specific Outcomes (PSOs) is achieved through the implemented curricula, with Course Outcomes (COs) specified for each course and mapped to POs and PSOs. The clear mapping of Programme Outcomes, Course Outcomes, and Evaluation Methodology is established during syllabi formation for all programs.

Assessment, Evaluation, and Measurement methods for POs/PSOs can be broadly categorized into Direct Assessment Methods and Indirect Assessment Methods. Direct methods incorporate two internal assessments and one end-semester external assessment. Various assessment tools such as Online Written Tests, Offline Closed and Open book Tests, Quizzes, MCQs, Field Assignments, Laboratory Assignments, Presentations, Projects, Seminars, and Vivas are employed in continuous internal assessment. Rubrics with multiple competencies ensure fair evaluations, keeping COs in focus due to their prior mapping to POs.

Question papers undergo scrutiny by Department Heads and the Exam Committee, with Performance Analysis reports indicating outcome attainment levels.

Indirect Assessment methods include Alumni Feedback, Exit Survey, and Employer Feedback, providing insights into real-world PO attainment. Successful Placement Records and Higher Education achievements also serve as additional evidence for the attainment of POs and COs

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/images/pdf/c2/ATTAINMENT_MEASUREMENT.pdf

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

573

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://stmirascollegepune.edu.in/images/pdf/2.6.3_COE_report.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/feedback-analysis.php>

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 the 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 focused 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.

The Research Policy 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 and at the same time confirm to ethical conduct of research.

In keeping with the objectives of the Research Policy, published faculty research has covered many contemporary and socially relevant issues; integrated research methodology at various levels of curricula both at the under-graduate and post-graduate levels, across disciplines; faculty members are recognized as research guides by the affiliating university; research projects funded by national level agencies; Institutions granted permission for Research Centre in Women Studies, thus aiming at creation of a conducive environment for research, promoting a scientific temper and developing a research aptitude among all the stakeholders.

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	https://naac.stmirascollegepune.edu.in/pdf/policies/Research_Policy_2021.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)

NIL

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)

01

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

01

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/images/pdf/Research_Project_2022.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

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

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://www.icssr.org/
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 for Girls focuses on holistic development of our learners to become self-reliant across professions.
- The 'Institutions Innovation Council (IIC)' along with the Centre for Women Entrepreneurship (CWE) has created an ecosystem fostering student development. The CWE includes Start up Club, and IPR Cell and an Incubation Cell as part of MoU with TISS, Mumbai.
- The Institution's Innovation Council (IIC) has received an establishment certificate from the Ministry of Education (MoE), Government of India.
- CWE has been awarded a certificate in 2018 by SPPU- Centre for Innovation, Incubation & Linkages (CIIL) for establishing Innovation & Start-up Cell on campus. CWE has also set up a REDC in the college from 2020.
- Mira Bazar is a flagship annual entrepreneurial event of CWE aimed at giving hands-on experience on business and

entrepreneurship to the students and to showcase their entrepreneurial skills.

- As an outcome of dialogues with budding entrepreneurs, stories of successful entrepreneurs from Mira's are chronicled in the Coffee Table book- "ZENITH"- 'Inspiring Studentpreneurial Journeys' in March 2022.
- Student Research is a priority and ecosystem has been developed to encourage the same. Student participation in research paper presentation and competition has brought laurels to our college.
- Besides, every effort is made towards development of IKS with relevant activities and workshops.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/aboutcwe.php

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

14

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

A. All 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

08

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

19

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

08

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/1_4_3.4.4_2021_DVV_BOOK_CHAPTERS.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
Bibliometrics 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)

0.075

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

St. Mira's College for Girls actively promotes compassionate and socially responsible individuals through various initiatives. These efforts empower students to contribute to societal betterment and environmental preservation, reflecting the college's commitment to holistic development.

- 1. SOUL Program: A four-week initiative where volunteers educate and empower underprivileged children, fostering knowledge and community responsibility.**
- 2. Social Service activities- All classes participate in**

social service activities planned during August and November every year. This includes students contributing money and essential items to various organisations as well as spending time with senior citizens, under privileged and disadvantaged sections of the population.

3. Nurturing Citizenship and democratic values- The college collaborates with the Election Commission to link Election IDs with Aadhaar cards, streamlining the electoral process and government service access for students. An awareness campaign and educational sessions increased linked IDs, improving voter turnout and government service accessibility for students.
4. Environment sustainability with Jeevitnadi Foundation- The College and Jeevitnadi Foundation team up to restore and preserve rivers through clean-ups, afforestation, and awareness campaigns, instilling environmental stewardship in students. This fosters students' active contributions to societal betterment and environmental preservation, reflecting the college's commitment to positive societal change.
5. NSS- NSS activities demonstrate dedication to community development and social responsibility through blood donation, healthcare check-ups, cleanliness drives, environmental conservation, literacy programs, social awareness campaigns, and skill development for marginalized communities, fostering social responsibility, empathy, and leadership in students while enhancing local well-being.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/3.6.1_additonal_info_2022-23with_stamp.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)

31

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

825

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

58

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)

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.

St. Mira's College for Girls fulfils the Conditions and Procedures for establishment and maintenance of infrastructure. The teaching-learning processes include ICT in the form of Video-Conferencing, LCD presentations with the help of efficient internet connectivity. All departments of the college are well equipped with adequate furniture, equipment and books.

Available infrastructural resources:

Classrooms: The college has 40 classrooms with adequate ventilation and seating furniture, out of which 9 classrooms are equipped with LCD projectors.

Laboratories: The existing 7 laboratories are fully equipped with equipment and 165 computers with power backup for conducting practical courses. Various labs like Electronics, Psychology and Language lab use tests, kits and computers to provide subject related practical solutions.

Cultural Facilities:

3 Audio Visual halls equipped with LCD projector and sound system:

A well-equipped state of the art auditorium with 500 seating capacity and an Audio-visual room with 200 seating capacity is widely used by faculty and students for cultural and academic

activities. A large Sanctuary Hall on ground floor is used for value education sessions and yoga practice.

Sports:

College provides both Indoor and Outdoor sports facilities like Basketball court, Volleyball Court, Kabaddi Ground, Athletics straight track etc and a gymnasium for indoor sports.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/4.1.1 Cover page ADD INFO-link.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.)

The St. Mira's College has a beautiful campus spread over around 3 acres that is suitable for both indoor and outdoor games. Students are also encouraged to participate in the different cultural activities and they are awarded and rewarded accordingly.

College provides following Outdoor sports facilities-

Basketball court, Volleyball Court, Kabaddi Ground, Athletics 50 x 5 meters straight track, Long Jump pit, 3 cemented rings of diameter 2.25 meter for Throwing events (Shot Put, Discus, Hammer Throw) and Tennis Court/ Badminton Open Court

College provides Indoor sports facilities-

? Gymnasium

? Table Tennis Hall

? Yoga training and practice session in Sanctuary Hall.

Infrastructure for cultural facilities-

We have 3 ICT enabled halls with LCD projectors and adequate

audio & lighting systems.

? An Auditorium was constructed and inaugurated on 1st August 1983 of an area of 6000 sq. ft with a seating capacity of 500, advanced sound system, overhead LCD projector and screen.

? An Audio-Visual Hall was established in 2007-08 with an area of 3360 sq. ft and a seating capacity of 200.

? A Sanctuary Hall was established on 25th November 1979, with an area of 3360 sq. ft. To uplift the spiritual quotient of students.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/4.1.2 3 booking SW report & Geotag.pdf

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

46

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)

17.19721

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)

1. The Library is automated with installation of Pune based popular software ILMS- SLIM21. Colon Classification Scheme is used for organisation of reading material which is supported by the software. Some of the automated important functions are as follows:

- Acquisition
- Cataloguing
- Circulation
- Serial Control
- Barcode Technology Integration
- Book cover images uploading
- Summaries
- Key-words
- Carrel Issue
- Reissuing, reserving and automated e-mail messages.

WebOPAC (Online Catalogue):<http://114.143.146.202/w27>

Accessible 24X7, enriched with feature like-

- Real-time Circulation status.
- Material location.
- Book Cover Images.
- QR Codes, Google Preview, Key words.
- Journal List.
- Login credential request form.
- Embedded links for access to EBSCO Databases, NLIST and E-journals.
- New Arrivals list.

- Use of SLIM21 Library Assistant SM21 for stock-taking process.

Other Digital facilities and services:

- Library Webpage enriched with Journal TOCs, New Arrivals, portal to online resources, etc. <https://stmirascollegepune.edu.in/library.php>
- Automated footfall capturing system.
- Digital repository
- BLOG: <https://miracollegelibrary.blogspot.com/>
- 8 desktops, WebOPAC and e-resources.
- Photocopying
- TV

1. Library subscribes to e-resources and print journals: <https://stmirascollegepune.edu.in/online-resources.php>
2. Spectrum of Library Utilization includes:

Variety of books, journals, newspapers, magazines, online resources, previous years' question papers, decoration material, spaces for lectures, exhibitions, meetings, etc.

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

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)

6.93304

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

303

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 entire campus of St. Mira's College has a Leased Line network coverage (LAN/Wi-Fi) of 50 Mbps provided by TATA Teleservices.

The college has 7 laboratories consisting of 183 computers, 3 servers and have software packages as per the curricular` needs. The software packages are upgraded regularly and also new purchases of software are encouraged for changing curriculum and industry needs.

College has a policy on IT & Usage of Computers which is applicable to all employees and students.

To secure our college IT network, firewalldevice is used that monitors incoming and outgoing network traffic and permits or blocks data packetsbased on a set of security rules.

For internal security, to protect our data from malicious attack, an antivirus software 'Quick Heal' is installed across all computers.

Our admin section is equipped with 38 computers, 5 laptops, 15 printers, 3 scanners, 4 xerox machines, 2 servers and the library with 16 computers and 1 server.

The computer science Lab computers have the Linux OS (freeware software) which gets automatic updates and windows OS with licenses which is set in auto update mode.

College has an AMC for maintenance of all IT equipment, both hardware and software.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.stmirascollegepune.edu.in/pdf/policies/5_IT_Policy.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2252	187

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. 250 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: **E. None of the above**
Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/4.3.3_e-content-link_Digital.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)

67.45652

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.

St. Mira's College follows various policies for conducting academic, physical and administrative activities daily.

Physical Facilities:

? Well maintained seminar halls are utilized to encourage extra and co-curricular activities.

? Annual Maintenance Contracts are in place to maintain all kinds of infrastructure facilities.

Academic Facilities:

? There are policies for maintaining the classrooms and Laboratories for conducting lectures and practicals.

Support Facilities:

? The College Library, spread across two floors, has some pre-decided code of conduct to be followed by staff, students of the college.

o Members can access E-resources under NLIST and EBSCO Databases- Academic Search Elite, Literary Reference Centre and Master File Elite.

o Members are responsible for the physical condition of any items checked out on their card.

o Students and staff are expected to enter their details at the entrance of the library.

o Special services are available for 'Divyaang'.

For Sports Facilities & Procedures following are the Sports Facilities Available in the college.

The college boasts of a gymnasium equipped with modern physical exercise and fitness equipment.

Training

? Students participating in different sports activities practice.

? During Physical Education lectures yoga and various fitness activities are practised.

Annual Sports day is organized every year.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.stmirascollegepune.edu.in/pdf/policies/4_Infrastructure_Utilization_and_Maintenance_Policy.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

144

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

344

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

File Description	Documents
Link to Institutional website	https://www.stmirascollegepune.edu.in/images/pdf/c5/5.1.3_links_AQAR_Capacilty_Development_2022-23.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

2361

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

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

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	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

122

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

152

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

29

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

9

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

The Student Council acts as a connecting link between the faculty and larger student community. Student Council guarantees fair representation of student interests. Student Council members play a vital role in making the campus life of students vibrant through their active involvement in 1. Administrative activities 2. Academic activities 3. Cultural activities. Student Council is involved in: The college IQAC initiatives Organisation of the activities conducted by the Centre for Women's Entrepreneurship Organisation and participation in webinars, quizzes, competitions and events both at college and inter college level. The council also contributes to the organisation of: 1. Well-crafted farewell programmes for various faculty members 2. Hosting the Annual Socials and other annual activities like Helper's Day, Ganesh Festival, Janmashtami, etc. 3. Programmes at the Sadhu Vaswani Mission and activities involving social outreach, 4. Organisation of the Student Induction Programme organised annually for the first year students 5. Partnering with the NSS in their activities of social significance such as the cleanliness drives, tree plantations, pandharichiwari, ecofriendly ganesh idol making and visarjan. 6. Celebrations of all patriotic events such as the Independence Day and Republic Day celebrations. 7. Volunteering for Alumni Association Fund Raiser Programme- Mahabharatee and Winter clothes collection. All in all, students from the backbone of all activities undertaken by the college and it is also through their sincere contributions that the college succeeds at all its endeavours.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/c5/5.3.2_STUDENT_COUNCIL_ACTIVITIES_2022-23.pdf

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

40

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

Alumni Engagement Report

The academic calendar 2022-23 began with fund raising activities where the outgoing Third Year students registered with the Alumni Association.

The Alumni Association in collaboration with VARTEMIS presented a session on exploring a career in Human Resource on 14th June 2022 to all the Third Year Students.

The next activity was Alumni Representation in Student Induction Programme on 21st July, 2022 conducted by two alumni – Ms. Rushali Belapurkar, Process Trainer, Mphasis, B.Sc, 2018, M. Sc. 2020 and Ms. Mihika Bhanot, an Image Consultant, Founder, Mihika Bhanot Image Consultancy, BBA, 2018.

To mark the completion of 60 glorious years of St. Mira's, the Alumni Association presented the Fundraiser activity, a Dance Drama "Mahabharate" on 8th October, in collaboration with Artsphere,

The Alumni Association facilitated Ms Sofiya, an alumna and employee, Vartemis conduct an orientation session on opportunities in HR field on 4th January 2023.

The Alumni Association along with "Oberoi Overseas Education" conducted an orientation session for the educational opportunities abroad on 16th March 2023. Ms Parneet Kaur, an alumna and a certified IDP/BC IELTS trainer and career counsellor along with Mr Gagandeep Singh, Director presided.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/images/pdf/5.4.2 Link For Add Info.pdf

5.4.2 - Alumni's financial contribution during the year D. 2 Lakhs - 5 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

St. Miras College for girls established in 1962, has evolved over 60 years with a very supportive board of management. All activities are aimed at the betterment of its stakeholders keeping in line with the vision and mission of the college.

The college has an inclusive internal organizational structure in the form of Statutory Committees and Non -Statutory Committees that ensure seamless functioning of academic and non-academic activities.

All activities are steered through various College Committees which cater to diverse goals in line with the perspective plan of the institution.

The regular practice of the governance followed is Decentralised and Participative that ensures that adequate information is available for review and plan of action. Faculty and students participation in the decision making process of the college is achieved through inclusion of the stakeholders in various committees.

IQAC ensures best performance in all academic and administrative activities with continuous improvement and monitoring system.

The college has adopted an incremental growth with a multidisciplinary approach to education through entering into Collaborations with industry and academic partners.

Under the National CreditFramework, the college has geared to implement NEP 2020 by forming Committees to design the plan of Action for successful implementation in 2023-2024.100% registration of students on ABC portal.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/about-us-tab.php

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

The college ensures smooth functioning through practices of decentralization and participative management.

Decentralization gives each member an opportunity to realize potentials to fullest and participate in decision-making. Inclusive management protects individual interests and provides free and fair chance to all to voice an opinionemphasising on collective solidarity.

A culture of participativemanagement is cultivated by involving every stakeholder in administering the day-to-day functioning of the college as well as in crafting plans and policies. All departments are given functional autonomy and are free to take operational decisions related to their respective disciplinary gamut. All activities are conducted through various committees, teaching and non-teaching faculty, and student co-ordinators.

The IQAC facilitates decentralized administration through functioning of sub-committees for each criterion. Regular meetings of the IQAC committees and sub-committees are held to ensure systematic documentation and timely submission of all data.

Through creation of various committees and cells, the college ensures that there is clear delegation of power and authority which in turn helps in effective decision-making and implementation. This helps in grooming leadership skills at all levels. Committees and cells are formed in sync with the perspective plan designed to cater to diverse needs of administration and 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://stmirascollegepune.edu.in/images/pdf/6.1.2 Link for Additional Information Signed.pdf

6.2 - Strategy Development and Deployment

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

The Perspective Plan of the college has been prepared for a period of 10 years from 2017-18 to 2026-27. The IQAC ensures deployment of the Perspective Plan on an incremental basis. In 2022-2023 the Green Initiatives & Sustainability has been one of the KRA's and has been implemented successfully.

- On 21st July 2022, the Green Club organized a session titled, " Solid Waste Management". as a joint initiative with Janwani and Adar Poonawalla Clean City Initiative. 124 students participated.
- August 6th, 2022- Ms. Rajni Singh and Ms. Jyoti Chintan attended "Green Campus Program" organised by Climate Project Foundation-India, at Symbiosis Institute of Design, Viman Nagar, Pune.
- August 8-13, 2022- E Waste Collection Drive in which 53 students and 6 faculty members contributed for the cause. 51.86 kgs of e waste.
- A 'Green Bappa idol-making' workshop on campus on 23rd August, 2022 21 students participated.
- A workshop on red dot newspaper bag making for sanitary

disposal on 29 September 2022. More than 80 bags were made by 77 the students.

- 10th October 2022, a workshop on cloth bag making, was organized to raise awareness. 10 students participated in this event.
- 16th October 2022- "Mega E Waste & Plastic Waste Collection Drive- PEHEL 2022"

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/6.2.1 Link 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 has an effective internal organizational structure that has evolved over 60 years. The college functions under the aegis of a very supportive Board of Management. The organogram of the College describes the decentralized structure of administration. College administration is a supportive effort of the Principal, teaching, non-teaching staff and students with the cooperation of all stakeholders in pursuit of its common goal. The Principal, as the Head of the institution is the chief executive and administrator of the college supported by the Vice- principal, and the IQAC. The IQAC plays a crucial role in implementing quality assuring mechanisms at all levels. A well evolved examination department ensures fair and transparent conduct of all Examination related work. Sports and Library plays an important role in the overall development of the college. The college office comprising of the Registrar and office staff coordinate the administrative activities of the college. UGC guidelines for appointment and service rules along with the amendments have been duly followed by the college. Policies have been formulated and periodically amended as per the needs and the requirements to facilitate smooth functioning of the college. The college handbook gives complete information on the effective and efficient functioning of the various

institutional bodies.

File Description	Documents
Paste link to Organogram on the institution webpage	https://stmirascollegepune.edu.in/images/ORGANOGRAM_StMiras.jpg
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/images/pdf/6.2.2 Link for Additional 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

The Performance Appraisal system for both teaching and non-teaching staff has been strategically planned in discussion with the management, Head of the Institute, and Heads of the department. An Annual Performance appraisal system is in place and each and every faculty is required to submit the ASAR(Annual Self-Appraisal Report) as per UGC guidelines. Every faculty submits the form at the end of the year and is checked by the internal auditor and head of the department. The head of the department also has discussions with each and every faculty and

accordingly puts her comments on the forms which are documented effectively.

The institution has a framework of support and welfare programs to cater to the well-being and requirements of its teaching and non-teaching staff designed to elevate their welfare and nurture their academic and research aptitude. Welfare initiatives encompass awareness sessions, Inhouse homeopathy OPD, Recognition of teachers on the occasion of Teachers Day, free lunch on birth and death anniversaries of founders, long-term achievement awards to staff, mental wellness is also prioritized, and the college has initiated a provision of free Wi-Fi on campus. At Career Development, the college grants duty leaves and financial support to staff for actively participating in research and other areas.

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

15

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

4

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.)

08

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

The Institution has a good financial ecosystem: The management gives financial advisory support for planning, utilization of funds, maintenance of accounts & audit.

All transactions are tallied by the cashier of the college and verified on a daily basis. Monthly statements are tallied accordingly. Accounts are maintained digitally and accounts are finalized.

The External Auditors are appointed annually through a Management Representative letter. Auditors review the documents, vouchers and bills as well as the Financial Statements: Balance Sheet and Income and Expenditure Account following the relevant accounting policies. A regular annual audit of financial statements is undertaken to ensure maintenance of proper Books of Accounts by the College.

The audit considers verification of statutory payments -TDS,

Professional Tax, PF, ESI remittance etc. and disbursement and utilization of Government and Non-Government funds. A detailed report of observations is submitted.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/6.4.1 %20Link for additional Information new.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)

4.5

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

The institution has a stated Resource Mobilization Policy that ensures accountability and transparency in mobilization and utilization of resources. In line with the policy, the college ensures adequate budgetary allocations for academic and administrative activities and other developmental purposes.

The mechanism followed is:

- Principal and the Finance Committee explore the various avenues of resource mobilization available for higher education institutions.
- An Annual Budget is prepared in consultation with the Finance and the Purchase Committee. The major heads of allocation are identified and incorporated in the budget,
- Budget is presented before the management for scrutiny and approval by the Governing Council.
- The minutes of all decisions in the meetings are duly

maintained.

The utilization of budgeted amounts is monitored and the statutory auditors guide on financial decisions

In the year 2022-2023 the college has explored all feasible sources for mobilization of funding such as:

- A: Funds from UGC: [Autonomy and XII Plan Grants]- NIL
- B: Funds from UGC: Faculty Improvement: NIL
- C : Funds from Pune University(SPPU):
- D: Fundsfrom Sadhu Vaswani Mission, Non-Govt. Bodies, Individuals and Philanthropists:
- E: 'Student aid Program' :

All the funds have been optimally utilized for the purpose(s) identified during annual meetings of the Management.

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

Practice 1: Quality Assurance and Enhancement through Strengthening the Feedback Mechanism

The IQAC has institutionalized a holistic Feedback system collected from all stakeholders. A comprehensive questionnaire related to feedback on curriculum, institution, teachers, evaluation, mentoring, campus life, value-based education, library, overall functioning of the college is taken and duly reviewed by the IQAC. The feedback collected is analyzed and shared with the Principal, Heads of the Department and respective faculty. Meetings and discussions are held department

wise and a detailed Action Taken Report is prepared.

The Action Taken Reports provides the inputs for curriculum change, for conceptualizing new credit courses and addressing improvements in administrative functioning.

Practice 2: Quality assurance and enhancement through Strengthening Community Outreach

The Social Outreach Committee was formed to align to the vision of the college and NEP 2020. Awareness programs focusing on socio economic realities of communities were conducted and students were encouraged to actively participate in the programs with NGO's and organizations working in the identified areas.

Effectively, MOUs were signed with identified organizations to develop opportunities of working in the social sector. During 2022-2023, the college received the Atal Achievement Award, "Recognizing the Excellence in the field of Empowerment of Women through Value-Based Education".

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/6.5.1_Link_to_Addl_Info.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: Analysis of Pass-Fail Report

The examination department generates the pass-fail report at the end of each semester. This report includes the number of students who have passed the assessment and subject wise performance in each stream. The pass-fail report is shared with respective subject teachers to get an insight into their subject related results. Based on the analysis provided, teachers initiate corrective measures like: remedial classes, revision lectures before exams, question paper solving sessions etc. to achieve success in the next attempt.

Example 2: Student feedback regarding curriculum & teaching and Action Taken Report

To preserve academic standards, the IQAC reviews its teaching learning process and learning outcomes at periodic intervals. The review mechanisms include student feedback on curriculum and action taken on the basis of previous year's feedback. The detailed Action Taken Reports are prepared which becomes the base to get inputs for further curriculum development and introduction of add-on courses.

The IQAC suggested online and offline teaching for PG courses to facilitate the working students progression from UG to PG and ensuring continued learning.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/6.5.2_Link_to_Addl_info.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://stmirascollegepune.edu.in/images/pdf/6.3.3_Link_for_Website_Annual_Report.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. Students and staff are checked regularly before entering the campus.

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 a separate room for the rest and recreation for girl students. It has indoor games, chairs 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.

3. Academic: within the curriculum there are several courses on gender equity eg: A Woman's World, Gender Laws

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/images/pdf/7.1.1 Any Other Relv.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

A. Any 4 or All 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 -TYPE & SOURCE-Degradable waste-used paper, other paper items; garden leaves (dry); food waste (wet); non-degradable waste-e-waste, stationery, food/beverage packaging; broken glass equipment, liquid waste (laboratories), grey water .

SEGREGATION- collection of dry and wet waste (non-hazardous, non-sanitary)from administrative and academic sections, sports ground, bins with segregation chambers

REDUCE- using less paper, refillable pens, advocacy against

packaged food, wet waste, 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 for resident dog), newspaper bags for wrapping soiled sanitary napkins, rainwater harvesting system.

REPAIR- extending product life of equipment via repairs

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

DISPOSAL- segregated waste disposal (sanitary and non-contaminated laboratory waste in PMC Garbage Van; linkage of College drainage to 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:

A. Any 4 or All of the above

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

File Description	Documents
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:

A. Any 4 or all of the above

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

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).

St. Mira's College is unwavering in its commitment to nurturing an inclusive environment that not only acknowledges but cherishes diversity, emphasizing the profound cultural richness within its community. The college places a strong emphasis on inclusivity, commemorating events such as International Women's Day, Ganesh Utsav, Janmashtami, and Garba as integral components of their dedication to fostering an environment where every individual feels a sense of belonging.

In terms of regional diversity, St. Mira's College actively embraces and celebrates cultural variations through events like Hindi Divas, Marathi Bhasha SanvardhanPandharwada, and Marathi Day, solidifying their commitment to regional cultural activities. The college further prioritizes linguistic diversity, as evident in the success of "Sindhiyat," a cultural extravaganza providing Sindhi students with a vibrant platform

to showcase their rich heritage through dance, drama, and cuisine, thereby promoting linguistic and cultural appreciation.

Socioeconomic diversity is actively promoted through initiatives such as International Yoga Day, encouraging physical and mental well-being, and Mira Bazaar, a platform supporting entrepreneurship and economic inclusivity by showcasing the diverse talents and crafts of students.

The celebrates World Bicycle Day, advocating sustainable transportation and fitness, while recognizing and appreciating the diverse commuting methods within its community.

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:

St. Mira's College for girls takes pride in nurturing its students in the best possible manner developing an all round personality in academics, values and responsibilities.

CONSTITUTIONAL OBLIGATIONS, RIGHTS, DUTIES AND RESPONSIBILITIES:
The College through its curriculum of self-paced courses introduced at the Undergraduate and Postgraduate Courses on Democracy, Governance and Constitution instils awareness about constitutional obligations, civic rights and duties of being a responsible citizen of India. The College observed Azadi Ka Amrut Mahotsav, Constitution Day, Election ID and Adhar Card Linking to generate patriotic fervour.

VALUES: The College also conducted E Waste Collection Drive, Nagasaki Day, Life of Shri Krishna, Green Bappa Making, Newspaper Bag Making, Social Outreach Programme to Deep Griha Society, Queer Circle, River Walk and Poster Making Competition on social issues. These extra-curricular activities along with academic and moral values will generate the future citizens of India.

Every morning during the daily Sanctuary ie from 8.30 am-9.00 am faculty and students make presentations on obligations and responsibilities of citizens.

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

St. Mira's College for Girls radiates glory and renders duties inhouse, national and international by celebrating events and festivals which transcend sense of righteousness and responsibility among studentsqualifying them as impressive

persona. Different departments and clubs take on the initiatives to observe Shiv Swarajya Din, International Yoga Day, Hiroshima and Nagasaki Days, Janmashtami, Teachers' Day, Holi, Ganesh Utsav, Kalarambh, Constitution Day, Marathi and Hindi Divas, Halloween, Cosplay, Independence and Republic Days and International Women's Day to name a few. The College takes immense pride in celebrating Azadi Ka Amrut Mahotsav to pay homage to our freedom and the national heroes. One of the most treasured departments of St. Mira's is Library which has always been very active to display books on the commemorative days. The students and the faculty members try to inculcate happiness through Garba, Navratri celebration and energetic Zumba Sessions. St. Mira's great endeavour and perseverance have instilled a spirit of patriotic fervour and resilience in students. The students are equipped mentally and spiritually to shoulder responsibilities and become a better citizen tomorrow.

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

In pursuit of academic excellence and holistic development, our institution has successfully implemented two exemplary practices.

The first commendable practice revolves around fostering mental well-being among students, acknowledging the critical link between mental health and academic success. Our institution has established comprehensive mental health support systems, including counselling services, awareness campaigns, and stress management workshops. By prioritizing the mental well-being of students, we create a conducive environment for learning and personal growth.

The second notable practice is the establishment of a Centre for

Women Entrepreneurship, showcasing our commitment to empowering women in the entrepreneurial landscape. This centre serves as a hub for nurturing and promoting women-led ventures, offering mentorship programs, networking opportunities, and specialized training. By integrating entrepreneurship into the academic fabric, we equip women with the skills and confidence to thrive in the competitive business world. This initiative not only addresses gender disparities but also contributes to economic development by fostering innovation and diversity.

File Description	Documents
Best practices in the Institutional website	https://www.stmirascollegepune.edu.in/images/pdf/7.2.1_BEST_PRACTICES.pdf
Any other relevant information	https://www.stmirascollegepune.edu.in/images/pdf/7.2.1 Any other relevant info.pdf

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 established a unique reputation in the realm of inclusive education, focusing on empowering women through a holistic approach that nurtures their intellect, skills, and values. This approach encompasses three fundamental aspects: Academic Excellence, Values, and a Conducive Environment.

Academic Excellence is our foundation. We provide industry-focused vocational curricula, updating every three years. Emphasizing practical learning, we value stakeholder input and prioritize global partnerships like MILE to ensure student success.

Values hold a significant place in our institution, inspired by our Patron Saint Mirabai. We emphasize virtues such as Simplicity, Service, Purity, and Prayer, complemented by truthfulness, courage, non-violence, kindness, forgiveness, sportsmanship, reverence for all life, and the act of Giving. These values are integral to character building, our ultimate educational goal.

Creating a nurturing environment is central to our mission. We champion inclusivity, progress, and impartial learning. Our proactive Mental Well Being Program, adaptable learning, robust teacher-student bonds, assistance for students in need, and promotion of entrepreneurship via the Centre for Women Entrepreneurship showcase our dedication to student growth. We offer extensive career guidance, job prospects through our Placement Cell, and prioritize sports success with dietary support and training.

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

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

- The institution aims at academic excellence and holistic development, through its 16 Programmes offered in various disciplines - 9 at the UG, 6 at the PG level and 1 Ph.D. Programme in Womens' Studies.
- The autonomous status of the institution, enables a regular updation of the syllabi for all programmes, with clearly defined POs and COs.
- The Courses are designed to address the following development needs of students:
- Local development needs: For instance, Courses on Business Entrepreneurship, Marketing, History, etc.
- Regional development needs: Courses on Sociology of Maharashtra Culture and Society, Marathi, etc.
- National development needs: Courses on Financial Management, Income Tax, GST, Advanced Accounting, Industrial Economics, Advanced Auditing, Sociology of Education, Consumer Protection and Business Ethics, Hindi, Law, etc.
- Global development needs: Courses on Paradigm of Programming Languages, Design and Analysis of Algorithm, Artificial Intelligence, Web Services, Advanced Operating System, Strategic Management, Business Ethics and Professional Values, Research Methodology for Business, Introduction to Behavioural Finance, International Trade, International Finance, Sociology of Labour, Compulsory English, Business Mathematics and Statistics, Banking and Finance, History, Psychology, Graph Theory, Business Communication Skills, Value Based Education, MILE Courses, on Art and Violence and Creative Writing, etc.

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

8

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

330

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

124

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

- **Curriculum Focus:**
 - **Prioritized crosscutting issues:**
 - Gender roles
 - Sustainable development
 - Environmental awareness
 - Business ethics
 - Personal development
- **Empowering Women:**
 - Fostering confident, innovative women
 - Aligning with Atma Nirbhar Bharat via the Centre for Women Entrepreneurship
- **Critical Crosscutting Themes:**
 - Human rights
 - Gender sensitivity
 - Citizenship training
 - National and social integration
 - Global concerns (environmental protection, feminist studies, ethical business practices)
- **Ethical Foundations:**

- Integrated themes at all levels
- Graduates as responsible citizens
- Environmental Awareness Course:
 - Undergraduate focus on eco-friendly alternatives
 - Emphasis on ethical responsibility
- Faculty of Arts Initiatives:
 - Explore gender dynamics, caste, region, religion
 - Focus on women in politics
 - Introduction of a doctoral program in Women's Studies
- Humanities and Commerce Courses:
 - Focus on sustainable development goals
 - Gender-centered development
 - Crises in development with environmental implications
 - Professional ethics, workplace skills
 - Coverage of corporate social responsibility, intellectual property rights
- Value-Based Sanctuary Course:
 - Instills human values
 - Daily opportunity for moral, ethical values
 - Promotes respect for all life forms
- Additional Courses:
 - Social Psychology
 - Constitutional values
 - Significance of cybersecurity
- Balanced Living:
 - Promotes yoga, meditation for well-being
- NEP 2020 Alignment:
 - Courses matching objectives:
 - Social and community engagement
 - Emotional intelligence integration
 - Indian Culture and Heritage

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**21**

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**3305**

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**646**

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/pdf/C1_Complete_Stakeholder_Curriculum_Feedback_Analysis_Report_2022-23_with_graphs.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/pdf/C1_Complete_Stakeholder_Curriculum_Feedback_Analysis_Report_2022-23_with_graphs.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

912

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)

280

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.

1. Mechanisms for Identification and Assessment of Learning Abilities:

- FYBA/ FYBCOM: based on Grade 12 marks, beginners or advanced level courses offered at FYBA English.
- Continuous Internal Assignments: help teacher's gauge students' ability.
- Mentoring Sessions: teacher-mentors understand abilities, strengths and weaknesses of student-mentees.
- Certified Counsellors: identify and address students' learning difficulties.
- Pass-Fail Reports: special one-on-one sessions for backlog students.
- SYBA/ SYBCOM: English, Psychology, Banking, Cost and Works Accounting specialisations carry merit lists and cut-off marks.

1. Programmes/ Activities/ Opportunities for Advanced Learners:

- Advanced students guided to write and publish research papers at seminars/ conferences and
- Advanced students are encouraged and trained to participate in the academic competitions.
- In addition, the advance learners are offered additional credit courses including interdisciplinary collaborative (virtual) learning programmes through the Mira International Learning Exchange.
- For slow learners and learners with differential needs like Marathi Medium students
- Curricula include units for all learning-levels.
- Textbooks and notes are offered online and offline.

- Video-recordings of lectures uploaded to LMS
- Extra lectures and revision
- Remedial teaching, Buddy teaching and Peer learning organised.
- Remedial English Course for the students who face the language barrier.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/c2/2.2.1 Link for Additinal Inofrmation.pdf

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/07/2022	2252	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:

All departments engage in Experiential Learning through Programmes, Activities and assignments such as the "Entrepreneur Fest", Business Skills Assignments, Assignments on Analysing Market Structures, ; Guest Lectures, seminars, webinars on contemporary issues like Davos 2023 ; Field visits to Art exhibitions, KEM Hospital, virtual Museums and the Jaipur Literary Fest. College clubs like Theatre; Debate; Magazine and Periodicals club augment creative and practical learning. Participation in activities like River Walk which involves rejuvenation of the water resources creates a meaningful perspective on the issue.

The College emphasises Participative Learning through extra credit courses including MILE; Students' seminars involving

Students Research Paper writing and presentation are held the UG and PG level; Intra and Intercollegiate Fests as the Psych-ed Mela and Rap-it-Up hone organizational and management skills. Buddy teaching, Value Added Courses; Exhibitions, Guest Lectures, Lecture Series are ongoing participative activities.

Students engage with real-life problems and solutions through Lectures on Game Theory, Case Studies on Leadership; Workshops on "Peer Training Program";, Assignments on Best out of Waste; teaching English to underprivileged students in SOUL. A linking of Adhar and Voting Card was undertaken to create electoral awareness.

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://stmirascollegepune.edu.in/images/pdf/c2/2.3.1_Link_for_Add_Info_Document.pdf

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

The College campus is Wi-fi enabled with high-speed internet for online, hybrid and blended classes and for examination proctoring, accessed by all teachers. Some of the Classrooms and Labs have LCD projectors; smart boards; interactive boards for teachers to use PPTs and videos to supplement teaching. The Computer Science, Computer Application, Electronics Lab, and Statistics Labs have computers with the required operating systems and software; internet facilities; printers; servers and LCD Projectors, well suited for software development and conducting practicals. The College Library has an online Digital Section with subscriptions to digital scholarly databases like NLIST and EBSCO HOST.

The College uses Moodle as its LMS, along with Studium for PG courses for uploading lectures as well as Google Classrooms. The LMS repositories have notes, lecture-handouts, PPTs and PDFs. Assignment briefs, submissions and grading are done

through Moodle. Faculty integrate YouTube videos, documentaries, movies, public lectures, blogs, TED Talks into lectures, along with sessions from MOOCs like Swayam, Coursera, NPTEL and other Open Courseware. Microsoft and Google workspace tools- MS Office, PowerPoint, Excel, Google Forms and Drive are used by faculty use for educational activities. New-age tools such as Padlet, Flipgrid and Slack, are used also used.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://stmirascollegepune.edu.in/images/pdf/2.3.2_Additional_Information_2022-23.pdf
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

46

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

The academic calendar, a comprehensive guide to the academic year's key dates and events, undergoes collaborative preparation at the year's onset, with input from all departments. It encompasses academic, co-curricular, and extra-curricular activities. In the initial two weeks, departments devise activities, forwarding them to the Academic Calendar Coordinator. After collating this information, a consolidated document is created, ensuring a well-distributed array of activities throughout the year, offering students ample opportunities to participate.

Two calendars are fashioned: the Students' Calendar, detailing semester commencement and end, administration and academic department activities, admission processes, examination specifics, annual plans with the parent institute, Sadhu Vaswani Mission, NSS department activities, library orientation, social service initiatives, festivals, and important days; and the Institutional Calendar, outlining admission and examination dates, holidays, and co-curricular and extra-curricular activities.

Teachers craft teaching plans specifying monthly syllabus distribution and assignment details, approved through review by the Head of Departments via Committee Criterion 2.

A meticulous adherence system monitors all activities. The coordinator submits Form A detailing planned activities to the IQAC. An annual Form A collation reviews adherence and addresses issues. Typically, departments comply, notifying the committee of any alterations, often due to speaker availability, educational visits, or new student initiatives.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

48

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**17**

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)**13.70**

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****34.38**

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**1**

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

The IT integration and reforms has improved the accuracy, reproducibility, time-management, and repository capacity of the examination management system. Reforms in examination include following domains:

A. Exam Procedures and processes-

- Orientation for students on evaluation methodology.
- Display of examforms, timetable and Halltickets on website
- Question paper setting notification emailed to faculty prior to examination.
- Three sets of Question papers set by the subject experts verified by the COE followed by upload in paper picker software.
- Printing of question papers one day prior to examination using the Question paper picker software which randomly selects one question paper set.
- High-speed printing machinery.
- Customised examination timings, provision of writers for Divyangjan students.

B. Processes Integrating IT and reforms -

- Automated uploading of the marks in system.
- Display of Examination Pass -fail report on website and emailed to teachers.
- Marksheets printed with QRcode and student photograph.
- Exclusive, Password- protected Wi-Fi connectivity.

C. Continuous Internal assessment system-

Being autonomous college, 40 % marks allocated for internal assessment and 60 %End Sem.

- Continuous assessment testing methods include writing, presentation of research papers at seminars, open book tests.
- Google Excel sheets for Internal results are printed, shared with students for verification.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/images/pdf/c2/Studium_data_for_upload.pdf

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 formal Programme Outcomes (POs) are the bedrock for Programme Specific Outcomes (PSOs) and Course Outcomes (COs) in each department, translating the college's vision and mission into tangible abilities and competencies. These outcomes, merging theory and skills, are measurable and linked to evaluation, with a focus on PSOs and COs during syllabi setting.

Institute-adopted POs encompass Academic Competence, Personal, Behavioral, and Skill-based Competence, and Ethical, Moral, and Social Competence, integrated into curricula alongside employability and entrepreneurship skills.

These are integrated into the curricula along with employability and entrepreneurship skills.

To communicate POs and COs to teachers and students, UG and PG, the mechanisms followed are:

- POs and Cos displayed on the website
- Hard copies of Syllabi and Learning Outcomes maintained in individual departments and the college library
- Syllabi uploaded to Moodle LMS.
- Learning outcomes communicated to teachers at IQAC and College Committee meetings
- Incoming students are apprised of the objectives and expected outcomes in the compulsory Orientation-Student Induction Programme.
- Students provided with detailed syllabi and course outcomes in each course with the assessment strategy for each in introductory lectures
- Workshops at the college level are conducted for developing of POs and COs

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

The fulfillment of Program Outcomes (POs) and Program Specific Outcomes (PSOs) is achieved through the implemented curricula, with Course Outcomes (COs) specified for each course and mapped to POs and PSOs. The clear mapping of Programme Outcomes, Course Outcomes, and Evaluation Methodology is established during syllabi formation for all programs.

Assessment, Evaluation, and Measurement methods for POs/PSOs can be broadly categorized into Direct Assessment Methods and Indirect Assessment Methods. Direct methods incorporate two

internal assessments and one end-semester external assessment. Various assessment tools such as Online Written Tests, Offline Closed and Open book Tests, Quizzes, MCQs, Field Assignments, Laboratory Assignments, Presentations, Projects, Seminars, and Vivas are employed in continuous internal assessment. Rubrics with multiple competencies ensure fair evaluations, keeping COs in focus due to their prior mapping to POs.

Question papers undergo scrutiny by Department Heads and the Exam Committee, with Performance Analysis reports indicating outcome attainment levels.

Indirect Assessment methods include Alumni Feedback, Exit Survey, and Employer Feedback, providing insights into real-world PO attainment. Successful Placement Records and Higher Education achievements also serve as additional evidence for the attainment of POs and COs

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/images/pdf/c2/ATTAINMENT_MEASUREMENT.pdf

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

573

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://stmirascollegepune.edu.in/images/pdf/2.6.3_COE_report.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/feedback-analysis.php>

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 the 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 focused 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.

The Research Policy 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 and at the same time

confirm to ethical conduct of research.

In keeping with the objectives of the Research Policy, published faculty research has covered many contemporary and socially relevant issues; integrated research methodology at various levels of curricula both at the under-graduate and post-graduate levels, across disciplines; faculty members are recognized as research guides by the affiliating university; research projects funded by national level agencies; Institutions granted permission for Research Centre in Women Studies, thus aiming at creation of a conducive environment for research, promoting a scientific temper and developing a research aptitude among all the stakeholders.

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	https://naac.stmirascollegepune.edu.in/pdf/policies/Research_Policy_2021.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)

NIL

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)

01

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

01

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.stmirascollegepune.edu.in/images/pdf/Research Project 2022.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

08

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

01

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://www.icssr.org/
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 for Girls focuses on holistic development of our learners to become self-reliant**

across professions.

- The 'Institutions Innovation Council (IIC)' along with the Centre for Women Entrepreneurship (CWE) has created an ecosystem fostering student development. The CWE includes Start up Club, and IPR Cell and an Incubation Cell as part of MoU with TISS, Mumbai.
- The Institution's Innovation Council (IIC) has received an establishment certificate from the Ministry of Education (MoE), Government of India.
- CWE has been awarded a certificate in 2018 by SPPU-Centre for Innovation, Incubation & Linkages (CIIL) for establishing Innovation & Start-up Cell on campus. CWE has also set up a REDC in the college from 2020.
- Mira Bazar is a flagship annual entrepreneurial event of CWE aimed at giving hands-on experience on business and entrepreneurship to the students and to showcase their entrepreneurial skills.
- As an outcome of dialogues with budding entrepreneurs, stories of successful entrepreneurs from Mira's are chronicled in the Coffee Table book-"ZENITH"- 'Inspiring Studentpreneurial Journeys' in March 2022.
- Student Research is a priority and ecosystem has been developed to encourage the same. Student participation in research paper presentation and competition has brought laurels to our college.
- Besides, every effort is made towards development of IKS with relevant activities and workshops.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/about/cwe.php

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

14

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

A. All 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

08

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

19

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

08

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/1_4_3.4.4_2021_DVV_BOOK_CHAPTERS.ERS.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
Bibliometrics 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)

0.075

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

St. Mira's College for Girls actively promotes compassionate and socially responsible individuals through various initiatives. These efforts empower students to contribute to societal betterment and environmental preservation, reflecting the college's commitment to holistic development.

1. **SOUL Program:** A four-week initiative where volunteers educate and empower underprivileged children, fostering knowledge and community responsibility.
2. **Social Service activities-** All classes participate in social service activities planned during August and November every year. This includes students contributing money and essential items to various organisations as well as spending time with senior citizens, under privileged and disadvantaged sections of the population.
3. **Nurturing Citizenship and democratic values-** The college collaborates with the Election Commission to link Election IDs with Aadhaar cards, streamlining the electoral process and government service access for students. An awareness campaign and educational sessions increased linked IDs, improving voter turnout and government service accessibility for students.
4. **Environment sustainability with Jeevitnadi Foundation-** The College and Jeevitnadi Foundation team up to

restore and preserve rivers through clean-ups, afforestation, and awareness campaigns, instilling environmental stewardship in students. This fosters students' active contributions to societal betterment and environmental preservation, reflecting the college's commitment to positive societal change.

5. NSS- NSS activities demonstrate dedication to community development and social responsibility through blood donation, healthcare check-ups, cleanliness drives, environmental conservation, literacy programs, social awareness campaigns, and skill development for marginalized communities, fostering social responsibility, empathy, and leadership in students while enhancing local well-being.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/3.6.1_additonal_info_2022-23with_stamp.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)

31

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

825

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

58

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)

8

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.
<p>St. Mira's College for Girls fulfils the Conditions and Procedures for establishment and maintenance of infrastructure. The teaching-learning processes include ICT in the form of Video-Conferencing, LCD presentations with the help of efficient internet connectivity. All departments of the college are well equipped with adequate furniture, equipment and books.</p> <p>Available infrastructural resources:</p> <p>Classrooms: The college has 40 classrooms with adequate ventilation and seating furniture, out of which 9 classrooms are equipped with LCD projectors.</p> <p>Laboratories: The existing 7 laboratories are fully equipped with equipment and 165 computers with power backup for conducting practical courses. Various labs like Electronics, Psychology and Language lab use tests, kits and computers to provide subject related practical solutions.</p> <p>Cultural Facilities:</p> <p>3 Audio Visual halls equipped with LCD projector and sound system:</p> <p>A well-equipped state of the art auditorium with 500 seating capacity and an Audio-visual room with 200 seating capacity is widely used by faculty and students for cultural and academic activities. A large Sanctuary Hall on ground floor is used for value education sessions and yoga practice.</p> <p>Sports:</p> <p>College provides both Indoor and Outdoor sports facilities like Basketball court, Volleyball Court, Kabaddi Ground, Athletics straight track etc and a gymnasium for indoor sports.</p>

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/4.1.1_Cover_page_ADD_INFO-link.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.)

The St. Mira's College has a beautiful campus spread over around 3 acres that is suitable for both indoor and outdoor games. Students are also encouraged to participate in the different cultural activities and they are awarded and rewarded accordingly.

College provides following Outdoor sports facilities-

Basketball court, Volleyball Court, Kabaddi Ground, Athletics 50 x 5 meters straight track, Long Jump pit, 3 cemented rings of diameter 2.25 meter for Throwing events (Shot Put, Discuss, Hammer Throw) and Tennis Court/ Badminton Open Court

College provides Indoor sports facilities-

? Gymnasium

? Table Tennis Hall

? Yoga training and practice session in Sanctuary Hall.

Infrastructure for cultural facilities-

We have 3 ICT enabled halls with LCD projectors and adequate audio & lighting systems.

? An Auditorium was constructed and inaugurated on 1st August 1983 of an area of 6000 sq. ft with a seating capacity of 500, advanced sound system, overhead LCD projector and screen.

? An Audio-Visual Hall was established in 2007-08 with an area of 3360 sq. ft and a seating capacity of 200.

? A Sanctuary Hall was established on 25th November 1979, with an area of 3360 sq. ft. To uplift the spiritual quotient of students.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/4.1.2 3 booking SW report & Geota g.pdf

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

46

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)

17.19721

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)

1. The Library is automated with installation of Pune based popular software ILMS- SLIM21. Colon

Classification Scheme is used for organisation of reading material which is supported by the software. Some of the automated important functions are as follows:

- Acquisition
 - Cataloguing
 - Circulation
 - Serial Control
 - Barcode Technology Integration
 - Book cover images uploading
 - Summaries
 - Key-words
 - Carrel Issue
-
- Reissuing, reserving and automated e-mail messages.

WebOPAC (Online Catalogue):<http://114.143.146.202/w27>

Accessible 24X7, enriched with feature like-

- Real-time Circulation status.
 - Material location.
 - Book Cover Images.
 - QR Codes, Google Preview, Key words.
 - Journal List.
-
- Login credential request form.
 - Embedded links for access to EBSCO Databases, NLIST and E-journals.
 - New Arrivals list.
-
- Use of SLIM21 Library Assistant SM21 for stock-taking process.

Other Digital facilities and services:

- Library Webpage enriched with Journal TOCs, New Arrivals, portal to online resources, etc. <https://stmira.scollegepune.edu.in/library.php>
- Automated footfall capturing system.
- Digital repository
- BLOG: <https://miracollegelibrary.blogspot.com/>
- 8 desktops. WebOPAC and e-resources.
- Photocopying
- TV

1. Library subscribes to e-resources and print journals: <https://stmirascollegepune.edu.in/online-resources.php>
2. Spectrum of Library Utilization includes:

Variety of books, journals, newspapers, magazines, online resources, previous years' question papers, decoration material, spaces for lectures, exhibitions, meetings, etc.

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

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)

6.93304

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

303

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 entire campus of St. Mira's College has a Leased Line network coverage (LAN/Wi-Fi) of 50 Mbps provided by TATA Teleservices.

The college has 7 laboratories consisting of 183 computers, 3 servers and have software packages as per the curricular needs. The software packages are upgraded regularly and also new purchases of software are encouraged for changing curriculum and industry needs.

College has a policy on IT & Usage of Computers which is applicable to all employees and students.

To secure our college IT network, firewall device is used that monitors incoming and outgoing network traffic and permits or blocks data packets based on a set of security rules.

For internal security, to protect our data from malicious attack, an antivirus software 'Quick Heal' is installed across all computers.

Our admin section is equipped with 38 computers, 5 laptops, 15 printers, 3 scanners, 4 xerox machines, 2 servers and the library with 16 computers and 1 server.

The computer science Lab computers have the Linux OS (freeware software) which gets automatic updates and windows OS with licenses which is set in auto update mode.

College has an AMC for maintenance of all IT equipment, both hardware and software.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.stmirascollegepune.edu.in/pdf/policies/5_IT_Policy.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2252	187

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. 750 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/4.3.3_e-content-link_Digital.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)

67.45652

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.

St. Mira's College follows various policies for conducting academic, physical and administrative activities daily.

Physical Facilities:

? Well maintained seminar halls are utilized to encourage extra and co-curricular activities.

? Annual Maintenance Contracts are in place to maintain all kinds of infrastructure facilities.

Academic Facilities:

? There are policies for maintaining the classrooms and Laboratories for conducting lectures and practicals.

Support Facilities:

? The College Library, spread across two floors, has some pre-decided code of conduct to be followed by staff, students of the college.

o Members can access E-resources under NLIST and EBSCO Databases- Academic Search Elite, Literary Reference Centre and Master File Elite.

o Members are responsible for the physical condition of any items checked out on their card.

o Students and staff are expected to enter their details at the entrance of the library.

o Special services are available for 'Divyaang'.

For Sports Facilities & Procedures following are the Sports Facilities Available in the college.

The college boasts of a gymnasium equipped with modern physical exercise and fitness equipment.

Training

? Students participating in different sports activities practice.

? During Physical Education lectures yoga and various fitness activities are practised.

Annual Sports day is organized every year.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://naac.stmirascollegepune.edu.in/pdf/policies/4_Infrastructure_Utilization_and_Maintenance_Policy.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

144

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

344

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/c5/5.1.3_links_AOAR_Capacilty_Dev._2022-23.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

2361

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 redressal of grievances through appropriate committees**

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	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

122

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

152

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

29

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

9

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

The Student Council acts as a connecting link between the faculty and larger student community. Student Council guarantees fair representation of student interests. Student Council members play a vital role in making the campus life of students vibrant through their active involvement in 1.

Administrative activities 2. Academic activities 3. Cultural activities. Student Council is involved in: The college IQAC initiatives Organisation of the activities conducted by the Centre for Women's Entrepreneurship Organisation and participation in webinars, quizzes, competitions and events both at college and inter college level. The council also contributes to the organisation of: 1.Well-crafted farewell programmes for various faculty members 2.Hosting the Annual Socials and other annual activities like Helper's Day, Ganesh Festival, Janmashtami, etc.3.Programmes at the Sadhu Vaswani Mission and activities involving social outreach, 4.Organisation of the Student Induction Programme organised annually for the first year students 5.Partnering with the NSS in their activities of social significance such as the cleanliness drives, tree plantations, pandharichiwari, ecofriendly ganesh idol making and visarjan. 6.Celebrations of all patriotic events such as the Independence Day and Republic Day celebrations. 7. Volunteering for Alumni Association Fund Raiser Programme- Mahabharatee and Winter clothes collection. All in all, students from the backbone of all activities undertaken by the college and it is also through their sincere contributions that the college succeeds at all its endeavours.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/c5/5.3.2_STUDENT_COUNCIL_ACTIVITIES_2022-23.pdf

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

40

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

Alumni Engagement Report

The academic calendar 2022-23 began with fund raising activities where the outgoing Third Year students registered with the Alumni Association.

The Alumni Association in collaboration with VARTEMIS presented a session on exploring a career in Human Resource on 14th June 2022 to all the Third Year Students.

The next activity was Alumni Representation in Student Induction Programme on 21st July, 2022 conducted by two alumni - Ms. Rushali Belapurkar, Process Trainer, Mphasis, B.Sc, 2018, M. Sc. 2020 and Ms. Mihika Bhanot, an Image Consultant, Founder, Mihika Bhanot Image Consultancy, BBA, 2018.

To mark the completion of 60 glorious years of St. Mira's, the Alumni Association presented the Fundraiser activity, a Dance Drama "Mahabharate" on 8th October, in collaboration with Artsphere,

The Alumni Association facilitated Ms Sofiya, an alumna and employee, Vartemis conduct an orientation session on opportunities in HR field on 4th January 2023.

The Alumni Association along with "Oberoi Overseas Education" conducted an orientation session for the educational opportunities abroad on 16th March 2023. Ms Parneet Kaur, an alumna and a certified IDP/BC IELTS trainer and career counsellor along with Mr Gagandeep Singh, Director presided.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/images/pdf/5.4.2_Link_For_Add_Info.pdf

5.4.2 - Alumni's financial contribution during the year

D. 2 Lakhs - 5 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

St. Miras College for girls established in 1962, has evolved over 60 years with every supportive board of management. All activities are aimed at the betterment of its stakeholders keeping in line with the vision and mission of the college.

The college has an inclusive internal organizational structure in the form of Statutory Committees and Non-Statutory Committees that ensure seamless functioning of academic and non-academic activities.

All activities are steered through various College Committees which cater to diverse goals in line with the perspective plan of the institution.

The regular practice of the governance followed is Decentralised and Participative that ensures that adequate information is available for review and plan of action. Faculty and students participation in the decision making process of the college is achieved through inclusion of the stakeholders in various committees.

IQAC ensures best performance in all academic and administrative activities with continuous improvement and monitoring system.

The college has adopted an incremental growth with a multidisciplinary approach to education through entering into Collaborations with industry and academic partners.

Under the National CreditFramework, the college has geared to implement NEP 2020 by forming Committees to design the plan of Action for successful implementation in 2023-2024.100% registration of students on ABC portal.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/about-us-tab.php

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

The college ensures smooth functioning through practices of decentralization and participative management.

Decentralization gives each member an opportunity to realize potentials to fullest and participate in decision-making. Inclusive management protects individual interests and provides free and fair chance to all to voice an opinionemphasising on collective solidarity.

A culture of participativemanagement is cultivated by involving every stakeholder in administering the day-to-day functioning of the college as well as in crafting plans and policies. All departments are given functional autonomy and are free to take operational decisions related to their respective disciplinary gamut. All activities are conducted through various committees, teaching and non-teaching faculty, and student co-ordinators.

The IQAC facilitates decentralized administration through functioning of sub-committees for each criterion. Regular meetings of the IQAC committees and sub-committees are held to ensure systematic documentation and timely submission of all data.

Through creation of various committees and cells, the college ensures that there is clear delegation of power and authority

which in turn helps in effective decision-making and implementation. This helps in grooming leadership skills at all levels. Committees and cells are formed in sync with the perspective plan designed to cater to diverse needs of administration and 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://stmirascollegepune.edu.in/images/pdf/6.1.2 Link for Additional Information Signed.pdf

6.2 - Strategy Development and Deployment

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

The Perspective Plan of the college has been prepared for a period of 10 years from 2017-18 to 2026-27. The IQAC ensures deployment of the Perspective Plan on an incremental basis. In 2022-2023 the Green Initiatives & Sustainability has been one of the KRA's and has been implemented successfully.

- On 21st July 2022, the Green Club organized a session titled, " Solid Waste Management". as a joint initiative with Janwani and Adar Poonawalla Clean City Initiative. 124 students participated.
- August 6th, 2022- Ms. Rajni Singh and Ms. Jyoti Chintan attended "Green Campus Program" organised by Climate Project Foundation-India, at Symbiosis Institute of Design, Viman Nagar, Pune.
- August 8-13, 2022- E Waste Collection Drive in which 53 students and 6 faculty members contributed for the cause. 51.86 kgs of e waste.
- A 'Green Bappa idol-making' workshop on campus on 23rd August, 2022 21 students participated.
- A workshop on red dot newspaper bag making for sanitary disposal on 29 September 2022. More than 80 bags were

madeby 77 the students.

- 10th October 2022, a workshop on cloth bag making, was organized to raise awareness. 10students participated in this event.
- 16th October 2022- "Mega E Waste & Plastic Waste Collection Drive- PEHEL 2022

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/6.2.1_Link_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 has an effective internal organizational structure that has evolved over 60 years. The college functions under the aegis of a very supportive Board of Management. The organogram of the College describes the decentralized structure of administration. College administration is a supportive effort of the Principal, teaching, non-teaching staff and students with the cooperation of all stakeholders in pursuit of its common goal. The Principal, as the Head of the institution is the chief executive and administrator of the college supported by the Vice- principal, and the IQAC. The IQAC plays a crucial role in implementing quality assuring mechanisms at all levels. A well evolved examination department ensures fair and transparent conduct of all Examination related work. Sports and Library plays an important role in the overall development of the college. The college office comprising of the Registrar and office staff coordinate the administrative activities of the college. UGC guidelines for appointment and service rules along with the amendments have been duly followed by the college. Policies have been formulated and periodically amended as per the needs and the requirements to facilitate smooth functioning of the college. The college

handbook gives complete information on the effective and efficient functioning of the various institutional bodies.

File Description	Documents
Paste link to Organogram on the institution webpage	https://stmirascollegepune.edu.in/images/ORGANOGRAM StMiras.jpg
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/images/pdf/6.2.2 Link for Additional 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) Document	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

The Performance Appraisal system for both teaching and non-teaching staff has been strategically planned in discussion with the management, Head of the Institute, and Heads of the department. An Annual Performance appraisal system is in place and each and every faculty is required to submit the ASAR(Annual Self-Appraisal Report) as per UGC guidelines. Every faculty submits the form at the end of the year and is

checked by the internal auditor and head of the department. The head of the department also has discussions with each and every faculty and accordingly puts her comments on the forms which are documented effectively.

The institution has a framework of support and welfare programs to cater to the well-being and requirements of its teaching and non-teaching staff designed to elevate their welfare and nurture their academic and research aptitude. Welfare initiatives encompass awareness sessions, Inhouse homeopathy OPD, Recognition of teachers on the occasion of Teachers Day, free lunch on birth and death anniversaries of founders, long-term achievement awards to staff, mental wellness is also prioritized, and the college has initiated a provision of free Wi-Fi on campus. At Career Development, the college grants duty leaves and financial support to staff for actively participating in research and other areas.

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

15

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

4

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.)

08

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

The Institution has a good financial ecosystem: The management gives financial advisory support for planning, utilization of funds, maintenance of accounts & audit.

All transactions are tallied by the cashier of the college and verified on a daily basis. Monthly statements are tallied accordingly. Accounts are maintained digitally and accounts are finalized.

The External Auditors are appointed annually through a Management Representative letter. Auditors review the documents, vouchers and bills as well as the Financial Statements: Balance Sheet and Income and Expenditure Account

following the relevant accounting policies. A regular annual audit of financial statements is undertaken to ensure maintenance of proper Books of Accounts by the College.

The audit considers verification of statutory payments -TDS, Professional Tax, PF, ESI remittance etc. and disbursement and utilization of Government and Non-Government funds. A detailed report of observations is submitted.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.stmirascollegepune.edu.in/images/pdf/6.4.1 %20Link for additional Information new.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)

4.5

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

The institution has a stated Resource Mobilization Policy that ensures accountability and transparency in mobilization and utilization of resources. In line with the policy, the college ensures adequate budgetary allocations for academic and administrative activities and other developmental purposes.

The mechanism followed is:

- Principal and the Finance Committee explore the various

avenues of resource mobilization available for higher education institutions.

- An Annual Budget is prepared in consultation with the Finance and the Purchase Committee. The major heads of allocation are identified and incorporated in the budget,
- Budget is presented before the management for scrutiny and approval by the Governing Council.
- The minutes of all decisions in the meetings are duly maintained.

The utilization of budgeted amounts is monitored and the statutory auditors guide on financial decisions

In the year 2022-2023 the college has explored all feasible sources for mobilization of funding such as:

- A: Funds from UGC: [Autonomy and XII Plan Grants]- NIL
- B: Funds from UGC: Faculty Improvement: NIL
- C : Funds from Pune University(SPPU):
- D: Funds from Sadhu Vaswani Mission, Non-Govt. Bodies, Individuals and Philanthropists:
- E: 'Student aid Program' :

All the funds have been optimally utilized for the purpose(s) identified during annual meetings of the Management.

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

Practice 1: Quality Assurance and Enhancement through

Strengthening the Feedback Mechanism

The IQAC has institutionalized a holistic Feedback system collected from all stakeholders. A comprehensive questionnaire related to feedback on curriculum, institution, teachers, evaluation, mentoring, campus life, value-based education, library, overall functioning of the college is taken and duly reviewed by the IQAC. The feedback collected is analyzed and shared with the Principal, Heads of the Department and respective faculty. Meetings and discussions are held department wise and a detailed Action Taken Report is prepared.

The Action Taken Reports provides the inputs for curriculum change, for conceptualizing new credit courses and addressing improvements in administrative functioning.

Practice 2: Quality assurance and enhancement through Strengthening Community Outreach

The Social Outreach Committee was formed to align to the vision of the college and NEP 2020. Awareness programs focusing on socio economic realities of communities were conducted and students were encouraged to actively participate in the programs with NGO's and organizations working in the identified areas.

Effectively, MOUs were signed with identified organizations to develop opportunities of working in the social sector. During 2022-2023, the college received the Atal Achievement Award, "Recognizing the Excellence in the field of Empowerment of Women through Value-Based Education".

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://stmirascollegepune.edu.in/images/pdf/6.5.1_Link_to_Addl_Info.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: Analysis of Pass-Fail Report

The examination department generates the pass-fail report at the end of each semester. This report includes the number of students who have passed the assessment and subject wise performance in each stream. The pass-fail report is shared with respective subject teachers to get an insight into their subject related results. Based on the analysis provided, teachers initiate corrective measures like: remedial classes, revision lectures before exams, question paper solving sessions etc. to achieve success in the next attempt.

Example 2: Student feedback regarding curriculum & teaching and Action Taken Report

To preserve academic standards, the IQAC reviews its teaching learning process and learning outcomes at periodic intervals. The review mechanisms include student feedback on curriculum and action taken on the basis of previous year's feedback. The detailed Action Taken Reports are prepared which becomes the base to get inputs for further curriculum development and introduction of add-on courses.

The IQAC suggested online and offline teaching for PG courses to facilitate the working students progression from UG to PG and ensuring continued learning.

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

A. Any 4 or all of the above

(such as ISO Certification)	
File Description	Documents
Paste the web link of annual reports of the Institution	https://stmirascollegepune.edu.in/images/pdf/6.3.3 Link for Website Annual Report.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	
<p>1. Annual gender sensitization action plan:</p> <p>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'.</p> <p>2. Specific facilities provided for women in terms of:</p> <p>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. Students and staff are checked regularly before entering the campus.</p> <p>Counselling:</p> <p>Mental well-being programmes have been organised by our faculty members for dealing with the issues such depression, suicide and any other personal issues.</p>	

Common Room:

The College maintains a separate room for the rest and recreation for girl students. It has indoor games, chairs 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.

3. Academic: within the curriculum there are several courses on gender equity eg: A Woman's World, Gender Laws

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://stmirascollegepune.edu.in/images/pdf/7.1.1_Any_Other_Relv.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

A. Any 4 or All 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 -TYPE & SOURCE-Degradable waste-used paper, other paper items; garden leaves (dry); food waste (wet); non-degradable waste-e-waste, stationery, food/beverage packaging; broken glass equipment, liquid waste (laboratories), grey water .

SEGREGATION- collection of dry and wet waste (non-hazardous, non-sanitary) from administrative and academic sections, sports ground, bins with segregation chambers

REDUCE- using less paper, refillable pens, advocacy against packaged food, wet waste, 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 for resident dog), newspaper bags for wrapping soiled sanitary napkins, rainwater harvesting system.

REPAIR- extending product life of equipment via repairs

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

DISPOSAL- segregated waste disposal (sanitary and non-contaminated laboratory waste in PMC Garbage Van; linkage of College drainage to 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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	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).

St. Mira's College is unwavering in its commitment to nurturing an inclusive environment that not only acknowledges

but cherishes diversity, emphasizing the profound cultural richness within its community. The college places a strong emphasis on inclusivity, commemorating events such as International Women's Day, Ganesh Utsav, Janmashtami, and Garba as integral components of their dedication to fostering an environment where every individual feels a sense of belonging.

In terms of regional diversity, St. Mira's College actively embraces and celebrates cultural variations through events like Hindi Divas, Marathi Bhasha SanvardhanPandharwada, and Marathi Day, solidifying their commitment to regional cultural activities. The college further prioritizes linguistic diversity, as evident in the success of "Sindhiyat," a cultural extravaganza providing Sindhi students with a vibrant platform to showcase their rich heritage through dance, drama, and cuisine, thereby promoting linguistic and cultural appreciation.

Socioeconomic diversity is actively promoted through initiatives such as International Yoga Day, encouraging physical and mental well-being, and Mira Bazaar, a platform supporting entrepreneurship and economic inclusivity by showcasing the diverse talents and crafts of students.

The celebrates World Bicycle Day, advocating sustainable transportation and fitness, while recognizing and appreciating the diverse commuting methods within its community.

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:

St. Mira’s College for girls takes pride in nurturing its students in the best possible manner developing an all round personality in academics, values and responsibilities.

CONSTITUTIONAL OBLIGATIONS, RIGHTS, DUTIES AND RESPONSIBILITIES: The College through its curriculum of self-paced courses introduced at the Undergraduate and Postgraduate Courses on Democracy, Governance and Constitution instils awareness about constitutional obligations, civic rights and duties of being a responsible citizen of India. The College observed Azadi Ka Amrut Mahotsav, Constitution Day, Election ID and Adhar Card Linking to generate patriotic fervour.

VALUES: The College also conducted E Waste Collection Drive, Nagasaki Day, Life of Shri Krishna, Green Bappa Making, Newspaper Bag Making, Social Outreach Programme to Deep Griha Society, Queer Circle, River Walk and Poster Making Competition on social issues. These extra-curricular activities along with academic and moral values will generate the future citizens of India.

Every morning during the daily Sanctuary ie from 8.30 am-9.00 am faculty and students make presentations on obligations and responsibilities of citizens.

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

St. Mira's College for Girls radiates glory and renders duties inhouse, national and international by celebrating events and festivals which transcend sense of righteousness and responsibility among studentsqualifying them as impressive persona. Different departments and clubs take on the initiatives to observe Shiv Swarajya Din, International Yoga Day, Hiroshima and Nagasaki Days, Janmashtami, Teachers' Day, Holi, Ganesh Utsav, Kalarambh, Constitution Day, Marathi and Hindi Divas, Halloween, Cosplay, Independence and Republic Days and International Women's Day to name a few. The College takes immense pride in celebrating Azadi Ka Amrut Mahotsav to pay homage to our freedom and the national heroes.One of the most treasured departments of St. Mira's is Library which has always been very active to display books on the commemorative days. The students and the faculty members try to inculcate happiness through Garba, Navratri celebration and energetic Zumba Sessions. St. Mira's great endeavour and perseverance have instilled a spirit of patriotic fervour and resilience in students. The students are equipped mentally and spiritually to shoulder responsibilities and become a better citizen tomorrow.

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

In pursuit of academic excellence and holistic development, our institution has successfully implemented two exemplary practices.

The first commendable practice revolves around fostering mental well-being among students, acknowledging the critical link between mental health and academic success. Our institution has established comprehensive mental health support systems, including counselling services, awareness campaigns, and stress management workshops. By prioritizing the mental well-being of students, we create a conducive environment for learning and personal growth.

The second notable practice is the establishment of a Centre for Women Entrepreneurship, showcasing our commitment to empowering women in the entrepreneurial landscape. This centre serves as a hub for nurturing and promoting women-led ventures, offering mentorship programs, networking opportunities, and specialized training. By integrating entrepreneurship into the academic fabric, we equip women with the skills and confidence to thrive in the competitive business world. This initiative not only addresses gender disparities but also contributes to economic development by fostering innovation and diversity.

File Description	Documents
Best practices in the Institutional website	https://www.stmirascollegepune.edu.in/images/pdf/7.2.1_BEST_PRCTICES.pdf
Any other relevant information	https://www.stmirascollegepune.edu.in/images/pdf/7.2.1 Any other relevant info.pdf

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 established a unique reputation in the realm of inclusive education, focusing on empowering women through a holistic approach that nurtures their intellect, skills, and values. This approach encompasses three fundamental aspects: Academic Excellence, Values, and a Conducive Environment.

Academic Excellence is our foundation. We provide industry-focused vocational curricula, updating every three years. Emphasizing practical learning, we value stakeholder input and prioritize global partnerships like MILE to ensure student success.

Values hold a significant place in our institution, inspired by our Patron SaintMirabai. We emphasize virtues such as Simplicity, Service, Purity, and Prayer, complemented by truthfulness, courage, non-violence, kindness, forgiveness, sportsmanship, reverence for all life, and the act of Giving. These values are integral to character building, our ultimate educational goal.

Creating a nurturing environment is central to our mission. We champion inclusivity, progress, and impartial learning. Our proactive Mental Well Being Program, adaptable learning, robust teacher-student bonds, assistance for students in need, and promotion of entrepreneurship via the Centre for Women Entrepreneurship showcase our dedication to student growth. We offer extensive career guidance, job prospects through our Placement Cell, and prioritize sports success with dietary support and training.

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

7.3.2 - Plan of action for the next academic year

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.

Criteria

Plan of Action

Chairperson+IQAC Coordinator

Monitoring of Appraisal

Action plan for preparedness for NEP

Identify 2 best practices and institutionalize it in the coming 5 years

Internal Auditor

Rigor in Documentation Process

Criterion 1

Initiate Employability Audit of the Syllabus by getting feedback from the industry by Feb 2024

Organise a Workshop on Curriculum Framework Process and NEP

Criterion 2-

Workshop on writing PSOs and COs, setting question papers with COs

Criterion 3- Research

Faculty Publication in Focus

Consultancy

Identifying and sharing consultancy opportunities to other departments

Internships/MoU

Follow up on initiating and submitting the MoU and its allied documents

Extension

Connecting with CSR of companies

Criterion 4-

Researching lecture capturing systems.

Increase smart classrooms

Criterion 5-

Increase campus placements

Tracking student progression through Departments and Mentors

Maximise Alumni registrations.

Criterion 6

Brand Management, FDP on NEP, Annual Deployment of Perspective plan, MDP's

Criterion 7-

Enhancing environmental and sustainability related issues