



YEARLY STATUS REPORT - 2020-2021

Part A

Data of the Institution

1.Name of the Institution		CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION AND RESEARCH
• Name of the Head of the institution		Dr.C.S.Dalvi
• Designation		Director
• Does the institution function from its own campus?		Yes
• Phone No. of the Principal		02312535706
• Alternate phone No.		02312535707
• Mobile No. (Principal)		9423285987
• Registered e-mail ID (Principal)		director@siberindia.edu.in
• Address		Shivaji University Road,
• City/Town		Kolhapur
• State/UT		Maharashtra
• Pin Code		416004
2.Institutional status		
• Autonomous Status (Provide the date of conferment of Autonomy)		26/05/1995
• Type of Institution		Co-education
• Location		Urban

• Financial Status	Self-financing				
• Name of the IQAC Co-ordinator/Director	Dr.T.V.G.Sarma				
• Phone No.	02312535706				
• Mobile No:	9860113341				
• IQAC e-mail ID	tvgs@siberindia.edu.in				
3.Website address (Web link of the AQAR (Previous Academic Year)	http://www.siberindia.edu.in/uploads/config_docs/20201005.223403~5-NAAC-AQARReview-2018-19.pdf				
4.Was the Academic Calendar prepared for that year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	http://www.siberindia.edu.in/content/article.php?id=8				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 3	A+	3.55	2016	05/12/2016	04/11/2021
6.Date of Establishment of IQAC			07/09/2004		
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
Chhatrapati Shahu Institute of Business Education & Research	CPE III	UGC- New Delhi	06/01/2015	150
Chhatrapati Shahu Institute of Business Education & Research	RUSA-2.0	RUSA - New Delhi	17/12/2018	500

8. Provide details regarding the composition of the IQAC:

Upload the latest notification regarding the composition of the IQAC by the HEI	View File	
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9. No. of IQAC meetings held during the year

04

Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?	Yes
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If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
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10. Did IQAC receive funding from any funding agency to support its activities during the year?

Yes

If yes, mention the amount	423608
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11. Significant contributions made by IQAC during the current year (maximum five bullets)

1. Generic Elective Selection Software Development

2. Online Social Outreach Webinars

3. Online Admission System	
4. Mobile Book Ordering System	
5. Administrative Staff Development Program	
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
Generic Elective Selection System	Mobile based selection of all interdepartmental Generic Electives saving physical and organisational efforts
Social Outreach Initiatives	Conducted more than 30 social outreach webinars during pandemic
Online Admissions	In-house development of online admission process system
POs & COs	FDP for refining POs and COs of all programs
Administrative Staff Training	Training and involving the Administrative staff in soft skills
Google Classroom Training	Creation of Google Classrooms by faculty for all courses and effectively using them for conducting online classes during pandemic
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 council	03/07/2021
14. Was the institutional data submitted to AISHE ?	Yes

- Year

Year	Date of Submission
09/02/2022	09/02/2022

Extended Profile

1.Programme

1.1	09
Number of programmes offered during the year:	

2.Student

2.1	1120
Total number of students during the year:	

2.2	543
Number of outgoing / final year students during the year:	

File Description	Documents
Institutional Data in Prescribed Format	No File Uploaded

2.3	1053
Number of students who appeared for the examinations conducted by the institution during the year:	

File Description	Documents
Institutional Data in Prescribed Format	No File Uploaded

3.Academic

3.1	659
Number of courses in all programmes during the year:	

File Description	Documents
Institutional Data in Prescribed Format	No File Uploaded

3.2	51
Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	No File Uploaded
3.3	0
Number of sanctioned posts for the year:	
4.Institution	
4.1	383
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	28
Total number of Classrooms and Seminar halls	
4.3	410
Total number of computers on campus for academic purposes	
4.4	57.86
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.

MBA

The department Management offers Masters of Business Administration. The Program is sub-divided in to three main specializations. They are

MBA General

MBA Business Analytics and

MBA in Banking and Financial Services.

Students admitted at CSIBER have options to select the right program as per their career objectives. Data Science and Data Analytics is an emerging industry. The industry offers huge job and entrepreneurship opportunities. The banking and Financial Services sector is a fast-growing sector, creating job opportunities in the Urban and Rural sectors. The design of curricula for both the courses is done by considering state, national and international scenarios as well as requirements of the corporate world. MBA in Business Analytics develops data analytics skills among the students to capitalize on these opportunities. Along with these specialized programs; MBA General students get employed in all other sectors of the economy. Ability enhancement courses offered by the program improve students' ability in leadership skills, life skills foreign language, and digital marketing skills. The perfect mixture of theory, practicals, projects, seminars, encouraged to complete MOOC's, etc. is prepared by considering the overall growth of the students.

MSW

The academic programmes offered by the institute are designed to meet the requirements of the stakeholders at local, National, and Global developmental needs. The programmes aim to inculcate holistic education which has been reflected through POs, PSOs, and COs. The programmes focus on employability/entrepreneurship/skill development. The advantage of Autonomy and The Choice Based Credit System (CBCS) has enabled the Institute to restructure the curriculum from time to time to tailor according to changing needs of the society.

To develop independent thinking Students are given an opportunity to participate in practically oriented learning like internships, industrial visits, field trips, and research projects as part of the curriculum. The syllabus enabled to update of theoretical knowledge and practical training for skill development to equip the students to face real-time challenges and societal needs.

MCA & M.Sc Computer

The department of computer studies offers two programmes.

Master of Computer Applications (M.C.A.)

The design of curricula for both the courses is done by considering state, national and international scenarios in Computer science. As students completing MCA work as either software engineers or may start their own development firm, the focus is on the technologies in use now and will remain in use for the next few years. The sound computer science foundation is provided through the curriculum so that based on it they can get acquainted with new technology if the need arises. The perfect mixture of theory, practicals, projects, seminars, etc. is prepared by considering the overall growth of the students. By understanding the importance of Network Security and Data Science, the syllabus is revised in 2020-21 and two specializations are offered to the students out of which student has to select anyone in semester-III and Semester-IV.

Master of Science (M.Sc.(Computer Science))

As students completing M.Sc, program most probably gets into academics/research sound theoretical knowledge about computer science with a blend of research is a must. The curriculum is designed by keeping this in mind. Also Practical and projects are part of academics/research a mixture of theory and practicals is prepared so that they can enter into academics/research without any problem.

M.Com.

The M.Com. program is introduced by the institute under autonomous status. In the region of Western Maharashtra, the subject Advanced Accounting & Finance is offered as a specialization. As a result, the students of the region are deprived of job opportunities in banking financial services and insurance, costing, taxation, as well as accounting, finance, and commerce sectors. Recognizing the need of the region and immense potential the course has been floated with clear-cut program objectives and course outcomes. The distribution of all the papers is under the CBCS pattern.

M.Sc (Quantitative Economics):

The present-day job market is offering immense job opportunities for data analytics, economic analysts, business analysts, and data scientists. The corresponding course which provides the training for these emerging job profiles is not available in this region. The M.Sc.Quantitative Economics is a postgraduate program that combines economic theory, quantitative techniques, and data analysis software's in order to train the students for these upcoming job profiles. In this way, the program contributes to regional, state, and national interests of providing trained data scientists.

MBA Environment

As per the career objectives Management students admitted at CSIBER has options to select the right program. The main aim and objective of MBA (Environment Management) program are to infuse environmental concepts in all the functional areas of business management. The MBA environment program will increase the job opportunities for the students in the corporate world. In today's corporate world, business projects need to comply with many government norms and regulations pertaining to the environment, look into policies, and frame an environmental management system looking into various aspects. Hence the corporate sector is employing management graduates with specialization in MBA Environment Management to handle all the factors that go into complying with regulations, environment framework, legal tangles, etc. MBA Degree in Environment Management with dual specialization gives jobs to the students with companies that are into manufacturing, research and related work, or consulting firms, NGOs, etc. Wherein the students can work in the field of Environment & Business Management.

M.Sc. (Environment and Safety)

The specific objective of Environment and safety course is to provide in-depth knowledge to the students in respect of current environmental problems faced by human society and to develop among students a scientific attitude based on the interdisciplinary approach to enable them to take a holistic view in decision making. Ability enhancement courses offered by the program improve students' abilities such as leadership skills, life skills foreign language, etc. The practical knowledge makes them accomplished, well handy. M.Sc. (Environment and Safety) program provides information about the importance of industrial safety, occupational health, and prevention of accidents/incidents which may cause loss of life/property. M.Sc. (Environment and Safety) program develops

managerial competence among students in managing environmental development programs sponsored by the Government.

Master of Philosophy:

The department of Research offers Masters of Philosophy. The Program is subdivided into three main specializations. They are

- 1) M.Phil. Commerce & Management
- 2) M.Phil. Economics and
- 3) M.Phil. Social Work & Sociology

Students admitted at CSIBER have options to select the right program as per their post-graduation degree (M.Com, MBA, MCA, MA, and MSW) and objectives. M. Phil. programme shall be of a minimum duration of two consecutive semesters / one year and a maximum of four consecutive semesters / two years. If the M. Phil Dissertation of the candidate is ready, after the expiry of 2 (Two) years, the candidate may be allowed to submit his/her dissertation by an extension of registration for two years. He/she may submit his/her M. Phil. dissertation within two years from the date of extension of registration. If the candidate fails to submit his/her Dissertation within two years from the extension of registration, his/her performance, as well as registration, will automatically stand canceled.

File Description	Documents
Upload additional information, if any	No File Uploaded
Link for additional information	Nil

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

1

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	No File Uploaded
Any additional information	No File Uploaded

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

207

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

1.2 - Academic Flexibility

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

25

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
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

09

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
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

Masters of Business Administration

The courses taught under Management Program are interdisciplinary in nature. Along with building managerial abilities these courses strive for overall growth of the students in areas relating to community development, business ethics and corporate governance, sustainable environment development, social problem counselling through Choice Based Credit System. Choice Based Credit System (CBCS) offered by the institute helps students to get acquainted with these cross cutting issues happening around business and Socio-Economic Environment. Student can opt for a course from social science, computer management, environment and economics according his/her own choice and need. In addition to this various programs are organized to make them aware about social, environmental, professional ethics, human values and gender equality.

M.Sc. Quantitative Economics :

The Department of Economics is offering M.Sc. in Quantitative Economics with Multi-disciplinary approach under Choice Based Credit System (CBCS. Through this, economics graduates are been made aware of concepts and issues in the areas like environment, Management, and social work to imbibe responsibility towards society and making perspective more wider to analyze various socio-economic factors.

Masters of Social Work

Gender Equality: For maintaining the equality among the staff and students the Women development cell and Anti ragging cell are active. These committees take utmost care and provide support to girl students and the female staff. Meetings are conducted on

regular basis and issues are discussed over to find solution for making a better environment for the women. Women development seminars also conducted which includes teaching them self-defense. International women's Day is celebrated every year.

Environmental Awareness: Environment awareness is inculcated in students. A separate paper is included in the curriculum. Every year Environment day is celebrated. With enthusiasm. Students are also involved in street plays to create awareness in the society about the importance of preserving the environment.

Human rights: The institute makes sure that no violation of human rights takes place. 'Human Rights Day' is celebrated to spread awareness of Human Rights and motivate everyone to make the proper use of basic rights. Seminars on Human Rights are conducted in the Institute. Moreover our Faculty members have acted as Resource persons in State and National Level Seminars.

Professional ethics: Professional ethics are taught to students as part of their holistic development. Importance for group work and imbining leadership is being taught.

Moral and ethical values: Moral and ethical values are inculcated as part of education of the students. Our teachers put their best efforts to groom students and make them responsible citizens. All programs of National importance, Independence day, Republic day, Gandhi Jayanti, Teacher's day, Voters Awareness Day, International Yoga Day, , World Environment Day, Youth Day etc. to imbibe values in the students.

Master of Computer Application & Master of Science in Computer

As courses taught under computer science are purely technical in nature but for overall growth of student community social, managerial and environmental aspects also contribute. By keeping this in mind Choice Based Credit System (CBCS) is introduced where besides core and discipline specific courses generic electives and ability enhancement skill courses are introduced. Where the student can opt for a course from social science, management, environment and economics according to his/hers own choice and need. In addition to this various programs are organized to make them aware about social, environmental, professional ethics, human values and gender equality.

Master of Commerce

The institute offers Professional ethics, gender, human values, environment and sustainability courses as part of general electives and ability enhancement courses under the CBCS pattern. The courses on environment and sustainability have been opted by many of the commerce students. These course are helpful to the students to make them aware about various socio economic factors.

Master of Philosophy

As courses taught under Research Program interdisciplinary in nature and along with building research skills and abilities in the students for overall growth of the students the courses relating to Research Methodology, Quantitative Techniques and Computer Application and Recent Trends in Commerce and Management are available for the research students to develop research mind. At the same time various courses are added in the syllabus through Choice base credit system, which help to research students to choose the right course for the research purpose. Choice Based Credit System (CBCS) offers by the institute helps students get acquainted with these cross cutting issues happening around commerce, management, business and Socio-Economic Environment. Student can opt for a course from commerce, management, economics, social work and sociology according his/hers own choice and need. In addition to this various workshops are organized to make them aware about, research skills, techniques, methods, social, environmental, professional ethics, human values and gender equality.

Department of Environment management

Department of Environment management offers MBA (Environment Management) and M.Sc. (Environment & Safety). Main focus of these programs is Environment and Sustainability, to inculcate modern concept of green industries to the student for sustainable development and to develop managerial competence among students in managing Environmental Development programs. As per focus Curriculum of these programs include courses like corporate environmental strategies, Environmental Impact assessment, Environmental management system, management of Industrial civic waste, sustainable agriculture, Industrial hygiene and Occupational health, safety engineering etc.

As Institute adopt CBCS pattern under this students of other than Environment Department can choose courses like Environment and Development, Disaster Management, watershed Management etc.

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	No File Uploaded

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

07

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	No File Uploaded
Any additional information	No File Uploaded

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

117

File Description	Documents
List of students enrolled	View File
Any additional information	No File Uploaded

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

642

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	No File Uploaded

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained A. All 4 of the above

from 1) Students 2) Teachers 3) Employers
and 4) Alumni

File Description	Documents
Provide the URL for stakeholders' feedback report	https://www.siberindia.edu.in/uploads/config_docs/20211228.104453~Stakeholder-Feedback.pdf
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	No File Uploaded
Any additional information	No File Uploaded

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.siberindia.edu.in/uploads/config_docs/20211228.104453~Stakeholder-Feedback.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

563

File Description	Documents
Any additional information	No File Uploaded
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)

300

File Description	Documents
Any additional information	No File Uploaded
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.

College adopts a process to identify slow and advance learners among students through constant observation, evaluation and interaction with reference to the programme objectives.

Advanced learners and slow learners are also identified as per their responses in the class room as well as their performance in the unit based tests, and internal examinations. Students coming from socially backward communities are specifically identified and remedial classes are organised for them.

A) Slow Learners

The institute arranges different remedial sessions for slow learners in the form of remedial classes, workshops and expert lectures. Slow learners are motivated to participate into group discussions, given more focus on them during teaching. Continuous feedback throughout the lecture is taken by facial reading as well as by asking questions to understand their learning ability. Students who are weak in oral communication are guided through different activities by organizing language development sessions by different language experts.

B) Advanced learners

They are motivated for MOOC certifications. Advanced learners are encouraged to refer additional textbooks, journals in the form of book review and paper review which is considered for internal continuous evaluation. They are motivated to participate in seminars, conferences, Programming competitions, KirloskarVasundhara Film festival organises KirloskarVasundhara Eco-ranger team, Paper presentation, Poster presentation, Quiz competition, debates, etc.

Special workshops are organised to give them deeper insights into specific topics not covered in curriculum.

For students overall development institute organizes various events like Quiz competition, programming contest, poster presentation, best out of waste etc. Students are recommended to watch various YouTube videos based on various topics.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.siberindia.edu.in/IQAC/AQAR/2020-21/2.2.1.pdf

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
31/12/2021	1120	51

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:

CSIBER as an institute is committed to ensure the holistic development of the students through a student-centric learning process and suitable curriculum design. As an autonomous institute all the departments impart advanced technologies and concepts in their syllabus. For the overall growth of the students various activities and events are arranged and students are encouraged to participate in these activities and events.

1. Guest Lectures/ Expert Seminars – Various industrial experts are invited to give talk on their experience and latest technologies and methodologies adopted by the industry.

2. Certificate courses – Information Technology changes rapidly and various IT industries use different platforms for development of their solutions. Students need to acquire extra

knowledge other than that of floated in their syllabus. Thus various departments organize various certification courses on aspects like Big Data, IOT, Cyber security, Data Mining, Machine Learning, Tally, advanced web technologies and management concepts; having both theoretical and practical.

3. Mini Projects and Internships – Students have to complete mini projects based on their domain courses. Students are also encouraged to go for live projects and they undergo summer internship programme as a part of their curriculum.

4. Seminars– In every semester students have to give seminar on any advanced topic either from syllabus or apart from syllabus.

5. Workshops/ Conclaves– These are conducted on different topics like Export Import Documentation, leadership, organizational behavior, Enhancing employability, corporate applications of Business Analytics, stock market and mutual funds, project management, Innovative entrepreneurship, HRM& IR etc.

6. Regular practicals-practicals are conducted for lab based courses like programming, Environment related courses, econometrics, Information technology. Field/Industrial visits are made compulsory for better experimental learning.

7. Case studies – Every faculty applies case study based teaching so that students are able to understand application of concepts learned.

8. Alumni participation – Alumin's are motivated and invited to interact with students. Alumni share their industrial experience and even organize workshops for students.

9. Management games: - Different management games are conducted to understand the concepts in strategic management, group dynamics, team building, leadership, creativity and critical thinking in the management lab.

10. Competitions :- Competitions on business plan, poster making on marketing concepts and social issues, and gender equality have been organized. Celebration of International HR day by organizing expert talks.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional Information	Nil

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

· All teachers use ICT enabled tools such as PPT presentations, excel working sheets, different online social media links, online classrooms, moodle LMS, etc.

1) Google classroom - For sharing of resources and student evaluation when students are away from campus google classroom is used where presentations, documents and other material is uploaded so that they can refer it as and when they wish to. Also the quizzes are conducted using google classroom.

2) Videoconferencing - The institute has full-fledged video conferencing facility which is used for arranging guest lectures by the experts. The same facility is used for the placement and recruitment process.

3) IT enabled classrooms - Each classroom in the institute is equipped with audio, projector, computer, projection screen and internet facility and teachers are encouraged to use these facility to the maximum so that learning experience for the students can be made easy and enjoyable.

4) Lecture Videos:- The faculty members have developed videos related to their course. These are provided to the students for learning. This way flip classes are developed.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://www.siberindia.edu.in/IQAC/AQAR/2020-21/2.3.2.pdf
Upload any additional information	No File Uploaded

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

2.3.3.1 - Number of mentors

51

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	No File Uploaded

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

For each academic year the academic calendar is prepared well in advance and the same is communicated with every stakeholder. The teachers are advised to stick to the academic calendar so that each and every activity can be completed as per the plan.

For the preparation of the Academic calendar Director of the Institute constitute the committee having HODs from each department. The committee will prepare the Academic calendar by considering the available working days. These available days are systematically planned by considering Admission Process, Teaching & Learning Process, Industrial/Field Visits, Study Tour, Preparation leave, Semester End Exam and events such as welcome, farewell function, Sports etc. Academic calendar is strictly followed by the Departments & monitored by the Director and HODs. Academic calendar was prepared and displayed on notice board.

Each teacher is supposed to prepare teaching plan for every semester and asked to stick to the teaching plan in any case. Same will be communicated with Students by uploaded on the Moodle In order to monitor the teaching plan regular attendance of the students is taken on the paper to find out number of sessions conducted per course.

The examinations are carried out as per the academic calendar to ensure that every semester teaching and learning process starts on scheduled days.

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

51

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	No File Uploaded
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

34

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	No File Uploaded

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

51

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

2.5 - Evaluation Process and Reforms

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

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	No File Uploaded

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

0

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	No File Uploaded
Upload any additional information	No File Uploaded

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

2.5.3 IT Integration and reforms in the examination procedures and process including Continuous Internal Assessment (CIS) have brought in considerable improvement in Examination Management System (EMS) of the Institution. On the outbreak of COVID-19, digital learning and teaching became a new norm. The examinations are also becoming digital. The most crucial concern is efficiently organizing the examination process that matches the standard of an offline examination. The major challenge is ensuring a foolproof examination by reducing the frauds at the side of exam takers. Traditionally, an invigilator monitors the students at an exam hall to check if any fraudulent methods are being adopted. Onscreen monitoring examinations and remote proctored examinations are helping the Institutions to overcome these problems. Onscreen monitoring examination mode help the authorities to monitor the students onscreen while they take the examinations. CSIBER is the first Autonomous Institute under the Shivaji University area to adopt the On Screen Monitoring system for conducting the online examination during the covid-19 pandemic situation. In the Onscreen monitoring system CSIBER uses a WebEx meeting app to monitor the student at the time of examination and Google form for taking the online quiz. We create a separate Google classroom for all the programmes and date

wise examination time table is scheduled. We will send two links i.e. WebEx meeting app and Quiz link the respective students by using Google Classroom for the online examination. The demand for onscreen monitoring and remote proctoring has increased after the pandemic outbreak especially after the UGC direction to hold term-end exams by the end of October 2020. The following are the advantages of onscreen monitoring system. Speed: The traditional examination is a time-consuming process and involves many steps and people. The online examination can be conducted without wasting time and efforts of several people. Onscreen monitoring improves the process by reducing the involvement of individuals in the examination system. Since it eliminates the presence of many individuals, the candidates from remote locations can also take the exam. Security: To secure the examination, educational institutions need to take extra caution and spend money at various steps. Since the online examination system alone checks the untoward incidents, the institutions can stop worrying about the lack of efficiency. Onscreen monitoring is a reliable solution to secure the entire exam administration. Scalable: The onscreen monitoring system enables to conduct the online examination in mass scale. The candidates can participate in the exam from their own personal devices and the system restrict the access to IP addresses and monitors individual exam taker. Fast Delivery - Exams, Evaluation & Results: As discussed above, the agile online examination platform helps institutions quickly deliver the exams. The system can evaluate the answers automatically in the case of objective type questions and the result/grade sheet is created as soon as the candidate finishes the exam. The grade sheet of the student is uploaded in the exam software and result is declared. Cost-effective: As the involvement of a large number of invigilators is eliminated, the institutions can marginally reduce the cost of conducting examinations. Uploading questions and details of candidates into the Google form is the only steps involved in the process before the examination.

CONTROLLER OF EXAMINATIONS

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.siberindia.edu.in/IQAC/AQAR/2020-21/2.5.3.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

2.6.2 Attainment of program outcomes and course outcomes are evaluated by the institution

In a two/ three years post-graduation programmes , the method of achieving COs, POs and PSOs begins from writing acceptable COs for each course of the programme from the first year to the final year. The course outcomes are written by the expert faculty members using action verbs of learning levels suggested by Bloom taxonomy. Then, a correlation is established between Cos and PO's on the scale of 1 to 3, 1 being the Weak (low), 2 being moderate (medium) and 3 being significant (high). In this respect, a mapping matrix is prepared for each course in the programme. A committee of senior faculty members regularly examines the course outcomes written and their mapping with POs before they are finalized. The following tables show the COs and the CO-PO mapping matrix in the following format:

Cos

P01

P02

P03

P04

P05

P06

C01.1

C01.2

C01.3

C0 1.4

C01.5

The level of C0 achievement can be measured based on the internal and external examination conducted by the institute. This is a form of direct attainment measurement.

Course Attainment level's

In order to calculate Course attainment level's the attainment levels are decided. The Course attainment is done on the basis of semester exams conducted at the end of the term as well as internal assessments conducted periodically during the semester. The CO attainment is defined at three levels as follows:

1. Level-1: students scored more than classaverage
2. Level-2: students score more than classaverage;
3. Level-3: students score more than classaverage.

The target level is set (e.g. Level-2). It indicates that, the current target is level-2; 40% students score more than class average. The CO attainment is measured and the results are obtained. Based on the results of attainment, the corrective measures/remedial action are taken.(KulkarniPravin G. (2019))

CO Attainment= 80% (Attainment level in end term examination) + 20% (Attainment level in internalexamination).

Attainment of PO's

In order to calculate attainment of PO's a similar methodology is followed.

1. PO attainment is defined at five levels in ascendingorder;
2. The PO attainment is based on the average attainment level of corresponding courses (Direct Method) and feed-back survey (Indirectmethod);
3. The PO attainment levels are defined / set as statedbelow;
 - Level-1: Greater than 0.5 and less than 1.0 (0.5>1)-Poor
 -
 -
 - Level-4: 2.0<2.5-VeryGood
 - Level-5: 2.5<3.0-Excellent

The PO attainment is then set and the actual levels achieved are compared to the set level.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	Nil

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

In a two/ three years post-graduation programmes , the method of achieving COs, POs and PSOs begins from writing acceptable COs for each course of the programme from the first year to the final year. The course outcomes are written by the expert faculty members using action verbs of learning levels suggested by Bloom taxonomy. Then, a correlation is established between Cos and PO's on the scale of 1 to 3, 1 being the Weak (low), 2 being moderate (medium) and 3 being significant (high). In this respect, a mapping matrix is prepared for each course in the programme. A committee of senior faculty members regularly examines the course outcomes written and their mapping with POs before they are finalized. The following tables show the COs and the CO-PO mapping matrix in the following format:

Cos

P01

P02

P03

P04

P05

P06

C01.1

C01.2

C01.3

CO 1.4

C01.5

NAAC

The level of CO achievement can be measured based on the internal and external examination conducted by the institute. This is a form of direct attainment measurement.

Course Attainment level's

In order to calculate Course attainment level's the attainment levels are decided. The Course attainment is done on the basis of semester exams conducted at the end of the term as well as internal assessments conducted periodically during the semester. The CO attainment is defined at three levels as follows:

1. Level-1: 30% students scored more than classaverage
2. Level-2: 40% students score more than classaverage;
3. Level-3: 50% students score more than classaverage.

The target level is set (e.g. Level-2). It indicates that, the current target is level-2; 40% students score more than class average. The CO attainment is measured and the results are obtained. Based on the results of attainment, the corrective measures/remedial action are taken.(KulkarniPravin G. (2019))

CO Attainment= 80% (Attainment level in end term examination) + 20% (Attainment level in internalexamination).

Attainment of PO's

In order to calculate attainment of PO's a similar methodology is followed.

1. PO attainment is defined at five levels in ascendingorder;
 2. The PO attainment is based on the average attainment level of corresponding courses (Direct Method) and feed-back survey (Indirectmethod);
 3. The PO attainment levels are defined / set as statedbelow;
-
1. Level-1: Greater than 0.5 and less than 1.0 (0.5>1)-Poor
 2. Level-2:1.0<1.5-Average
 3. Level-3:1.5<2.0-Good

4. Level-4: 2.0<2.5-VeryGood
5. Level-5: 2.5<3.0-Excellent

The PO attainment is then set and the actual levels achieved are compared to the set level.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

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

472

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	No File Uploaded
Paste link for the annual report	https://www.siberindia.edu.in/uploads/content/124_doc_ANNUAL-REPORT-19-20.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.siberindia.edu.in/IQAC/AQAR/2020-21/2.7.1.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

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

CSIBER, Kolhapur is committed for Good quality research and also to our vision statement that is "To be an Institute of First choice of

Students” by framing tailor-made research and financial grants policy suitable for the local conditions which is essential for prioritizing, executing and monitoring the research conducted at CSIBER. This policy should help in achieving the ultimate aim of “Quality Research” in a systematic manner with optimized and focused efforts. The purpose of this document is to present a research and financial grants policy frame work for the design, management, optimizing infrastructure and development at CSIBER. Faculty are required to participate in research, publish their work and participate in national and international conferences to present the research data and generate new concepts in the emerging areas, if required by collaborating with other national and foreign universities. The Research and financial grants policy should ensure adherence to the principles of professionalism, transparency, accountability and auditability in research at CSIBER

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://www.siberindia.edu.in/uploads/config_docs/20211222.071657~Research_and_Financial_Grants_Policy_CSIBER.pdf
Any additional information	No File Uploaded

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)

30000

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	No File Uploaded
List of teachers receiving grant and details of grant received	View File
Any additional information	No File Uploaded

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

2

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	No File Uploaded

3.2 - Resource Mobilization for Research

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

0

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	No File Uploaded
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

0

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	No File Uploaded

3.2.3 - Number of teachers recognised as research guides

17

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

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

0

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

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

CSIBER has created an environment for Research and innovations by recruiting faculty members in different areas who come together to pursue research in various research areas. The various areas like Commerce, Management, Economics, Sociology, Social Work, Information and Communication Technology, Environmental Studies, Environment Science and Safety are the prioritized research areas in CSIBER. It is recognized Research Centre of Shivaji University. The research

centre run M.Phil programme in Commerce and Management, Economics, Social Work and Sociology. At present there are 20 plus Shivaji University recognized Research Guides for M.Phil. and Ph.D. in Commerce and Management, Economics, Social Work and Sociology. On an average 35 plus M.Phil and 8 to 10 Ph.D. students secure M.Phil. and Ph.D. degree under guidance of CSIBER Research Guides every year. In M.Phil. and Ph.D. research process, the student shall make a pre final research draft presentation in the department that may be open to all faculty members and research students for getting feedback and comments which may be suitably incorporated in to the final research draft under the advice of the guide. Finally the student is allowed to submit research draft after modification as per the advice given by committee.

The Research Committee at the Institute promotes research and research related activities. For instance eight to ten researches related faculty Development Programs and workshops are organized at CSIBER every year. The Institute always invites researchers of eminence to visit campus and interact with the faculty members and research students. The faculty members undertake major and minor Research Projects to excel in various research areas. The faculty members get recognize their research work by publishing their research articles in National and International journals of repute. The Management has designed a proactive mechanism and the same is adopted through advancing funds for sanctioned projects, providing seed money, autonomy to the Principal Investigator/Coordinator for utilizing overhead charges, timely release of grants, timely auditing, submission of utilization certificate to the funding authorities. There is also provision of budgetary allocation for Research in the Institute.

The Institute provides research facilities such as Research Laboratory with internet connectivity, well equipped library with online resources, special packages like SPSS are available for researchers to conduct qualitative and exploratory research. The Institute provides an open access to Research laboratory and also provides various statistics packages, as well as web browsing and e-mail facilities to the M.Phil, Ph.D. Research scholars and faculty members of the Institute.

This itself ensures adherence to the principles of professionalism, transparency, accountability and auditability in research at CSIBER. Good quality research provides evidence that is robust, ethical stands up to scrutiny and can be used to inform policy making.

Entrepreneurship Development Cell and Skill Hub:

Introduction:

CSIBER Institute has played a crucial role in transforming the youth of rural India, by providing Quality Education over the years by creating dynamic managers and entrepreneurs. In order to create an ecosystem that will nurture potential entrepreneurs from any academic discipline ED cell has been created. The ED Club is a student activity which was launched by students under the guidance of ED cell chairman in Nov. 2019 and newly admitted students are encouraged to enroll in the club. The cell is developed under the funds received from RUSA by the institute. It was digitally inaugurated at the hands of Hon. Prime Minister Shri. NarerendraModi on 3rd Feb 2019. The Institute has dedicated space and financial resources since then for the activities and construction of infrastructure for ED cell and Incubation centre.

Objectives and Activities:

Our main objective is to motivate students to become entrepreneur and make them aware about entrepreneurial potential lying dormant in them. Our objective is to provide them necessary skills such as creative thinking, analytical skills, people skills, marketing skills and soft skills. The cell also organizes activities and training programs for this. We also provide them information about Government Schemes and bank support for new businesses. We have signed a Letter of Cooperation with BYST – HDFC Bank Parivartan Young Gramopreneur Development Program whereby availing loans will be made easier for upcoming entrepreneurs from our Institute. We have also conducted Seven episodes of our unique activity call, 'HoobbYpreneurs are HappYpreneurs' whereby we invite those entrepreneurs who have developed a full scale business from their Hobby. Since this is a Virtual event entrepreneurs from different cities have interacted with our students.

Outcome: Thirteen entrepreneurs are created from the Institute during last four years 2016 to 2020. Out of which 10 are created since the cell started working.

Community Orientation :

The Institute regularly conducts social extension activities in and around the city.

In order to identify the important social issues of various government and non government organization, the institute has linkages with more than 50 agencies. These includes hospital, healthcare setups, Zillaparishad, Mucipal corporation, industries and NGO's.

In spite of the pandemic situation the faculty and students actively involved themselves in extension activities. It is well known that there was hesitation on the part of the people to come forward for vaccination for Covid- 19. The institute students and staff partner with the local government hospital,

Savitribai Phule hospital to sensitize the people about vaccination. The hospital authorities acknowledge the participation of the students for these important social interventions.

It is usual to find alliance for fully fit individuals. The divyang is neglected sector in these aspects. The institute collaborated with Yashwantrao Chavan Paritisthan's, Disabled Rights Welfare fourum. The students were involved in organizing the matirimonial event for the Divyang, 13 couples got the benefit of the event and students obtained the exposure to deal with social intervention for the excluded class.

During Diwali craft materials are on high demand. It helps in good income earning to small businesses during the festival season. But the mentally challenged children are excluded in this annual celebration of the most important Indian festival of light. The institute collaborated with Swayam Mentally Disabled

School to train the special children. The Diwali craft items. Many student of CSIBER involved in training there special children. The Institute's student got its training to interact and help this socially disadvantage class.

During the difficult times of Covid-19 pandemic the faculty and students took upon themselves to distribute PPE kits, cow dung for cremation, makes for Anganwadi workers, fluctuating the frontline Covid warriors. On the occasion of Be- ghar's Day, (Homeless & Destitute) the Institute collaborated with EKT NGO to sensitize the secluded class about their rights and dignity. Students were apart of organizing the social intervention activity. For Transgenders registration the institute provided the platform as well as students to the district social welfare office to execute the activity.

The registration was done on Government of India portal in the

computer lab of the Institute with the help of CSIBER students. The registration of 75 Transgenders was successfully completed by the students. This is the highest registration of Transgenders on Government of India portal on single day.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

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

B. Any 3 of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

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

2

File Description	Documents
URL to the research page on HEI website	https://www.siberindia.edu.in/contentarticle-disp.php?id=119
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

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

0.294

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

0.372

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

02

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	No File Uploaded

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

5.4

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
Any additional information	No File Uploaded

3.5 - Consultancy

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

3.09

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	No File Uploaded
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	No File Uploaded
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

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

The Institute regularly conducts social extension activities in and around Kolhapur city. In order to identify the important social issues of various Government and non-government organizations, the Institute has linkages with more than 50 agencies. These include hospitals, healthcare setups, Zillaparishad, Municipal corporation, industries and NGO's.

In spite of the pandemic situation the faculty and students actively involved themselves in extension activities. It is well known that there was reluctance on the part of people to get vaccinated for Covid- 19. The institute students and staff partner with the local government hospital, Savitribai Phule hospital to sensitize people about vaccination. The hospital authorities acknowledged the participation of the students for these important social interventions.

It is usual to find alliance for normal individuals. The divyang is neglected section in these aspects. The institute collaborated with Yashwantrao Chavan Paritasthan's, Disabled Rights Welfare forum. The students were involved in organizing the matrimonial event for the Divyang, 13 couples got the benefit of the event and students obtained the exposure to deal with social intervention for the excluded class.

During Diwali, craft materials are on high demand. It helps in good income earning to small businesses during the festival season. But

the mentally challenged children are excluded in this annual celebration of the most important Indian festival of lights. The institute collaborated with Swayam Mentally Disabled School to train the special children in making the Diwali craft items. Many students of CSIBER were involved in training these special children. The Institute's student got the training to interact and help this socially disadvantaged class.

During the difficult times of Covid-19 pandemic the faculty and students took upon themselves to distribute PPE kits, crowdung for cremation, support for Anganwadi workers, felicitating the frontline Covid warriors. On the occasion of Be-Ghar's Day, (Homeless & Destitute) the Institute collaborated with EKTU NGO to sensitize the secluded class about their rights and dignity. Students were apart of organizing the social intervention activity. For Transgenders registration, the institute provided the platform as well as students to the District Social Welfare office to execute the activity.

The registration was done on Government of India portal in the computer lab of the Institute with the help of CSIBER students. The registration of 75 Transgenders was successfully completed by the students. This is the highest registration of Transgeners on Government of India portal on single day. The students got the training in working along with this excluded class as well as the transgenders obtained the idea of mainstream higher education institution.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.siberindia.edu.in/uploads/config_docs/20201005.231913~IQAC-Webinar_18_05_2020.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

1

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	No File Uploaded

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

7

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

111

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

62

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)

4

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	No File Uploaded

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Institute has 25 fully ICT enabled classrooms. Out of these 6 classrooms having 60 students seating capacity, 17 classrooms have seating capacity of 30 students, 01 classroom has 15 students seating capacity and 01 classroom has 20 students seating capacity. There is an independent ICT enabled Seminar Hall with a seating capacity of 75 participants. To conduct Conference/Seminars/Workshops a separate auditorium with seating capacity of 300 is there in the institute. Separate Language Lab, Management Lab, Board Room, ED & Incubation center are there in the Institute. A separate Library building with around 95,000 books is developed over the last 43 years.

Institute has ICT enabled classrooms and eight state of art computer labs with latest configuration machines and structured networking LAN facility in the campus. Student computer ratio of 1:1 allowing students to access any machine in the network. The lab are well equipped with latest software's installed as per curriculum. All the labs are power backed up with online UPS and generator facility .

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

There an open to sky theatre with stage for conducting student cultural activities. The in-house trational or student activities are also conducted in RadhabaiShinde Hall which has a capacity of 300 students. The annual Yoga Day is celebrated bi the RadhabaiShinde Hall. The gymnasium with all equipment is created on the basement of the main building. Due to pandemic the facility is temporarily not available for the students.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	Nil

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

30

File Description	Documents
Upload any additional information	No File Uploaded
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)

52.31

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

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

The Library uses LIBSYS MULTIUSER INTEGRATED LIBRARY MANAGEMENT SYSTEM. With the help of this software the book issue, returns, the searching of books on OPAC is done. The library staff is fully trained in the use of this software. In order to track the footfall of students, staff and faculty members the institute has implemented LIBRARY USER TRACKING SYSTEM with HONEY WELL BARCODE SCANNER, With this the library is able to track hourly, weekly, monthly etc usage of the library facilities with graphical illustration.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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	No File Uploaded

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

21.09

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

305

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

4.3 - IT Infrastructure

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

The Institute has its own DATA CENTER with high end specification and VMWARE ESSENTIAL PLUS software. All the Computer labs are equipped with latest state of the art desk tops. The Institute is having secured network with structured cabling in the campus. A separate user name and password are provided for the students and faculty for centralized storage of digital data. The institute has separate STORAGE AREA NETWORK(SAN) for data storage. A separate Sequirite Quick Heal Anti-Virus Admin Console for all the servers and clients is also provided. For accessing the internet the Institute has SOPHOS XG-210 FIRE WALL. It supports 500 concurrent users. In order to block prohibited sites rules are defined and scripting is done. For surveillance 90 IP cameras and (Network Video Recorders)NVRs are installed and configured in the campus. The CSIBER WI-FI access is (Media Access Control)) MAC based. After registering the students Laptop/Tab the student will be able to access CSIBER internet.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
1217	700

File Description	Documents
Upload any additional information	No File Uploaded

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	No File Uploaded

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

D. Any one of the above

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	No File Uploaded

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)

55.51

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	No File Uploaded

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

The Institute has appointed two hardware engineers for the maintenance of the Computer Laboratories. The hardware engineers and the concerned faculty update software's continuously and keep the machines up-to-date so that they can be used by the users. The number of machine break downs is negligible. Technical support for using the ICT tools in the classrooms is provided by the Hardware engineers. A amount of Rs. 4121313 was spent for lab up gradation and development of computer centre costing Rs. 2617197 took place under RUSA funds. An ED skill hub is another initiative taken by the institute and ED Cell is established having a Chairman and 5 members in the committee. Amount spend on establishing ED cell is Rs. 746876.

Institute has appointed a full time administrative officer along with civil engineer for overseeing maintenance of buildings, classrooms and laboratories. Class rooms got renovated under RUSA and the amount spent on the development of class rooms were Rs. 2880478. The redesigning of the entrance of the institute, administrative unit, classrooms, laboratories, the installation of acoustics in all classrooms, maintenance of the outdoor sports facilities, installing a lift, solar lighting of the campus are few of the significant initiatives taken by the administrative officer along with civil engineer for improving the ambience of the Institute. Civil engineer monitors the physical infrastructure continuously and suggests improvement from time to time to the management. His involvement has also speeded up the construction of a separate three floors library building on campus. Updating, Maintenance and deployment of latest machines in the laboratories is always on top of the agenda for the Management. Admin office got renovated with several facilities and the amount spent on it was Rs. 627852 under RUSA funds.

The administrative officer along with civil engineer are entrusted with the complete responsibility for maintenance and repair of infrastructure facilities. They identify the problem / modification in the facilities and places them before the management of the Institute. After the approval, the procedure of obtaining the quotation and finalization is done with the help of the Purchase Committee. The works are finally executed under the supervision of the administrative officer and civil engineer. The flooring of corridors, classrooms has been undertaken by the management of the institute for last five years continuously. Every day campus cleaning activity is done by peons. Every department is having support staff i.e. peons who take care of classrooms. Rs. 3966894 were spent on Campus Development under RUSA

For boys and girls hostel separate rectors are there who are having responsibility of maintenance of hostel. Hostel committee is also there to control and maintenance of hostel. Under RUSA 454211 was spent on renovating both boys and girls hostel.

Canteen facility is also present in campus. Canteen is given on contract basis to contractor. Contractor is having responsibility of maintenance of canteen. Rs. 50000 is spent for canteen renovation under RUSA. Food committee checks the quality of food.

Library maintenance is seen by librarian as well as there is separate library committee is there having the responsibility of maintenance of library books and equipments. Director of the institute is the chairman of the committee and vice chairman is senior faculty from the institute. Committee also includes 2 student representatives. Total member in the committee are around 21. The maintenance of library, number of books required reporting to library committee is the responsibility of librarian. Rs. 1783496 is spent on knowledge resource under RUSA

The sports officer is there in the institute who will see the maintenance and records of equipments available in gymnasium. Sports officer keep track of students who are visiting college gym. Sports material is given to the inmates. Material like Football, Basketball, Chess, Carom, and Tennis Table is provided. The material like dumbbells provided for physical exercise. The bar is made available outside the hostel for exercise.

The Institute provides all the sports equipments. In the Boys hostel the equipments such as dumb bells,

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

686

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

79

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	Nil
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

274

File Description	Documents
Any additional information	No File Uploaded
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	No File Uploaded
Upload any additional information	No File Uploaded

5.2 - Student Progression

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

82

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded

5.2.2 - Number of outgoing students progressing to higher education

26

File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	No File Uploaded

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

1

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

0

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded

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

We have student representation in Library committee and IQAC. We could not conduct any Student council activities due to the pandemic.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

4

File Description	Documents
Report of the event	No File Uploaded
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

Online department wise Alumni Meets are conducted by the various departments during the academic year 2020-21. The opinion of the alumni is taken on the performance of the students and the expectations from the Industry. They are also invited for guest lectures for sharing their experiences of industry. Alumni help is also sought to conduct National / State Level Seminar, Workshops and Conferences, syllabi changes, placement activities etc. Alumni on our campus for the benefit of the juniors, namely discuss business and entrepreneurship opportunities. During the interaction alumni have highlighted the importance of current trends in the market and guided the students about the career opportunities in different fields. They have also shared their personal experiences with students. Alumni visit campus at regular intervals to support the existing batch of students in planning and organizing events, extend support and guidance for functioning of various students clubs. Alumni who are entrepreneurs have been providing inputs on how to start a new venture and turning them in to job providers.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

5.4.2 - Alumni's financial contribution during the year

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The vision and mission of CSIBER is

To be an Institute of first choice of the Students.

Mission

1. To provide professional education and training to students in general and particularly those from and around Southern Maharashtra which is predominantly rural.
2. To provide facilities and training to teaching and research community in higher and professional education.
3. To promote confidence and motivate faculty and staff to efficiently address the expectations of the student community and society at large.
4. To equip the student community, through academic autonomy to face future challenges.
5. To inculcate the spirit of dignity of the individual, excellence and service

Keeping in view the vision and mission of the Institute always has student development as the focal point in all the educational initiatives. Being the oldest Autonomous Institute in Maharashtra the Institute has formed all the mandatory committees for effective governance. This includes the committees such as Governing Council (GC), Academic Council

(AC), Various Board of Studies (BOS), Examination Committee (EC) and others. In all these committees there are Management, Faculty, Administrative Staff, Students, Alumni and Employees representatives. The objective of all these committees is to design, implement and monitor new academic initiatives in such a way that the students gets the maximum benefit in terms of training in the program they have taken admission. In the last academic year, as per the need of the market new programs launched such as MBA (Banking & Financial Services), MBA (Business Analytics) and Certificate program in Youth Development and Social change have been launched. Based on the suggestions given by the expert educationists in the Governing Body the management always encourages the faculty to initiate new programs under the Autonomous Status. The faculties of the Institute are also deputed to renowned institutions such as Gokhale Institute of Politics and Economics, Pune, Tata Institutes of Social Science, Mumbai, IIT, Mumbai and others to know about the recent developments in the respective fields of faculty.

For effective governance the Institute always believes in democratic style of management. Ideas are welcome from all the stakeholders for improvement of the Institute in general and the student in particular. Freedom is given to all for giving ideas formally in the meetings and informally during interactions with authorities of the Institute. Teachers are empowered to suggest new educational initiatives in all forums. The Internal Quality Assurance Cell in the Institute has also taken initiatives like issuing certificate of Appreciation and keeping on record the exemplary contribution made by faculty and staff for Institute or students.

The management has encouraged individual departments to introduce short term value added courses and skill development programs under the Ability Enhancement Course component. Accordingly Courses of two to four credits dealing with English Speaking, Communication, Foreign Languages, Interview Techniques, Value Education, Tally Pro, Tally Guru, GST using Tally and placement skills are being offered by various departments. The long- term plan is to increase the number of programs being offered by the Institute and have more collaboration with Institutions of National and International importance.

The management has encouraged faculty members to submit proposals to conduct Faculty Development Programs under AICTE

Training & Learning (ATAL) Academy. Around 20 different proposals were submitted. Four proposals were sanctioned by ATAL Academy and the programs were successfully completed. In order to be socially connected to the society around there is field work activity and different extension programs such as Street Plays, Blood Donation Camps, Counseling, Rural Camp etc.

6. **CSIBER** has created an environment for Research and innovations by recruiting faculty members in different areas who come together to pursue research in various research areas. The various areas like Commerce, Management, Economics, Sociology, Social Work, Information and Communication Technology, Environmental Studies, Environment Science and Safety are the prioritized research areas in CSIBER. It is recognized Research Centre of Shivaji University. The research centre run M.Phil. programme in Commerce and Management, Economics, Social Work and Sociology. At present there are 20 plus Shivaji University recognized Research Guides for M.Phil. and Ph.D. in Commerce and Management, Economics, Social Work and Sociology. On an average 35 plus M.Phil and 8 to 10 Ph.D. students secure M.Phil. And Ph.D. degree under guidance of CSIBER Research Guides every year.

The Institute provides research facilities such as Research Laboratory with internet connectivity, well equipped library with online resources, special packages like SPSS are available for researchers to conduct qualitative and exploratory research. The Institute provides an open access to Research laboratory and also provides various statistics packages, as well as web browsing and e-mail facilities to the M.Phil., Ph.D. Research scholars and faculty members of the Institute.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.siberindia.edu.in/contentarticle-disp.php?id=15

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

The leadership of the Institute believes in democratic decentralized

and bottom-up approach of management. The faculty irrespective of their seniority is inducted into different mandatory committees based on their expertise. This indicates the openness to accept new ideas for Institutional and student development. The individual departments conduct their regular meetings to co-ordinate and obtain new ideas for student development. The ideas discussed in their meetings are placed before the Director and Management for suggestions as well as support for implementation. Especially during the lockdown period due to COVID-19 pandemic the faculty members suggested to keep in touch with the students and society by way of Online Webinars with the support of management during the lockdown phase. The faculty could conduct more than 30 webinars on various relevant themes. The young faculty members were empowered to coordinate the activities of online webinars. The faculty empowering approach of the leadership in the Institute has benefitted to the young faculty and creates a second line of command.

The students are involved in planning and executing different academic and co-curricular activities. The class representatives and student members are inducted into the formal bodies such as student Council, IQAC Committee and others. The ideas from the student community are also welcome through the suggestion boxes kept at different locations. The director periodically reviews the suggestions and takes necessary steps for improvement in the infrastructure as well as the educational programs being offered in the Institute. All Heads, Faculty, Staff and Students have complete freedom and access to the Director as well as the Managing Trustee to share their feedback on various aspects.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

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

The Institute got reaccruited in the third cycle with A+ (3.55

CGPA) in November, 2016. With a view to improve the NAAC grade in the fourth cycle the Institute re-worked its strategic plan for the five year period 2016-2021. Accordingly all the departments and faculty members were informed to identify emerging areas in their respective disciplines. The idea was to float different certificate, Diploma or post-graduate programs in the various themes. On the basis of the suggestion proposals for starting new post graduate programs were received from the departments. The new programs successfully launched as part of the strategic initiatives included MBA (Business Analytics), MBA (Banking and Financial Services), M.Sc. (Quantitative Economics) and Diploma in Youth development in collaboration with Tata Institute of Social Science (TISS) Mumbai. The departments were also informed to explore for collaboration with Foreign Universities and Institution for academic progress.

These unique professional program focus on the emerging market requirements of skilled people in Business Analytics, Quantitative Economics, Banking Services and Youth Development. The environment department also initiated MBA (Environment Management) which made the Institute to be the only one offering management degree in environment studies duly approved by AICTE, New Delhi.

The departments are invigorated to float new post graduate programs in emerging areas. The courses offered under the CBCS pattern was also part of long term strategic plan of the Institute. Under this pattern the departments were encouraged to give more choices to the students under the Generic Electives (GE) and the Ability Enhancement Courses (AEC). In each semester students were offered 4 different GE choices, other than their parent department. As a result of this strategic initiative the inter department interaction of the students and faculty has increased. Moreover a computer science student can now take course in counseling offered by the social work department. A student of any department can get exposure to courses from other departments. In this way the long term strategic plan of diversifying the program offerings as well as increasing the student choice in the courses is improving the brand image of the institute as well as growing a better educational experience to the students.

In line with the strategic plan of the Institute different departments floated a new and job-oriented post-graduate programs. As per this plan every department were to identify upcoming and emerging courses in their respective discipline and offer them as a full-fledged post-graduate, Diploma or a Certificate program. Being an Autonomous Institute with the advantage of academic freedom the Departments through the deliberations in its Board of Studies

resolved to offer Master of Science in Quantitative Economics, M.Sc.(Q.E.), Master of Science in Cyber Security, M.B.A.(Business Analytics, Banking & Financial Services, Agri-Business mgt) and M.A(Couselling & Guidance). The University authorities appreciated the new initiative and provided the necessary approvals.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

The organogram of the Institute initially was created by keeping in mind the guidelines of Autonomous Colleges. The Governing Council is the apex decision making body of the Institute. The management of the Institute has taken due care to induct educational experts from all over the country in GC committee. Teaching and non-teaching representative are also part of this committee. The educational experiences shared by experts help in initiating new education programs in the Institute.

The director and the Academic Council are the next in level of the organogram. All the department heads, Controller of Exams (COE), the Registrar and student representative are the members in the Academic Council (AC). The new programs being launched, academic calendar prepared at the start of the academic year, student curricular activities are discussed and finalized in this committee. Registrar, Librarian Controller of Exams and the coordinator of IQAC provide a supporting role of the Academic Council.

All the Board of Studies (BOS) are the next in level of the hierarchy of Institute Management. The BOS has its member all the faculty in the department university Nominee and the external expert invited from well-known Institutions. For effective governance the meeting of AC and BOS are scheduled twice in a year.

The Registrar is the head of the administrative section. Along with the finance officer, and office staff provide the educational support services such as maintaining the student database, preparing the program for list of students for each department, keeping a

record and taking follow up action for pending fee collection, maintaining liaison with the parent university, and other regulating bodies. The daily correspondence received by the Institute are noted and are directed to the respective departments for necessary action or compliance.

For day-to-day coordination of different activities, the departments the Head make the committees as per the need. Institute has thus well structured set-up for effective management.

File Description	Documents
Paste link to Organogram on the institution webpage	Nil
Upload any additional information	View File
Paste link for additional Information	Nil

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	No File Uploaded
Screen shots of user interfaces	No File Uploaded
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 Institute has Started Employee Welfare Co-operative Society more than three decades ago. It is named as (Late) Prof. Dr. A. D. Shinde, CSIBER Employee Co-operative Credit Society. As Western Maharashtra is the area of vibrant co-operatives, the management of the Institute motivated the employees to come together and start the Co-operative credit society. With the knowledge and expertise of the management in the Co-operative sector, society was started with the role

objective of promoting the Welfare of the employees.

As in the case of any cooperative organization, the unique feature of the CSIBER cooperative society is that all the employees from the Institute to the peons are all members. The barriers created by the hierarchical management structure is broken and all the employees come on a level field for sharing their economic and social issues that can be solved by a mutual help.

Over the years the CSIBER co-operative society has helped the employees to purchase agricultural land, construct houses, and purchase agricultural equipment, plots for constructions of houses, purchase of flats and supporting member's children for higher education. This is possible through the short term and long term credit scheme started for the employees. Almost all the employees around 120, are the members of the co-operative society have taken the benefit of the Welfare System initiated by the Management of the Institute. The hassle-free loan sanctioning process, low interest rates compared to the commercial banks, the good dividends to the members and the annual society dinners is helping to create a healthy work atmosphere in the Institute.

During the covid-19 pandemic started in March 2020, management of the Institute initiated a welfare scheme especially for the non-teaching staff. Under the scheme the management contributed to bear the cost of the covid-19 tests in case of any symptoms is observed. The cost of the test being very high the management came forward with their initiative to promote the Welfare of the employees.

Especially in case of faculty for career development the Institute follows a very open and transparent policy. The faculty members and the HODs are given full freedom to identify the Faculty Development/Training Programs in the emerging areas. Only condition for deputing the faculty for these programs is that the institutions conducting their training programs should be Institutions of national and international repute. The Institute pays the registration fees for faculty to attend their training programs. Faculty of all the departments have taken the benefit of career and skill up-gradation scheme. The faculty were also encouraged to attend the online FDP being conducted on various topics such as research methodology, online teaching method and others. At the same time the faculties were encouraged to submit proposals under the ATAL, so that they will have an experience of conducting online FDPs as well as share the expertise of CSIBER faculty with the teachers across the country.

The faculty have also taken the benefit of Faculty Development Programs being offered by reputed National Level Institutions, such as IIT, Mumbai, NIETI, Mumbai, IIM, Kozhikhode, Gokhale Institute of Politics & Economics (GIPE), Pune. All these programs are fully funded by the Institute for the development of the faculty in the department.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

17

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

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

02

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

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

79

File Description	Documents
Summary of the IQAC report	No File Uploaded
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 Annual Financial Statements are prepared by the Institute. The statements are Audited by a Chartered Accountant and placed before the Board of Trustees and The Governing Council of the Institute. The suggestions given by the auditors and the Trust/Council members are considered and the necessary corrections are made under the guidance of the Managing Trustee.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

0

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

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

The post graduate programs in Management, Computer Science, and Environment Science & Management are the main revenue generating sources for the Institute. These are the flagship programme of the

Institute. Over the years due to the demand for Generic Management, Computer Professionals and Environment, the programs were running very successfully. But in the recent times the Generics are being substituted with specialists. This is reflected in greater demand for Marketing Specialist, Finance Specialist, Banking Specialist Environment & Safety Experts, Data Scientist, Constitutive Economist and others. Accordingly the Institute has initiated new specialized post-graduate programs entitled MBA (Business Analytics), MBA (Banking & Financial Services), MBA (Environment Management), M. Sc. (Environment & Safety), M.Sc. (Quantitative Economics). All these programs are the future revenue generating process that will serve the students in western Maharashtra as well as survey to mobilize funds.

The second strategy for mobilizing funds is to focus on institutional collaboration for extension activities. The Kolhapur region experienced unprecedented floods in August, 2019. The Institute especially its Social Work Department starting collaborating with the Collector Office and the local authorities to provide flood relief measures. Apart from providing temporary fund raising support, the Institute wanted to support the flood affected families by providing long term solutions such as constructing best flood and calamity proof house constructions. Accordingly the Institute collaborated with institutional NGO named UPS in USA for obtaining the financial resource support for its social extension activity obligation. The UPS sanctioned 43 Lakhs for executing the housing constructions project being implemented for families severely affected by the floods. For all such and the future social extension activities the faculty have been informed identify collaborators for not only providing the funding but also technical support of channelizing the Institute social obligation.

Individual departments have also been informed to identify and offer short term training programs as well as long term post graduate programs in collaboration with professional bodies. This will help not only to support the new initiatives but also provide a source of revenue to the Institute. The new strategy to mobilize the funds has become necessary as the inflow of the students for the traditional programs is slowly reducing as well as the support from State for the funded courses is being withdrawn over the years. For optimal utilization of the funds all the budget proposals for the programs have to be submitted to the management for seeking permission for conducting the activity.

Only the budget is approved, the coordinator of the program is permitted to incur the expense, office procedures as well as in

collaboration with the finance office. Due care is taken to ensure that cost with best service or product criteria is not in executing the education activity. All the budgeted expenses are submitted with bills to the finance officer to monitor the expenses incurred.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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)

The Institute was reaccredited in the third cycle in 2016 with A+ grade and CGPA of 3.55 with a view to empower the academic performance and obtain the highest grade in the fourth cycle, the Institute decided to switch from credit pattern to Choice Based Credit System (CBCS) for all the programs. Accordingly with the institute of IQAC, all the programs shifted to the CBCS pattern. One of the first quality challenges was that all programs, though being offered under the same roof had different format and structure of presentation. This was not appearing to be professional presentation of the course offerings. So, the IQAC with the help of the team members designed a common template for presenting the courses in all the program. The template included mentoring the course codes, course names, course objectives, learning outcomes, program objectives, program outcomes, unit wise division of the syllabus, Text books, Reference Books, Journals Websites and Video Links. This exercise helped on the faculty to redraft the course as per the course and program objectives. All these suggestions for Quality Enhancement were provided by the IQAC as per the NAAC sever criteria guidelines. As a result of their quality initiative all the courses have been redrafted with proper learning objectives and outcomes, so that it is displayed on the Institute website.

The second challenge under the CBCS system was the choice of Generic Elective (GE). There was no mechanism for GE selection which made the enrollment of the students from different departments very difficult. There was crowding in a particular GE while others had very few students. In departments where there was very high

enrolment for GE created a problem of organizing the sessions. The IQAC decided to streamline the process of GE selection by the students with the help of the controller of Examination, Prof. R T Thorat, and color wise forms were created for different GEs. Every department GE had a unique color wise form, which was given to the respective coordinators. The names of the faculty coordinators were informed to the students. The students collected the forms from the respective faculty coordinators. The filled in forms were accepted for enrolment of the students for the GE course of his choice. The only restriction was that the total number of candidates to be allowed would be not more than 120. This helped to streamline the process of GE enrollment and better coordinate the students carrying from different departments.

In extending this Quality Initiative to the next level the IQAC suggested to digitize the process of GE selection. Accordingly the IQAC with the help of faculty members in the computer department are in the process of developing a computer program for GE selection. The students can access the GE link come first secure was to be implemented with an upper limit of 120 per GE course. This will be implemented for the new academic year 2020-21, Thereby further improving the process and make it technology based, as per the need of the current times.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

The IQAC to the respective departments to take the role of the teaching learning process from time to time in the department meetings. The short-term concerns after students regarding the teaching and their understanding of the topics is informed to the class coordinators. Faculty coordinator these concerns of the students in the regular departmental meetings.

In order to further fine tune the methodology after taking a review of The Teaching learning methodology. The IQAC initiated the ON LINE FEEDBACK SYSTEM. At the end of every semester the students give the course wise feedback on computer. The software for the same has been defined under in house and the question included in the online

question arises is developed in consultation with the IQAC cell. The basic objective of this exercise is improve teaching learning methods, care was taken to ensure that minimum questions pertaining to teacher learning are included. In the earlier paper please refer back system lot of papers as well as manual effort was involved. The online system reduced this effort as well as cost of executing the feedback exercise. In this new system the 100 students seating the computer lab access the software simultaneously and provide feedback, obtaining the reports in excel sheet and the graphs are all obtained at the check off button. The manual effort and wastage of thousands of papers is completely eliminated.

The second quality enhancement measures to improve the process of teaching learning experience in the introduction of the general course elective computer system. The IQAC observe that the CBCS system all the thousand students as well as the faculty were fishing serious problems during the phase of GE course selection. The students had to physically approach the other department, locate the cost teacher and enroll their names. There were issues such as the students approached late at the faculty was not available due to which the student was not able to enroll for the GE Course of his choice.

Recognizing this problem and to streamline the process the IQAC suggested to implement a software drives selection method. For this purpose the computer department under the guidance of Dr. P.G. Naik was requested to help in the development of this software. As per the requirement the computer department developed the in-house software for GE selector, conducted the orientation for faculty and administration regarding the functioning of the software. The students now accused the GE selection app from their homes on mobiles, registered their names and selected the GE course of their choice. The individual course coordinators for immediately obtained the list of students on their mobiles.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.siberindia.edu.in/uploads/config_docs/20211228.104453~Stakeholder-Feedback.pdf

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the

A. Any 4 or all of the above

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)**

File Description	Documents
Paste the web link of annual reports of the Institution	Nil
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

Gender sensitization is important issue that need to be handled in very sensitive manner. The institute is very serious about gender sensitization and continuously trying to achieve it.

Safety and security

For female staff and students safety and security is of prime importance, 24 hours security guards on duty in the campus. In addition to this institute has installed IT enables surveillance system on campus with more than 100 IP cameras. A full fledged Internal Complaint Committee is constituted to address issues related to female staff and students. To promote gender sensitization, programmes are organised on campus these include international women's day, guest lectures and workshops on sexual harassment and Legal laws.

Counselling :

A separate counselling committee of seven members is constituted and many female students are benefited from the same. The committee is

constituted by selecting at least one female member from each department.

Common Rooms

Yes institute has common rooms for the female students.

Day care center for young children

Day care center is established to look after young children's of female employees of the institute. Any female worker at any level can take advantage of it.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

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	No File Uploaded

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

- Solid waste management**

The Institute aims for an eco-friendly campus and to make this a reality; institute has taken various initiatives in which the campus of the institute has already declared as plastic free zone. Plastics, paper and food waste has been segregated at the initial level only and it has collected in Bins which are placed in different parts of the campus. Apart from this reusable steel plates and glasses are used in the canteen. Kolhapur Municipal Corporation (KMC) collects solid waste from the campus regularly through its solid waste collection vehicle for the further process. Institute

always encourage and motivate its staff and students to use of eco-friendly bags and files and have taken the initiative to take up campus cleaning programme through extension activities

- Liquid waste management

Institute has taken serious steps in liquid waste generated in the campus. The liquid wastes generated in the campus include Sewage, Laboratory, Laundry, hostel, wash rooms, urinals, basins and canteen effluent waste. For the effective treatment of liquid waste generates from all above sources, Institute has constructed two well-designed Sewage Treatment Plants (STP) which can treat 25 m³/day of sewage. The STP installed near Central Library having design capacity of 10 m³/day in which sewage from toilets is screened and collected in Aeration Tank which is equipped with Jet Aerator. In this process microbial activity will degrade the organic matter in the effluent in to minerals and water. Microbial activity will be enhanced by using organic culture in aeration tank. This will help in reduction of all the effluent parameters like BOD, COD, Suspended Solids etc. to enable use to reuse this water selectively. We do not use any chemicals for wastewater treatment. Our campus is a chemical-free zone. We use Effective Microbes (EM) technology. The parameters of the treated water are far better than effluent parameters specified by Maharashtra Pollution Control Board (MPCB). While in another STP installed near Ladies Hostel to have eco-friendly and natural treatment, this plant is designed based on the biological treatment concept, this means naturally occurring microbes (which are present in influent water itself) removes or degrade the organic matter present in the effluent and at the end clean water is available for the non-potable usage or to dispose safely in the drainage or river bodies as per the norms.

- Biomedical waste management

As Institute does not have medical stream Not Applicable.

- E-waste management

In the consideration of waste management, Institute has also given priority for e-waste management in the campus. With respect to e-waste, Institute has unused computers and their peripherals are the only source of electronic waste on the campus. In the Institute as on date more than 500 computers under use for practical and office work. Institute follows the policy for e-waste management in which reuse of old computers by donating them to other schools under the trust and old ones replaced with new under the buyback scheme. As

well as every effort is made to repair and use electronic and electrical devices. Piling up of e-waste is discouraged in the campus. Waste recycling system

- Waste recycling system

The Waste water is treated and reused for watering the plants on the campus. The water distribution system is in place.

- Hazardous chemicals and radioactive waste management

As Institute does not have Chemistry Or Physics programs on campus - NA.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

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	No File Uploaded

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways

4. Ban on use of plastic

5. Landscaping

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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	No File Uploaded
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-

B. Any 3 of the above

reading software, mechanized equipment, etc.

Provision for enquiry and information:

Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

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

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

CSIBER as an Institution provides an inclusive environment for all its staff and students a familial atmosphere with tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities. Different sports and cultural activities are organized inside the college and also encouraged to participate in events outside the college too. This helps promote harmony towards each other. Commemorative days like International Women's day, International Yoga Day, World AIDS Day, World Organ Donors Day etc along with many regional festivals like Holi and Ganesh Chautarti , Dasara, are celebrated in the college. This establishes positive interaction among people of different racial and cultural backgrounds.

There are various committees like Student Grievance , Discipline ,Anti Sexual Harassment, Anti ragging etc appointed for grievance redresal in the institute for students and staff , female staff and lady students

Institute has also got its code of ethics for students and a separate code of ethics for teachers and other employees which have to be followed by each one of them irrespective of their cultural, regional, linguistic, communal socioeconomic and other diversities.

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:

CSIBER undertakes different initiatives by organizing various activities to sensitize students and staff to the constitutional obligation: Values, Rights, Duties and responsibilities of the citizens.

On 26th Nov Constitution day was celebrated by organising a rally from the campus to Police station in its jurisdiction . Guest lecture are arranged on campus wherein the fundamental rights, Duties, Values and responsibilities of citizens as stated in Constitution of India were discussed

Human rights day is also celebrated similarly wherein Our constitution, human dignity ,equality, Social justice ,Human rights and freedom , importance of law are focused upon

Every year wecelebrate Republic day and Independence day by Flag hoisting and organizing various activities even celebration Constitution day and Human Right Day highlights the importance of Indian Constitution.

Day and Activity

Duration From

Duration To

Number Of Participants

Independence Day Flag Hoisting in college and live on Face Book

15-08-2020

15-08-2020

200

Republic Day

26-01-2021

26-01-2021

200

Mahatma GahdhiJayanti (SwatchataAbhian)

02-10-2020

02-10-2020

-

World Suicide Prevention Day (Lecture)

10-09-2020

10-09-2020

-

World Mental Health Day

10-10-2020

10-10-2020

all

Indian Constitutional Day (Photo Poojan and talk on Constitution

26-11-2020

26-11-2020

all

Human rights Day

10-12-2020

10-12-2020

-

Women Empowerment Day (Speech Competition)

03-01-2021

03-01-2021

-

International Women Day (Different activities from different Dept like speech, games, and funetc

08-03-2021

08-03-2021

500

Online International Day for Senior Citizen

01-10-2020

01-10-2020

-

Online International Yoga Day

21-06-2020

21-06-2020

100

Death Anniversary of Dr.BabasahebAmbedkar (Photo Poojan and Speech on Dr.BabasahebAmbedkar)

06-12-2020

06-12-2020

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor 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	No File Uploaded

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

Institution organizes National Festivals and Birth/Death Anniversaries of the great Indian Personalities with enthusiasm. Thoughts and works of great Indian personalities are shared on these days sometimes essay, and Speech competition on the personalities are organized. The institution practices uniform approach towards all religion functions and encourages the students and faculty to showcase the same. This helps the Staff and students to know the importance of national integrity in the country in general and their

role and social responsibility in particular.

1. 26th January Republic Day and Republic Day and 15th August Independence day are celebrated with formal events including flag-hoisting is a grand event marked with the flag hosting by the Chief Guest who may be a Teaching and Non Teaching Staff .
2. 5th September on Birth Anniversary of Dr. SarvpalliRadha Krishnan we celebrate Teacher's Day with great fervor. The students organize programme for the teachers and the share their experience of the Role of Teachers in their life.
3. 2nd October Mahatma Gandhi Jayanti though this day is announced as a national holiday , the institutes celebrates the birthday of great leader Mahatma Gandhi and LalBhadurShastri with photo poojan and also swachataAbihan
4. 31st October Ekata Divas (Birth Anniversary of Sardar Patel)- it is celebrated as National Unity Day
5. Apart from this Institution celebrates / organizes following National and International commemorative days, Birth and Death of anniversary of great personalities: like
 - o Birth Anniversary of Lokmanyatilak, and
 - o Death Anniversary of AnnabhauSathe, our freedom Fighters on every 1st August.
 - o Birth Anniversary of Abdul Kalam as Students Day on 15th August
 - o International Women's Day(8th March)
 - o International Yoga day (21st June)
 - o World environment Day(5th June)
 - o Maharashtra Day (1st May)
 - o Birth and Death of anniversary of great personalities:
 - o SavitriBaiPhulejayanti as Women Empowerment Day(3rd Jan)
 - o Dr. B. R. Ambedkar (14 April)
 - o Constitution Day (26th November)

o Human Right Day (10th December)

o World Suicide prevention Day (10th September)

o International Day for senior citizen (1st October)

o World AIDS Day(1st December)

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	No File Uploaded
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

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

PRACTICE - I

1. Title of the Practice

IT enabled continues teaching learning and evaluation.

2. Objectives of thePractice

1. To provide continues education to student community.
2. To evaluate students based on teaching learning process.

3. TheContext

Due pendamic situation entire world came to stand still. The education field was also not pardoned. Entire student community was suffering and the teaching community was disperate deliever to share the knowledge, but face to face it was not possible. It is decided to use IT enabled serevices to continue teaching learning process and also the evaluation process.

4. ThePractice

In order to provide continues learning environment to the student community the faculty at CSIBER used Google Meet for delevering the subject content. Also Google Classroom was created for each course. The course contents and study material was provided using Googal Classroom. In order to have continues student evaluation objectv tests were also conducted using Google Classroom. Auto attendance was used to record the attendance of students also manual attendance was taken.

The semister end examination were conducted using Webx and Google forms. The Webx was used for proctoring the students were the students were divided into 35 to 40 each group was proctored using separate webx link which was managed by a faculty supervisor. The attendance was recorded by the faculty supervisor also faculty supervisor together with examination section staff helped students to overcome any technical problems. The objective question paper link was sent to the student using their registered mail ID and the response were recorded using google form and sheet. All these activities were coordinated with the help of IQAC Cell at CSIBER.

5. Evidence ofSuccess

The pendamic situation could not stop the student and faculty of CSIBER for continuing the teaching, learning and evaluation process. Almost more than 80% of the syllbus for each course was completed by the faculty members and it was complimented with the study material posted on Google Classroom. The semister end examination for 3 semisters were conducted online without any problem. There was no brake in teaching, learning and evaluation process at CSIBER.

6. Problems Encountered and ResourcesRequired

The biggest problem was getting network coverage in rural area studets, also student have to spends some mony on data package. This was a burdon on students from poor economic background. The non-technical students enitially were uncomfirtable with this new teaching, learning and evalution environment.

PRACTICE-II

1.Title of the Practice

Green Campus Initiative

6. Objectives of thePractice

To make the campus green and eco-friendly

7. TheContext

The conventional energy is becoming harmful for environment. At the same time it is proving to be costly for the institute to depend on conventional sources of energy. The institute in consultation with Environment department initiated green energy measures.

8. ThePractice

The instituted installed a roof top solar energy electricity generation plant which is fully operational and is saving 80% of conventional energy needs. Also the energy is wheeled to the grid so that on holidays and vacation excess energy will be utilized. Also The tube lights on the campus are replaced with LED bulbs. All street lights in the campus are working on solar energy.

Evidence ofSuccess

As the solar roof top plant became fully operational energy bill is reduced tremendously by Rs. 4.5Lakhs per annum.

6. Problems Encountered and ResourcesRequired

Installation and making the plant fully operational was the most difficult part. Also we need to take permissions from various authorities for installation and wheeling to grid.

1

International Yoga Day

21-06-2020

70

2

Birth Anniversary of LokmanyaTilak, and Death Anniversary of AnnabhauSathe,

01-08-2020

40

3

World Tribal Day/ Kranti Day

09-08-2020

30

4

Independence Day

15-08-2020

200

5

World Suicide Prevention Day (Lecture)

10-09-2020

-

6

International Day for Senior Citizen

01-10-2020

180

7

Mahatma Gandhi Jayanti / LalBahadurShastri Birth Anniversary

02-10-2020

200

8

World Mental Health Day

10-10-2020

all

9

Birth Anniversary of Abdul Kalam as Students Day

15-10-2020

30

10

Birth Anniversary of Sardar Patel)- it is celebrated as Ekata Divas (National Unity Day)

31-10-2020

39

11

Birth Anniversary BishaMunda

15-11-2020

50

12

Indian Constitutional Day

26-11-2020

-

13

Death anniversary of Dr.BabasahebAmbedkar (Photo Poojan and Speech on Dr.BabasahebAmbedkar)

06-12-2020

109

14

Human rights Day

10-12-2020

45

15

35

16

International Youth Week

12-01-2021

300

Republic Day

26-01-2020

300

18

International Women Day

08-03-2021

500

19

Birth Anniversary of Dr. B. R. Ambedkar

14-04-2021

300

20

Online Maharashtra Day & Labour Day Online

01-05-2021

File Description	Documents
Best practices in the Institutional website	https://www.siberindia.edu.in/IQAC/AQAR/2020-21/7.2.1BestPracties.pdf
Any other relevant information	Nil

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)

As per the guidelines in the new education policy 2020 the Institute adopted the multi disciplinary focus. The Institute also adopted the CBCS system for promoting inter departmental and intradepartmental flexibility to the students. Accordingly the student of CSIBER is able to choose a course of his/her choice which does not belong to his core area of specialisation. This is only possible due to a multidisciplinary and multi faculty composition of the Institute, with none of which is not possible in a single faculty Institution.

The leverage of academic flexibility under CBCS encourages students to opt for courses such as environment, social work, management and IT. The student had a good interaction with the student of other programs due to this scheme. The pressure of handling number of interdepartmental students made the IQAC to think and implement an IT enabled system for course selection. This again was developed in-house by the faculty of CSIBER. The interdepartmental interaction of the student and development of the new IT system for course selection can be highlighted as a success of this CBCS system at CSIBER. The close knit department and the coordination among the various departments could make this a success.

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.

MBA

The department Management offers Masters of Business Administration. The Program is sub-divided in to three main specializations. They are

MBA General

MBA Business Analytics and

MBA in Banking and Financial Services.

Students admitted at CSIBER have options to select the right program as per their career objectives. Data Science and Data Analytics is an emerging industry. The industry offers huge job and entrepreneurship opportunities. The banking and Financial Services sector is a fast-growing sector, creating job opportunities in the Urban and Rural sectors. The design of curricula for both the courses is done by considering state, national and international scenarios as well as requirements of the corporate world. MBA in Business Analytics develops data analytics skills among the students to capitalize on these opportunities. Along with these specialized programs; MBA General students get employed in all other sectors of the economy. Ability enhancement courses offered by the program improve students' ability in leadership skills, life skills foreign language, and digital marketing skills. The perfect mixture of theory, practicals, projects, seminars, encouraged to complete MOOC's, etc. is prepared by considering the overall growth of the students.

MSW

The academic programmes offered by the institute are designed to

meet the requirements of the stakeholders at local, National, and Global developmental needs. The programmes aim to inculcate holistic education which has been reflected through POs, PSOs, and COs. The programmes focuses on employability/entrepreneurship/skill development. The advantage of Autonomy and The Choice Based Credit System (CBCS) has enabled the Institute to restructure the curriculum from time to time to tailor according to changing needs of the society.

To develop independent thinking Students are given an opportunity to participate in practically oriented learning like internships, industrial visits, field trips, and research projects as part of the curriculum. The syllabus enabled to update of theoretical knowledge and practical training for skill development to equip the students to face real-time challenges and societal needs.

MCA & M.Sc Computer

The department of computer studies offers two programmes.

Master of Computer Applications (M.C.A.)

The design of curricula for both the courses is done by considering state, national and international scenarios in Computer science. As students completing MCA work as either software engineers or may start their own development firm, the focus is on the technologies in use now and will remain in use for the next few years. The sound computer science foundation is provided through the curriculum so that based on it they can get acquainted with new technology if the need arises. The perfect mixture of theory, practicals, projects, seminars, etc. is prepared by considering the overall growth of the students. By understanding the importance of Network Security and Data Science, the syllabus is revised in 2020-21 and two specializations are offered to the students out of which student has to select anyone in semester-III and Semester-IV.

Master of Science (M.Sc.(Computer Science))

As students completing M.Sc, program most probably gets into academics/research sound theoretical knowledge about computer

science with a blend of research is a must. The curriculum is designed by keeping this in mind. Also Practical and projects are part of academics/research a mixture of theory and practicals is prepared so that they can enter into academics/research without any problem.

M.Com.

The M.Com. program is introduced by the institute under autonomous status. In the region of Western Maharashtra, the subject Advanced Accounting & Finance is offered as a specialization. As a result, the students of the region are deprived of job opportunities in banking financial services and insurance, costing, taxation, as well as accounting, finance, and commerce sectors. Recognizing the need of the region and immense potential the course has been floated with clear-cut program objectives and course outcomes. The distribution of all the papers is under the CBCS pattern.

M.Sc (Quantitative Economics):

The present-day job market is offering immense job opportunities for data analytics, economic analysts, business analysts, and data scientists. The corresponding course which provides the training for these emerging job profiles is not available in this region. The M.Sc. Quantitative Economics is a postgraduate program that combines economic theory, quantitative techniques, and data analysis software's in order to train the students for these upcoming job profiles. In this way, the program contributes to regional, state, and national interests of providing trained data scientists.

MBA Environment

As per the career objectives Management students admitted at CSIBER has options to select the right program. The main aim and objective of MBA (Environment Management) program are to infuse environmental concepts in all the functional areas of business management. The MBA environment program will increase the job opportunities for the students in the corporate world. In today's corporate world, business projects need to comply with many government norms and regulations pertaining to the environment, look into policies, and frame an environmental management system

looking into various aspects. Hence the corporate sector is employing management graduates with specialization in MBA Environment Management to handle all the factors that go into complying with regulations, environment framework, legal tangles, etc. MBA Degree in Environment Management with dual specialization gives jobs to the students with companies that are into manufacturing, research and related work, or consulting firms, NGOs, etc. Wherein the students can work in the field of Environment & Business Management.

M.Sc. (Environment and Safety)

The specific objective of Environment and safety course is to provide in-depth knowledge to the students in respect of current environmental problems faced by human society and to develop among students a scientific attitude based on the interdisciplinary approach to enable them to take a holistic view in decision making. Ability enhancement courses offered by the program improve students' abilities such as leadership skills, life skills foreign language, etc. The practical knowledge makes them accomplished, well handy. M.Sc. (Environment and Safety) program provides information about the importance of industrial safety, occupational health, and prevention of accidents/incidents which may cause loss of life/property. M.Sc. (Environment and Safety) program develops managerial competence among students in managing environmental development programs sponsored by the Government.

Master of Philosophy:

The department of Research offers Masters of Philosophy. The Program is subdivided into three main specializations. They are

- 1) M.Phil. Commerce & Management
- 2) M.Phil. Economics and
- 3) M.Phil. Social Work & Sociology

Students admitted at CSIBER have options to select the right program as per their post-graduation degree (M.Com, MBA, MCA, MA, and MSW) and objectives. M. Phil. programme shall be of a minimum duration of two consecutive semesters / one year and a maximum of

four consecutive semesters / two years. If the M. Phil Dissertation of the candidate is ready, after the expiry of 2 (Two) years, the candidate may be allowed to submit his/her dissertation by an extension of registration for two years. He/she may submit his/her M. Phil. dissertation within two years from the date of extension of registration. If the candidate fails to submit his/her Dissertation within two years from the extension of registration, his/her performance, as well as registration, will automatically stand canceled.

File Description	Documents
Upload additional information, if any	No File Uploaded
Link for additional information	Nil

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

1

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	No File Uploaded
Any additional information	No File Uploaded

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

207

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

1.2 - Academic Flexibility**1.2.1 - Number of new courses introduced across all programmes offered during the year****25**

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
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**09**

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
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

Masters of Business Administration

The courses taught under Management Program are interdisciplinary in nature. Along with building managerial abilities these courses strive for overall growth of the students in areas relating to community development, business ethics and corporate governance, sustainable environment development, social problem counselling through Choice Based Credit System. Choice Based Credit System (CBCS) offered by the institute helps students to get acquainted with these cross cutting issues happening around business and Socio-Economic Environment. Student can opt for a course from social science, computer management, environment and economics according his/her own choice and need. In addition to this various programs are organized to make them aware about social, environmental, professional ethics, human values and gender

equality.

M.Sc. Quantitative Economics :

The Department of Economics is offering M.Sc. in Quantitative Economics with Multi-disciplinary approach under Choice Based Credit System (CBCS). Through this, economics graduates are been made aware of concepts and issues in the areas like environment, Management, and social work to imbibe responsibility towards society and making perspective more wider to analyze various socio-economic factors.

Masters of Social Work

Gender Equality: For maintaining the equality among the staff and students the Women development cell and Anti ragging cell are active. These committees take utmost care and provide support to girl students and the female staff. Meetings are conducted on regular basis and issues are discussed over to find solution for making a better environment for the women. Women development seminars also conducted which includes teaching them self-defense. International women's Day is celebrated every year.

Environmental Awareness: Environment awareness is inculcated in students. A separate paper is included in the curriculum. Every year Environment day is celebrated. With enthusiasm. Students are also involved in street plays to create awareness in the society about the importance of preserving the environment.

Human rights: The institute makes sure that no violation of human rights takes place. 'Human Rights Day' is celebrated to spread awareness of Human Rights and motivate everyone to make the proper use of basic rights. Seminars on Human Rights are conducted in the Institute. Moreover our Faculty members have acted as Resource persons in State and National Level Seminars.

Professional ethics: Professional ethics are taught to students as part of their holistic development. Importance for group work and imbibing leadership is being taught.

Moral and ethical values: Moral and ethical values are inculcated as part of education of the students. Our teachers put their best efforts to groom students and make them responsible citizen. All

programs of Nation importance, Independence day, Republic day, Gandhi Jayanti, Teacher`s day, Voters Awareness Day, International Yoga Day, , World Environment Day, Youth Day etc. to imbibe values in the students.

Master of Computer Application & Master of Science in Computer

As courses taught under computer science are purely technical in nature but for overall growth of student community social, managerial and environmental aspects also contribute. By keeping this in mind Choice Based Credit System (CBCS) is introduced where besides core and discipline specific courses generic electives and ability enhancement skill courses are introduced. Where the student can opt for a course from social science, management, environment and economics according his/hers own choice and need. In addition to this various programs are organized to make them aware about social, environmental, professional ethics, human values and gender equality.

Master of Commerce

The institute offers Professional ethics, gender, human values, environment and sustainability courses as part of general electives and ability enhancement courses under the CBCS pattern. The courses on environment and sustainability have been opted by many of the commerce students. These course are helpful to the students to make them aware about various socio economic factors.

Master of Philosophy

As courses taught under Research Program interdisciplinary in nature and along with building research skills and abilities in the students for overall growth of the students the courses relating to Research Methodology, Quantitative Techniques and Computer Application and Recent Trends in Commerce and Management are available for the research students to develop research mind. At the same time various courses are added in the syllabus through Choice base credit system, which help to research students to choose the right course for the research purpose. Choice Based Credit System (CBCS) offers by the institute helps students get acquainted with these cross cutting issues happening around commerce, management, business and Socio-Economic Environment. Student can opt for a course from commerce, management, economics, social work and sociology according his/hers own choice and need. In addition to this various workshops are organized to make them aware about, research

skills, techniques, methods, social, environmental, professional ethics, human values and gender equality.

Department of Environment management

Department of Environment management offers MBA (Environment Management) and M.Sc. (Environment & Safety). Main focus of these programs is Environment and Sustainability, to inculcate modern concept of green industries to the student for sustainable development and to develop managerial competence among students in managing Environmental Development programs. As per focus Curriculum of these programs include courses like corporate environmental strategies, Environmental Impact assessment, Environmental management system, management of Industrial civic waste, sustainable agriculture, Industrial hygiene and Occupational health, safety engineering etc.

As Institute adopt CBCS pattern under this students of other than Environment Department can choose courses like Environment and Development, Disaster Management, watershed Management etc.

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	No File Uploaded

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

07

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	No File Uploaded
Any additional information	No File Uploaded

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

117

File Description	Documents
List of students enrolled	View File
Any additional information	No File Uploaded

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

642

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	No File Uploaded

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.siberindia.edu.in/uploads/config_docs/20211228.104453~Stakeholder-Feedback.pdf
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	No File Uploaded
Any additional information	No File Uploaded

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.siberindia.edu.in/uploads/config_docs/20211228.104453-Stakeholder-Feedback.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

563

File Description	Documents
Any additional information	No File Uploaded
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)

300

File Description	Documents
Any additional information	No File Uploaded
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.

College adopts a process to identify slow and advance learners among students through constant observation, evaluation and interaction with reference to the programme objectives.

Advanced learners and slow learners are also identified as per their responses in the class room as well as their performance in the unit based tests, and internal examinations. Students coming from socially backward communities are specifically identified

and remedial classes are organised for them.

A) Slow Learners

The institute arranges different remedial sessions for slow learners in the form of remedial classes, workshops and expert lectures. Slow learners are motivated to participate into group discussions, given more focus on them during teaching. Continuous feedback throughout the lecture is taken by facial reading as well as by asking questions to understand their learning ability. Students who are weak in oral communication are guided through different activities by organizing language development sessions by different language experts.

B) Advanced learners

They are motivated for MOOC certifications. Advanced learners are encouraged to refer additional textbooks, journals in the form of book review and paper review which is considered for internal continuous evaluation. They are motivated to participate in seminars, conferences, Programming competitions, KirloskarVasundhara Film festival organises KirloskarVasundhara Eco-ranger team, Paper presentation, Poster presentation, Quiz competition, debates, etc.

Special workshops are organised to give them deeper insights into specific topics not covered in curriculum.

For students overall development institute organizes various events like Quiz competition, programming contest, poster presentation, best out of waste etc. Students are recommended to watch various YouTube videos based on various topics.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.siberindia.edu.in/IQAC/AQAR/2020-21/2.2.1.pdf

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
31/12/2021	1120	51

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:

CSIBER as an institute is committed to ensure the holistic development of the students through a student-centric learning process and suitable curriculum design. As an autonomous institute all the departments impart advanced technologies and concepts in their syllabus. For the overall growth of the students various activities and events are arranged and students are encouraged to participate in these activities and events.

1. Guest Lectures/ Expert Seminars - Various industrial experts are invited to give talk on their experience and latest technologies and methodologies adopted by the industry.

2. Certificate courses - Information Technology changes rapidly and various IT industries use different platforms for development of their solutions. Students need to acquire extra knowledge other than that of floated in their syllabus. Thus various departments organize various certification courses on aspects like Big Data, IOT, Cyber security, Data Mining, Machine Learning, Tally, advanced web technologies and management concepts; having both theoretical and practical.

3. Mini Projects and Internships - Students have to complete mini projects based on their domain courses. Students are also encouraged to go for live projects and they undergo summer internship programme as a part of their curriculum.

4. Seminars- In every semester students have to give seminar on any advanced topic either from syllabus or apart from syllabus.

5. Workshops/ Conclaves- These are conducted on different topics like Export Import Documentation, leadership, organizational behavior, Enhancing employability, corporate applications of

Business Analytics, stock market and mutual funds, project management, Innovative entrepreneurship, HRM& IR etc.

6. Regular practicals-practicals are conducted for lab based courses like programming, Environment related courses, econometrics, Information technology. Field/Industrial visits are made compulsory for better experimental learning.

7. Case studies – Every faculty applies case study based teaching so that students are able to understand application of concepts learned.

8. Alumni participation – Alumin's are motivated and invited to interact with students. Alumni share their industrial experience and even organize workshops for students.

9. Management games: - Different management games are conducted to understand the concepts in strategic management, group dynamics, team building, leadership, creativity and critical thinking in the management lab.

10. Competitions :- Competitions on business plan, poster making on marketing concepts and social issues, and gender equality have been organized. Celebration of International HR day by organizing expert talks.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional Information	Nil

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

· All tecahers use ICT enabled tools such as PPT presentations, excel working sheets, differnt online social media links , online classroms, moodle LMS, etc.

1)Google classroom – For sharing of resources and student evaluation when students are away from campus google classroom is used where presentations, documents and other material is uploaded so that they can refer it as and when they wish to. Also the quizzes are conducted using google classroom.

2)Videoconferencing – The institute has full-fledged video conferencing facility which is used for arranging guest lectures by the experts. The same facility is used for the placement and recruitment process.

3)IT enabled classrooms – Each classroom in the institute is equipped with audio, projector, computer, projection screen and internet facility and teachers are encouraged to use these facility to the maximum so that learning experience for the students can be made easy and enjoyable.

4) Lecture Videos:- The faculty members have developed videos related to their course . These are provided to the students for learning. This way flip classes are developed.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://www.siberindia.edu.in/IQAC/AQAR/2020-21/2.3.2.pdf
Upload any additional information	No File Uploaded

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

2.3.3.1 - Number of mentors

51

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	No File Uploaded

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

For each academic year the academic calendar is prepared well in advance and the same is communicated with every stakeholder. The teachers are advised to stick to the academic calendar so that each and every activity can be completed as per the plan.

For the preparation of the Academic calendar Director of the Institute constitute the committee havingHODs from each

department. The committee will prepare the Academic calendar by considering the available working days. These available days are systematically planned by considering Admission Process, Teaching & Learning Process, Industrial/Field Visits, Study Tour, Preparation leave, Semester End Exam and events such as welcome, farewell function, Sports etc. Academic calendar is strictly followed by the Departments & monitored by the Director and HODs. Academic calendar was prepared and displayed on notice board.

Each teacher is supposed to prepare teaching plan for every semester and asked to stick to the teaching plan in any case. Same will be communicated with Students by uploaded on the MoodleIn order to monitor the teaching plan regular attendance of the students is taken on the paper to find out number of sessions conducted per course.

The examinations are carried out as per the academic calendar to ensure that every semester teaching and learning process starts on scheduled days.

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

51

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	No File Uploaded
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

34

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	No File Uploaded

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

51

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

2.5 - Evaluation Process and Reforms

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

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	No File Uploaded

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

0

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	No File Uploaded
Upload any additional information	No File Uploaded

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

2.5.3 IT Integration and reforms in the examination procedures and process including Continuous Internal Assessment (CIS) have brought in considerable improvement in Examination Management System (EMS) of the Institution. On the outbreak of COVID-19, digital learning and teaching became a new norm. The examinations are also becoming digital. The most crucial concern is efficiently organizing the examination process that matches the standard of an offline examination. The major challenge is ensuring a foolproof examination by reducing the frauds at the side of exam takers. Traditionally, an invigilator monitors the students at an exam hall to check if any fraudulent methods are being adopted. Onscreen monitoring examinations and remote proctored examinations are helping the Institutions to overcome these problems. Onscreen monitoring examination mode help the authorities to monitor the students onscreen while they take the examinations. CSIBER is the first Autonomous Institute under the Shivaji University area to adopt the On Screen Monitoring system for conducting the online examination during the covid-19 pandemic situation. In the Onscreen monitoring system CSIBER uses a WebEx meeting app to monitor the student at the time of examination and Google form for taking the online quiz. We create a separate Google classroom for all the programmes and date wise examination time table is scheduled. We will send two links i.e. WebEx meeting app and Quiz link the respective students by using Google Classroom for the online examination. The demand for onscreen monitoring and remote proctoring has increased after the pandemic outbreak especially after the UGC direction to hold term-end exams by the end of October 2020. The following are the advantages of onscreen monitoring system. Speed: The traditional examination is a time-consuming process and involves many steps and people. The online examination can be conducted without wasting time and efforts of several people. Onscreen monitoring improves the process by reducing the involvement of individuals in the examination system. Since it eliminates the presence of many individuals, the candidates from remote locations can also take the exam. Security: To secure the examination, educational institutions need to take extra caution and spend money at various steps. Since the online examination system alone checks the untoward incidents, the institutions can stop worrying about the lack of efficiency. Onscreen monitoring is a reliable solution to secure the entire exam administration. Scalable: The onscreen monitoring system enables to conduct the online

examination in mass scale. The candidates can participate in the exam from their own personal devices and the system restrict the access to IP addresses and monitors individual exam taker. Fast Delivery – Exams, Evaluation & Results: As discussed above, the agile online examination platform helps institutions quickly deliver the exams. The system can evaluate the answers automatically in the case of objective type questions and the result/grade sheet is created as soon as the candidate finishes the exam. The grade sheet of the student is uploaded in the exam software and result is declared. Cost-effective: As the involvement of a large number of invigilators is eliminated, the institutions can marginally reduce the cost of conducting examinations. Uploading questions and details of candidates into the Google form is the only steps involved in the process before the examination. CONTROLLER OF EXAMINATIONS

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.siberindia.edu.in/IQAC/AQAR/2020-21/2.5.3.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

2.6.2 Attainment of program outcomes and course outcomes are evaluated by the institution

In a two/ three years post-graduation programmes , the method of achieving COs, POs and PSOs begins from writing acceptable COs for each course of the programme from the first year to the final year. The course outcomes are written by the expert faculty members using action verbs of learning levels suggested by Bloom taxonomy. Then, a correlation is established between Cos and PO's on the scale of 1 to 3, 1 being the Weak (low), 2 being moderate (medium) and 3 being significant (high).In this respect, a mapping matrix is prepared for each course in the programme. A committee of senior faculty members regularly examines the course outcomes written and their mapping with POs before they are finalized. The following tables show the COs and the CO-PO mapping matrix in the following format:

Cos

P01

P02

P03

P04

P05

P06

C01.1

C01.2

C01.3

CO 1.4

C01.5

The level of C0 achievement can be measured based on the internal and external examination conducted by the institute. This is a form of direct attainment measurement.

Course Attainment level's

In order to calculate Course attainment level's the attainment levels are decided. The Course attainment is done on the basis of semester exams conducted at the end of the term as well as internal assessments conducted periodically during the semester. The C0 attainment is defined at three levels as follows:

1. Level-1: students scored more than classaverage
2. Level-2: students score more than classaverage;
3. Level-3: students score more than classaverage.

The target level is set (e.g. Level-2). It indicates that, the current target is level-2; 40% students score more than class average. The C0 attainment is measured and the results are

obtained. Based on the results of attainment, the corrective measures/remedial action are taken. (KulkarniPravin G. (2019))

CO Attainment= 80% (Attainment level in end term examination) + 20% (Attainment level in internalexamination).

Attainment of PO's

In order to calculate attainment of PO's a similar methodology is followed.

1. PO attainment is defined at five levels in ascending order;
2. The PO attainment is based on the average attainment level of corresponding courses (Direct Method) and feed-back survey (Indirectmethod);
3. The PO attainment levels are defined / set as statedbelow;
 - Level-1: Greater than 0.5 and less than 1.0 (0.5>1)-Poor
 -
 -
 - Level-4: 2.0<2.5-VeryGood
 - Level-5: 2.5<3.0-Excellent

The PO attainment is then set and the actual levels achieved are compared to the set level.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	Nil

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

In a two/ three years post-graduation programmes , the method of achieving COs, POs and PSOs begins from writing acceptable COs for each course of the programme from the first year to the final year. The course outcomes are written by the expert faculty members using action verbs of learning levels suggested by Bloom taxonomy. Then, a correlation is established between Cos and PO's

on the scale of 1 to 3, 1 being the Weak (low), 2 being moderate (medium) and 3 being significant (high). In this respect, a mapping matrix is prepared for each course in the programme. A committee of senior faculty members regularly examines the course outcomes written and their mapping with POs before they are finalized. The following tables show the COs and the CO-PO mapping matrix in the following format:

COs

PO1

PO2

PO3

PO4

PO5

PO6

CO1.1

CO1.2

CO1.3

CO 1.4

CO1.5

The level of CO achievement can be measured based on the internal and external examination conducted by the institute. This is a form of direct attainment measurement.

Course Attainment level's

In order to calculate Course attainment level's the attainment levels are decided. The Course attainment is done on the basis of semester exams conducted at the end of the term as well as internal assessments conducted periodically during the semester. The CO attainment is defined at three levels as follows:

1. Level-1: 30% students scored more than classaverage
2. Level-2: 40% students score more than classaverage;
3. Level-3: 50% students score more than classaverage.

The target level is set (e.g. Level-2). It indicates that, the current target is level-2; 40% students score more than class average. The CO attainment is measured and the results are obtained. Based on the results of attainment, the corrective measures/remedial action are taken.(KulkarniPravin G. (2019))

CO Attainment= 80% (Attainment level in end term examination) + 20% (Attainment level in internalexamination).

Attainment of PO's

In order to calculate attainment of PO's a similar methodology is followed.

1. PO attainment is defined at five levels in ascendingorder;
2. The PO attainment is based on the average attainment level of corresponding courses (Direct Method) and feed-back survey (Indirectmethod);
3. The PO attainment levels are defined / set as statedbelow;
 1. Level-1: Greater than 0.5 and less than 1.0 (0.5>1)-Poor
 2. Level-2:1.0<1.5-Average
 3. Level-3:1.5<2.0-Good
 4. Level-4: 2.0<2.5-VeryGood
 5. Level-5: 2.5<3.0-Excellent

The PO attainment is then set and the actual levels achieved are compared to the set level.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

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

472

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	No File Uploaded
Paste link for the annual report	https://www.siberindia.edu.in/uploads/content/124 doc ANNUAL-REPORT-19-20.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.siberindia.edu.in/IQAC/AQAR/2020-21/2.7.1.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

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

CSIBER, Kolhapur is committed for Good quality research and also to our vision statement that is "To be an Institute of First choice of Students" by framing tailor-made research and financial grants policy suitable for the local conditions which is essential for prioritizing, executing and monitoring the research conducted at CSIBER. This policy should help in achieving the ultimate aim of "Quality Research" in a systematic manner with optimized and focused efforts. The purpose of this document is to present a research and financial grants policy frame work for the design, management, optimizing infrastructure and development at CSIBER. Faculty are required to participate in research, publish their work and participate in national and international conferences to present the research data and generate new concepts in the emerging areas, if required by collaborating with other national and foreign universities. The Research and financial grants policy should ensure adherence to the principles of professionalism, transparency, accountability and auditability

in research at CSIBER

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://www.siberindia.edu.in/uploads/config_docs/20211222.071657~Research_and_Financial_Grants_Policy_CSIBER.pdf
Any additional information	No File Uploaded

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)****30000**

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	No File Uploaded
List of teachers receiving grant and details of grant received	View File
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year**2**

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	No File Uploaded

3.2 - Resource Mobilization for Research

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

0

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	No File Uploaded
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

0

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	No File Uploaded

3.2.3 - Number of teachers recognised as research guides

17

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

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

0

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

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

CSIBER has created an environment for Research and innovations by recruiting faculty members in different areas who come together to pursue research in various research areas. The various areas like Commerce, Management, Economics, Sociology, Social Work, Information and Communication Technology, Environmental Studies, Environment Science and Safety are the prioritized research areas in CSIBER. It is recognized Research Centre of Shivaji University. The research centre run M.Philprogramme in Commerce and Management, Economics, Social Work and Sociology. At present there are 20 plus Shivaji University recognized Research Guides for M.Phil. and Ph.D. in Commerce and Management, Economics, Social Work and Sociology. On an average 35 plus M.Phil and 8 to 10 Ph.D.students secures M.Phil.and Ph.D.degree under guidance of CSIBER Research Guides every year. In M,Phil,and Ph.D.research process , the student shall make a pre final research draft presentation in the department that may be open to all faculty members and research students for getting feedback and comments which may be suitably incorporated in to the final research draft under the advice of the guide. Finally the student is allowed to

submit research draft after modification as per the advice given by committee.

The Research Committee at the Institute promotes research and research related activities. For instance eight to ten researches related faculty Development Programs and workshops are organized at CSIBER every year. The Institute always invites researchers of eminence to visit campus and interact with the faculty members and research students. The faculty members undertake major and minor Research Projects to excel in various research areas. The faculty members get recognize their research work by publishing their research articles in National and International journals of repute. The Management has designed a proactive mechanism and the same is adopted through advancing funds for sanctioned projects, providing seed money, autonomy to the Principal Investigator/Coordinator for utilizing overhead charges, timely release of grants, timely auditing, submission of utilization certificate to the funding authorities. There is also provision of budgetary allocation for Research in the Institute.

The Institute provides research facilities such as Research Laboratory with internet connectivity, well equipped library with online resources, special packages like SPSS are available for researchers to conduct qualitative and exploratory research. The Institute provides an open access to Research laboratory and also provides various statistics packages, as well as web browsing and e-mail facilities to the M.Phil, Ph.D. Research scholars and faculty members of the Institute.

This itself ensures adherence to the principles of professionalism, transparency, accountability and auditability in research at CSIBER. Good quality research provides evidence that is robust, ethical stands up to scrutiny and can be used to inform policy making.

Entrepreneurship Development Cell and Skill Hub:

Introduction:

CSIBER Institute has played a crucial role in transforming the youth of rural India, by providing Quality Education over the years by creating dynamic managers and entrepreneurs. In order to create an ecosystem that will nurture potential entrepreneurs from any academic discipline ED cell has been created. The ED

Club is a student activity which was launched by students under the guidance of ED cell chairman in Nov. 2019 and newly admitted students are encouraged to enroll in the club. The cell is developed under the funds received from RUSA by the institute. It was digitally inaugurated at the hands of Hon. Prime Minister Shri. NarerandraModi on 3rd Feb 2019. The Institute has dedicated space and financial resources since then for the activities and construction of infrastructure for ED cell and Incubation centre.

Objectives and Activities:

Our main objective is to motivate students to become entrepreneur and make them aware about entrepreneurial potential lying dormant in them. Our objective is to provide them necessary skills such as creative thinking, analytical skills, people skills, marketing skills and soft skills. The cell also organizes activities and training programs for this. We also provide them information about Government Schemes and bank support for new businesses. We have signed a Letter of Cooperation with BYST – HDFC Bank Parivartan Young Gramopreneur Development Program whereby availing loans will be made easier for upcoming entrepreneurs from our Institute. We have also conducted Seven episodes of our unique activity call, ' HoobbYpreneurs are HappYpreneurs' whereby we invite those entrepreneurs who have developed a full scale business from their Hobby. Since this is a Virtual event entrepreneurs from different cities have interacted with our students.

Outcome: Thirteen entrepreneurs are created from the Institute during last four years 2016 to 2020. Out of which 10 are created since the cell started working.

Community Orientation :

The Institute regularly conducts social extension activities in and around the city.

In order to identify the important social issues of various government and non government organization, the institute has linkages with more than 50 agencies. These includes hospital, healthcare setups, Zillaparishad, Mucipal corporation, industries and NGO's.

In spite of the pandemic situation the faculty and students actively involved themselves in extension activities. It is well known that there was hesitation on the part of the people to come

forward for vaccination for Covid- 19. The institute students and staff partner with the local government hospital,

Savitribai Phule hospital to sensitize the people about vaccination. The hospital authorities acknowledge the participation of the students for these important social interventions.

It is usual to find alliance for fully fit individuals. The divyang is neglected sector in these aspects. The institute collaborated with Yashwantrao Chavan Paritisthan's, Disabled Rights Welfare forum. The students were involved in organizing the matrimonial event for the Divyang, 13 couples got the benefit of the event and students obtained the exposure to deal with social intervention for the excluded class.

During Diwali craft materials are on high demand. It helps in good income earning to small businesses during the festival season. But the mentally challenged children are excluded in this annual celebration of the most important Indian festival of light. The institute collaborated with Swayam Mentally Disabled

School to train the special children. The Diwali craft items. Many student of CSIBER involved in training there special children. The Institute's student got its training to interact and help this socially disadvantage class.

During the difficult times of Covid-19 pandemic the faculty and students took upon themselves to distribute PPE kits, cow dung for cremation, makes for Anganwadi workers, fluctuating the frontline Covid warriors. On the occasion of Be- ghar's Day, (Homeless & Destitute) the Institute collaborated with EKT NGO to sensitize the secluded class about their rights and dignity. Students were apart of organizing the social intervention activity. For Transgenders registration the institute provided the platform as well as students to the district social welfare office to execute the activity.

The registration was done on Government of India portal in the computer lab of the Institute with the help of CSIBER students. The registration of 75 Transgenders was successfully completed by the students. This is the highest registration of Transgeners on Government of India portal on single day.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

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

B. Any 3 of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

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

2

File Description	Documents
URL to the research page on HEI website	https://www.siberindia.edu.in/contentarticle-disp.php?id=119
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

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

0.294

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

0.372

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

02

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	No File Uploaded

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

5.4

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
Any additional information	No File Uploaded

3.5 - Consultancy

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

3.09

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	No File Uploaded
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	No File Uploaded
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

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

The Institute regularly conducts social extension activities in and around Kolhapur city. In order to identify the important social issues of various Government and non-government organizations, the Institute has linkages with more than 50 agencies. These include hospitals, healthcare setups, Zillaparishad, Municipal corporation, industries and NGO's.

In spite of the pandemic situation the faculty and students actively involved themselves in extension activities. It is well known that there was reluctance on the part of people to get vaccinated for Covid- 19. The institute students and staff partner with the local government hospital, Savitribai Phule hospital to sensitize people about vaccination. The hospital authorities acknowledged the participation of the students for these important social interventions.

It is usual to find alliance for normal individuals. The divyang is neglected section in these aspects. The institute collaborated with Yashwantrao Chavan Paritisthan's, Disabled Rights Welfare forum. The students were involved in organizing the matrimonial event for the Divyang, 13 couples got the benefit of the event and students obtained the exposure to deal with social intervention for the excluded class.

During Diwali, craft materials are on high demand. It helps in good income earning to small businesses during the festival

season. But the mentally challenged children are excluded in this annual celebration of the most important Indian festival of lights. The institute collaborated with Swayam Mentally Disabled School to train the special children in making the Diwali craftitems. Many students of CSIBER were involved in training these special children. The Institute's student got the training to interact and help this socially disadvantaged class.

During the difficult times of Covid-19 pandemic the faculty and students took upon themselves to distribute PPE kits, cowdung for cremation, support for Anganwadi workers, felicitating the frontline Covid warriors. On the occasion of Be-Ghar's Day, (Homeless & Destitute) the Institute collaborated with EKTU NGO to sensitize the secluded class about their rights and dignity. Students were apart of organizing the social intervention activity. For Transgenders registration, the institute provided the platform as well as students to the District Social Welfare office to execute the activity.

The registration was done on Government of India portal in the computer lab of the Institute with the help of CSIBER students. The registration of 75 Transgenders was successfully completed by the students. This is the highest registration of Transgenders on Government of India portal on single day. The students got the training in working along with this excluded class as well as the transgenders obtained the idea of mainstream higher education institution.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.siberindia.edu.in/uploads/config_docs/20201005.231913~IQAC-Webinar_18_05_2020.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

1

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	No File Uploaded

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

7

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

111

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

62

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)

4

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	No File Uploaded

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Institute has 25 fully ICT enabled classrooms. Out of these 6 classrooms having 60 students seating capacity, 17 classrooms have seating capacity of 30 students, 01 classroom has 15 students seating capacity and 01 classroom has 20 students seating capacity. There is an independent ICT enabled Seminar Hall with a seating capacity of 75 participants. To conduct Conference/Seminars/Workshops a separate auditorium with seating capacity of 300 is there in the institute. Separate Language Lab, Management Lab, Board Room, ED & Incubation center are there in the Institute. A separate Library building with around 95,000 books is developed over the last 43 years.

Institute has ICT enabled classrooms and eight state of art computer labs with latest configuration machines and structured networking LAN facility in the campus. Student computer ratio of 1:1 allowing students to access any machine in the network. The lab are well equipped with latest software's installed as per curriculum. All the labs are power backed up with online UPS and generator facility .

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor

and outdoor) including gymnasium, yoga centre, auditorium etc.)

There an open to sky theatre with stage for conducting student cultural activities. The in-house trational or student activities are also conducted in RadhabaiShinde Hall which has a capacity of 300 students. The annual Yoga Day is celebrated bi the RadhabaiShinde Hall. The gymnasium with all equipment is created on the basement of the main building. Due to pandemic the facility is temporarily not available for the students.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	Nil

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

30

File Description	Documents
Upload any additional information	No File Uploaded
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)

52.31

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

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

The Library uses LIBSYS MULTIUSER INTEGRATED LIBRARY MANAGEMENT SYSTEM. With the help of this software the book issue, returns, the searching of books on OPAC is done. The library staff is fully trained in the use of this software. In order to track the footfall of students, staff and faculty members the institute has implemented LIBRARY USER TRACKING SYSTEM with HONEY WELL BARCODE SCANNER, With this the library is able to track hourly, weekly, monthly etc usage of the library facilities with graphical illustration.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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	No File Uploaded

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

21.09

File Description	Documents
Audited statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e-journals during the year (Data Template)	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****305**

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

4.3 - IT Infrastructure

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

The Institute has its own DATA CENTER with high end specification and VMWARE ESSENTIAL PLUS software. All the Computer labs are equipped with latest state of the art desk tops. The Institute is having secured network with structured cabling in the campus. A separate user name and password are provided for the students and faculty for centralized storage of digital data. The institute has separate STORAGE AREA NETWORK(SAN) for data storage. A separate Squirrel Quick Heal Anti-Virus Admin Console for all the servers and clients is also provided. For accessing the internet the Institute has SOPHOS XG-210 FIRE WALL. It supports 500 concurrent users. In order to block prohibited sites rules are defined and scripting is done. For surveillance 90 IP cameras and (Network Video Recorders)NVRs are installed and configured in the campus. The CSIBER WI-FI access is (Media Access Control)) MAC based. After registering the students Laptop/Tab the student will be able to access CSIBER internet.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
1217	700

File Description	Documents
Upload any additional information	No File Uploaded

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	No File Uploaded

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

D. Any one of the above

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	No File Uploaded

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)

55.51

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	No File Uploaded

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

The Institute has appointed two hardware engineers for the maintenance of the Computer Laboratories. The hardware engineers and the concerned faculty update software's continuously and keep the machines up-to-date so that they can be used by the users. The number of machine break downs is negligible. Technical support for using the ICT tools in the classrooms is provided by the Hardware engineers. A amount of Rs. 4121313 was spent for lab up gradation and development of computer centre costing Rs. 2617197 took place under RUSA funds. An ED skill hub is another initiative taken by the institute and ED Cell is established having a Chairman and 5 members in the committee. Amount spend on establishing ED cell is Rs. 746876.

Institute has appointed a full time administrative officer along with civil engineer for overseeing maintenance of buildings, class-rooms and laboratories. Class rooms got renovated under RUSA and the amount spent on the development of class rooms were Rs. 2880478. The redesigning of the entrance of the institute, administrative unit, classrooms, laboratories, the installation of acoustics in all classrooms, maintenance of the outdoor sports facilities, installing a lift, solar lighting of the campus are few of the significant initiatives taken by the administrative officer along with civil engineer for improving the ambience of the Institute. Civil engineer monitors the physical infrastructure continuously and suggests improvement from time to time to the management. His involvement has also speeded up the construction of a separate three floors library building on campus. Updating, Maintenance and deployment of latest machines in the laboratories is always on top of the agenda for the Management. Admin office got renovated with several facilities and the amount spent on it was Rs. 627852 under RUSA funds.

The administrative officer along with civil engineer are entrusted with the complete responsibility for maintenance and repair of infrastructure facilities. They identify the problem / modification in the facilities and places them before the management of the Institute. After the approval, the procedure of obtaining the quotation and finalization is done with the help of the Purchase Committee. The works are finally executed under the supervision of the administrative officer and civil engineer. The flooring of corridors, classrooms has been undertaken by the management of the institute for last five years continuously. Every day campus cleaning activity is done by peons. Every department is having support staff i.e. peons who take care of classrooms. Rs. 3966894 were spent on Campus Development under

RUSA

For boys and girls hostel separate rectors are there who are having responsibility of maintenance of hostel. Hostel committee is also there to control and maintenance of hostel. Under RUSA 454211 was spent on renovating both boys and girls hostel.

Canteen facility is also present in campus. Canteen is given on contract basis to contractor. Contractor is having responsibility of maintenance of canteen. Rs. 50000 is spent for canteen renovation under RUSA. Food committee checks the quality of food.

Library maintenance is seen by librarian as well as there is separate library committee is there having the responsibility of maintenance of library books and equipments. Director of the institute is the chairman of the committee and vice chairman is senior faculty from the institute. Committee also includes 2 student representatives. Total member in the committee are around 21. The maintenance of library, number of books required reporting to library committee is the responsibility of librarian. Rs. 1783496 is spent on knowledge resource under RUSA

The sports officer is there in the institute who will see the maintenance and records of equipments available in gymnasium. Sports officer keep track of students who are visiting college gym. Sports material is given to the inmates. Material like Football, Basketball, Chess, Carom, and Tennis Table is provided. The material like dumbbells provided for physical exercise. The bar is made available outside the hostel for exercise.

The Institute provides all the sports equipments. In the Boys hostel the equipments such as dumb bells,

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

686

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

79

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	Nil
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

274

File Description	Documents
Any additional information	No File Uploaded
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	No File Uploaded
Upload any additional information	No File Uploaded

5.2 - Student Progression

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

82

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded

5.2.2 - Number of outgoing students progressing to higher education

26

File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	No File Uploaded

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

1

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

0

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded

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

We have student representation in Library committee and IQAC. We could not conduct any Student council activities due to the pandemic.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

4

File Description	Documents
Report of the event	No File Uploaded
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

Online department wise Alumni Meets are conducted by the various departments during the academic year 2020-21. The opinion of the alumni is taken on the performance of the students and the expectations from the Industry. They are also invited for guest lectures for sharing their experiences of industry. Alumni help is also sought to conduct National / State Level Seminar, Workshops and Conferences, syllabi changes, placement activities etc. Alumni on our campus for the benefit of the juniors, namely discuss business and entrepreneurship opportunities. During the interaction alumni have highlighted the importance of current trends in the market and guided the students about the career opportunities in different fields. They have also shared their personal experiences with students. Alumni visit campus at regular intervals to support the existing batch of students in planning and organizing events, extend support and guidance for functioning of various students clubs. Alumni who are entrepreneurs have been providing inputs on how to start a new venture and turning them in to job providers.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

5.4.2 - Alumni's financial contribution during the year

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The vision and mission of CSIBER is

To be an Institute of first choice of the Students.

Mission

- 1. To provide professional education and training to students in general and particularly those from and around Southern Maharashtra which is predominantly rural.**
- 2. To provide facilities and training to teaching and research community in higher and professional education.**
- 3. To promote confidence and motivate faculty and staff to efficiently address the expectations of the student community and society at large.**
- 4. To equip the student community, through academic autonomy to face future challenges.**
- 5. To inculcate the spirit of dignity of the individual, excellence and service**

Keeping in view the vision and mission of the Institute always has student development as the focal point in all the educational initiatives. Being the oldest Autonomous Institute in Maharashtra the Institute has formed all the mandatory committees for effective governance. This includes the committees such as Governing Council (GC),

Academic Council (AC), Various Board of Studies (BOS), Examination Committee (EC) and others. In all these committees there are Management, Faculty, Administrative Staff, Students, Alumni and Employees representatives. The objective of all these committees is to design, implement and monitor new academic initiatives in such a way that the students gets the maximum benefit in terms of training in the program they have taken admission. In the last academic year, as per the need of the market new programs launched such as MBA (Banking & Financial Services), MBA (Business Analytics) and Certificate program in Youth Development and Social change have been launched. Based on the suggestions given by the expert educationists in the Governing Body the management always encourages the faculty to initiate new programs under the Autonomous Status. The faculties of the Institute are also deputed to renowned institutions such as Gokhale Institute of Politics and Economics, Pune, Tata Institutes of Social Science, Mumbai, IIT, Mumbai and others to know about the recent developments in the respective fields of faculty.

For effective governance the Institute always believes in democratic style of management. Ideas are welcome from all the stakeholders for improvement of the Institute in general and the student in particular. Freedom is given to all for giving ideas formally in the meetings and informally during interactions with authorities of the Institute. Teachers are empowered to suggest new educational initiatives in all forums. The Internal Quality Assurance Cell in the Institute has also taken initiatives like issuing certificate of Appreciation and keeping on record the exemplary contribution made by faculty and staff for Institute or students.

The management has encouraged individual departments to introduce short term value added courses and skill development programs under the Ability Enhancement Course component. Accordingly Courses of two to four credits dealing with English Speaking, Communication, Foreign Languages, Interview Techniques, Value Education, Tally Pro, Tally Guru, GST using Tally and placement skills are being offered by various departments. The long- term plan is to increase the number of programs being offered by the Institute and have more collaboration with Institutions of National and International importance.

The management has encouraged faculty members to submit proposals to conduct Faculty Development Programs under AICTE Training & Learning (ATAL) Academy. Around 20 different proposals were submitted. Four proposals were sanctioned by ATAL Academy and the programs were successfully completed. In order to be socially connected to the society around there is field work activity and different extension programs such as Street Plays, Blood Donation Camps, Counseling, Rural Camp etc.

6. CSIBER has created an environment for Research and innovations by recruiting faculty members in different areas who come together to pursue research in various research areas. The various areas like Commerce, Management, Economics, Sociology, Social Work, Information and Communication Technology, Environmental Studies, Environment Science and Safety are the prioritized research areas in CSIBER. It is recognized Research Centre of Shivaji University. The research centre run M.Phil. programme in Commerce and Management, Economics, Social Work and Sociology. At present there are 20 plus Shivaji University recognized Research Guides for M.Phil. and Ph.D. in Commerce and Management, Economics, Social Work and Sociology. On an average 35 plus M.Phil and 8 to 10 Ph.D. students secures M.Phil. And Ph.D. degree under guidance of CSIBER Research Guides every year.

The Institute provides research facilities such as Research Laboratory with internet connectivity, well equipped library with online resources, special packages like SPSS are available for researchers to conduct qualitative and exploratory research. The Institute provides an open access to Research laboratory and also provides various statistics packages, as well as web browsing and e-mail facilities to the M.Phil., Ph.D. Research scholars and faculty members of the Institute.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.siberindia.edu.in/contentarticle-disp.php?id=15

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

and participative management

The leadership of the Institute believes in democratic decentralized and bottom-up approach of management. The faculty irrespective of their seniority is inducted into different mandatory committees based on their expertise. This indicates the openness to accept new ideas for Institutional and student development. The individual departments conduct their regular meetings to co-ordinate and obtain new ideas for student development. The ideas discussed in their meetings are placed before the Director and Management for suggestions as well as support for implementation. Especially during the lockdown period due to COVID-19 pandemic the faculty members suggested to keep in touch with the students and society by way of Online Webinars with the support of management during the lockdown phase. The faculty could conduct more than 30 webinars on various relevant themes. The young faculty members were empowered to coordinate the activities of online webinars. The faculty empowering approach of the leadership in the Institute has benefitted to the young faculty and creates a second line of command.

The students are involved in planning and executing different academic and co-curricular activities. The class representatives and student members are inducted into the formal bodies such as student Council, IQAC Committee and others. The ideas from the student community are also welcome through the suggestion boxes kept at different locations. The director periodically reviews the suggestions and takes necessary steps for improvement in the infrastructure as well as the educational programs being offered in the Institute. All Heads, Faculty, Staff and Students have complete freedom and access to the Director as well as the Managing Trustee to share their feedback on various aspects.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

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

The Institute got recredited in the third cycle with A+ (3.55 CGPA) in November, 2016. With a view to improve the NAAC grade in the fourth cycle the Institute re-worked its strategic plan for the five year period 2016-2021. Accordingly all the departments and faculty members were informed to identify emerging areas in their respective disciplines. The idea was to float different certificate, Diploma or post-graduate programs in the various themes. On the basis of the suggestion proposals for starting new post graduate programs were received from the departments. The new programs successfully launched as part of the strategic initiatives included MBA (Business Analytics), MBA (Banking and Financial Services), M.Sc. (Quantitative Economics) and Diploma in Youth development in collaboration with Tata Institute of Social Science (TISS) Mumbai. The departments were also informed to explore for collaboration with Foreign Universities and Institution for academic progress.

These unique professional program focus on the emerging market requirements of skilled people in Business Analytics, Quantitative Economics, Banking Services and Youth Development. The environment department also initiated MBA (Environment Management) which made the Institute to be the only one offering management degree in environment studies duly approved by AICTE, New Delhi.

The departments are invigorated to float new post graduate programs in emerging areas. The courses offered under the CBCS pattern was also part of long term strategic plan of the Institute. Under this pattern the departments were encouraged to give more choices to the students under the Generic Electives (GE) and the Ability Enhancement Courses (AEC). In each semester students were offered 4 different GE choices, other than their parent department. As a result of this strategic initiative the inter department interaction of the students and faculty has increased. Moreover a computer science student can now take course in counseling offered by the social work department. A student of any department can get exposure to courses from other departments. In this way the long term strategic plan of diversifying the program offerings as well as increasing the student choice in the courses is improving the brand image of the institute as well as growing a better educational experience to the students.

In line with the strategic plan of the Institute different

departments floated a new and job-oriented post-graduate programs. As per this plan every department were to identify upcoming and emerging courses in their respective discipline and offer them as a full-fledged post-graduate, Diploma or a Certificate program. Being an Autonomous Institute with the advantage of academic freedom the Departments through the deliberations in its Board of Studies resolved to offer Master of Science in Quantitative Economics, M.Sc.(Q.E.), Master of Science in Cyber Security, M.B.A.(Business Analytics, Banking & Financial Services, Agri-Business mgt) and M.A(Counseling & Guidance). The University authorities appreciated the new initiative and provided the necessary approvals.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

The organogram of the Institute initially was created by keeping in mind the guidelines of Autonomous Colleges. The Governing Council is the apex decision making body of the Institute. The management of the Institute has taken due care to induct educational experts from all over the country in GC committee. Teaching and non-teaching representative are also part of this committee. The educational experiences shared by experts help in initiating new education programs in the Institute.

The director and the Academic Council are the next in level of the organogram. All the department heads, Controller of Exams (COE), the Registrar and student representative are the members in the Academic Council (AC). The new programs being launched, academic calendar prepared at the start of the academic year, student curricular activities are discussed and finalized in this committee. Registrar, Librarian Controller of Exams and the coordinator of IQAC provide a supporting role of the Academic Council.

All the Board of Studies (BOS) are the next in level of the hierarchy of Institute Management. The BOS has its member all the

faculty in the department university Nominee and the external expert invited from well-known Institutions. For effective governance the meeting of AC and BOS are scheduled twice in a year.

The Registrar is the head of the administrative section. Along with the finance officer, and office staff provide the educational support services such as maintaining the student database, preparing the program for list of students for each department, keeping a record and taking follow up action for pending fee collection, maintaining liaison with the parent university, and other regulating bodies. The daily correspondence received by the Institute are noted and are directed to the respective departments for necessary action or compliance.

For day-to-day coordination of different activities, the departments the Head make the committees as per the need. Institute has thus well structured set-up for effective management.

File Description	Documents
Paste link to Organogram on the institution webpage	Nil
Upload any additional information	View File
Paste link for additional Information	Nil

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	No File Uploaded
Screen shots of user interfaces	No File Uploaded
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 Institute has Started Employee Welfare Co-operative Society more than three decades ago. It is named as (Late) Prof. Dr. A. D. Shinde, CSIBER Employee Co-operative Credit Society. As Western Maharashtra is the area of vibrant co-operatives, the management of the Institute motivated the employees to come together and start the Co-operative credit society. With the knowledge and expertise of the management in the Co-operative sector, society was started with the role objective of promoting the Welfare of the employees.

As in the case of any cooperative organization, the unique feature of the CSIBER cooperative society is that all the employees from the Director to the peons are all members. The barriers created by the hierarchical management structure is broken and all the employees come on a level field for sharing their economic and social issues that can be solved by a mutual help.

Over the years the CSIBER co-operative society has helped the employees to purchase agricultural land, construct houses, and purchase agricultural equipment, plots for constructions of houses, purchase of flats and supporting member's children for higher education. This is possible through the short term and long term credit scheme started for the employees. Almost all the employees around 120, are the members of the co-operative society have taken the benefit of the Welfare System initiated by the Management of the Institute. The hassle-free loan sanctioning process, low interest rates compared to the commercial banks, the good dividends to the members and the annual society dinners is helping to create a healthy work atmosphere in the Institute.

During the covid-19 pandemic started in March 2020, management of the Institute initiated a welfare scheme especially for the non-teaching staff. Under the scheme the management contributed to bear the cost of the covid-19 tests in case of any symptoms is observed. The cost of the test being very high the management came forward with their initiative to promote the Welfare of the employees.

Especially in case of faculty for career development the Institute follows a very open and transparent policy. The faculty

members and the HODs are given full freedom to identify the Faculty Development/Training Programs in the emerging areas. Only condition for deputing the faculty for these programs is that the institutions conducting their training programs should be Institutions of national and international repute. The Institute pays the registration fees for faculty to attend their training programs. Faculty of all the departments have taken the benefit of career and skillup-gradation scheme. The faculty were also encouraged to attend the online FDP being conducted on various topics such as research methodology, online teaching method and others. At the same time the faculties were encouraged to submit proposals under the ATAL, so that they will have an experience of conducting online FDPs as well as share the expertise of CSIBER faculty with the teachers across the country.

The faculty have also taken the benefit of Faculty Development Programs being offered by reputed National Level Institutions, such as IIT, Mumbai, NIETI, Mumbai, IIM, Kozhikode, Gokhale Institute of Politics & Economics (GIPE), Pune. All these programs are fully funded by the Institute for the development of the faculty in the department.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

17

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

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

02

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

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

79

File Description	Documents
Summary of the IQAC report	No File Uploaded
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 Annual Financial Statements are prepared by the Institute. The statements are Audited by a Chartered Accountant and placed before the Board of Trustees and The Governing Council of the Institute. The suggestions given by the auditors and the Trust/Council members are considered and the necessary corrections are made under the guidance of the Managing Trustee.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

0

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

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

The post graduate programs in Management, Computer Science, and Environment Science & Management are the main revenue generating sources for the Institute. These are the flagship programme of the Institute. Over the years due to the demand for Generic Management, Computer Professionals and Environment, the programs were running very successfully. But in the recent times the Generics are being substituted with specialists. This is reflected in greater demand for Marketing Specialist, Finance Specialist, Banking Specialist Environment & Safety Experts, Data Scientist, Constitutive Economist and others. Accordingly the Institute has initiated new specialized post-graduate programs entitled MBA (Business Analytics), MBA (Banking & Financial Services), MBA (Environment Management), M. Sc. (Environment & Safety), M.Sc. (Quantitative Economics). All these programs are the future revenue generating process that will serve the students in western Maharashtra as well as survey to mobilize funds.

The second strategy for mobilizing funds is to focus on institutional collaboration for extension activities. The Kolhapur region experienced unprecedented floods in August, 2019. The Institute especially its Social Work Department starting collaborating with the Collector Office and the local authorities to provide flood relief measures. Apart from providing temporary fund raising support, the Institute wanted to support the flood affected families by providing long term solutions such as constructing best flood and calamity proof house constructions. Accordingly the Institute collaborated with institutional NGO named UPS in USA for obtaining the financial resource support for its social extension activity obligation. The UPS sanctioned 43 Lakhs for executing the housing constructions project being implemented for families severely affected by the floods. For all such and the future social extension activities the faculty have been informed identify collaborators for not only providing the funding but also technical support of channelizing the Institute

socialobligation.

Individual departments have also been informed to identify and offer short term training programs as well as long term post graduate programs in collaboration with professional bodies. This will help not only to support the new initiativesbut also provide a source of revenue to the Institute. The new strategy to mobilize the funds has become necessary as the inflow of the students for the traditional programs in slowly reducing as well as the support from State for the funded courses is being withdrawn over the years. Foroptimalutilization of the funds all the budget proposals for the programs have to be submitted to the management for seekingpermission for conducting the activity.

Only the budget is approved, the coordinator of the program is permitted to incurthe expense,office procedures as well as in collaboration with the financeoffice. Due care is taken to ensure thatcost with best service or productcriteriais not in executingthe education activity. All the budgeted expenses are submitted with bills to the finance officer to monitoring the expensesincurred.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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)

The Institute was reaccredited in the third cycle in 2016 with A+ grade and CGPA of 3.55 with a view to empower the academic performance and obtain the highest grade in the fourth cycle , the Institute decided to switch from credit pattern to Choice Based Credit System (CBCS) for all the programs. Accordingly with the institute of IQAC, all the programs shifted to the CBCS pattern. One of the first quality challenges was that all programs, though being offered under the same roof had different format and structure of presentation. This was not appearing to be professional presentation of the course offerings. So, the

IQAC with the help of the team members designed a common template for presenting the courses in all the program. The template included mentoring the course codes, course names, course objectives, learning outcomes, program objectives, program outcomes, unit wise division of the syllabus, Text books, Reference Books, Journals Websites and Video Links. This exercise helped on the faculty to redraft the course as per the course and program objectives. All these suggestions for Quality Enhancement were provided by the IQAC as per the NAAC sever criteria guidelines. As a result of their quality initiative all the courses have been redrafted with proper learning objectives and outcomes, so that it is displayed on the Institute website.

The second challenge under the CBCS system was the choice of Generic Elective (GE). There was no mechanism for GE selection which made the enrollment of the students from different departments very difficult. There was crowding in a particular GE while others had very few students. In departments where there was very high enrolment for GE created a problem of organizing the sessions. The IQAC decided to streamline the process of GE selection by the students with the help of the controller of Examination, Prof. R T Thorat, and color wise forms were created for different GEs. Every department GE had a unique color wise form, which was given to the respective coordinators. The names of the faculty coordinators were informed to the students. The students collected the forms from the respective faculty coordinators. The filled in forms were accepted for enrolment of the students for the GE course of his choice. The only restriction was that the total number of candidates to be allowed would be not more than 120. This helped to streamline the process of GE enrollment and better coordinate the students carrying from different departments.

In extending this Quality Initiative to the next level the IQAC suggested to digitize the process of GE selection. Accordingly the IQAC with the help of faculty members in the computer department are in the process of developing a computer program for GE selection. The students can access the GE link come first secure was to be implemented with an upper limit of 120 per GE course. This will be implemented for the new academic year 2020-21, Thereby further improving the process and make it technology based, as per the need of the current times.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

The IQAC to the respective departments to take the role of the teaching learning process from time to time in the department meetings. The short-term concerns after students regarding the teaching and their understanding of the topics is informed to the class coordinators. Faculty coordinator these concerns of the students in the regular departmental meetings.

In order to further fine tune the methodology after taking a review of The Teaching learning methodology. The IQAC initiated the ON LINE FEEDBACK SYSTEM. At the end of every semester the students give the course wise feedback on computer. The software for the same has been defined under in house and the question included in the online question arises is developed in consultation with the IQAC cell. The basic objective of this exercise is improve teaching learning methods, care was taken to ensure that minimum questions pertaining to teacher learning are included. In the earlier paper please refer back system lot of papers as well as manual effort was involved. The online system reduced this effort as well as cost of executing the feedback exercise. In this new system the 100 students seating the computer lab access the software simultaneously and provide feedback, obtaining the reports in excel sheet and the graphs are all obtained at the check off button. The manual effort and wastage of thousands of papers is completely eliminated.

The second quality enhancement measures to improve the process of teaching learning experience in the introduction of the general course elective computer system. The IQAC observe that the CBCS system all the thousand students as well as the faculty were fishing serious problems during the phase of GE course selection. The students had to physically approach the other department, locate the cost teacher and enroll their names. There were issues such as the students approached late at the faculty was not available due to which the student was not able to enroll for the GE Course of his choice.

Recognizing this problem and to streamline the process the IQAC suggested to implement a software driven selection method. For this purpose the computer department under the guidance of Dr. P.G. Naik was requested to help in the development of this software. As per the requirement the computer department developed the in-house software for GE selector, conducted the orientation for faculty and administration regarding the functioning of the software. The students now accessed the GE selection app from their homes on mobiles, registered their names and selected the GE course of their choice. The individual course coordinators immediately obtained the list of students on their mobiles.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.siberindia.edu.in/uploads/config_docs/20211228.104453-Stakeholder-Feedback.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	Nil
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

Gender sensitization is important issue that need to be handled in very sensitive manner. The institute is very serious about gender sensitization and continuously trying to achieve it.

Safety and security

For female staff and students safety and security is of prime importance, 24 hours security guards on duty in the campus. In addition to this institute has installed IT enables surveillance system on campus with more than 100 IP cameras. A full fledged Internal Complaint Committee is constituted to address issues related to female staff and students. To promote gender sensitization, programmes are organised on campus these include international women's day, guest lectures and workshops on sexual harassment and Legal laws.

Counselling :

A separate counselling committee of seven members is constituted and many female students are benefited from the same. The committee is constituted by selecting at least one female member from each department.

CommonRooms

Yes institute has common rooms for the female students.

Day care center for youngchildren

Day care center is established to look after young children's of female employees of the institute. Any female worker at any level can take advantage of it.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy

A. Any 4 or All of the above

conservation: Solar energy
plant Wheeling to the Grid
energy conservation Use of LED bulbs/
power-efficient equipment

Biogas

Sensor-based

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

- **Solid waste management**

The Institute aims for an eco-friendly campus and to make this a reality; institute has taken various initiatives in which the campus of the institute has already declared as plastic free zone. Plastics, paper and food waste has been segregated at the initial level only and it has collected in Bins which are placed in different parts of the campus. Apart from this reusable steel plates and glasses are used in the canteen. Kolhapur Municipal Corporation (KMC) collects solid waste from the campus regularly though its solid waste collection vehicle for the further process. Institute always encourage and motivate its staff and students to use of eco-friendly bags and files and have taken the initiative to take up campus cleaning programme through extension activities

- **Liquid waste management**

Institute has taken serious steps in liquid waste generated in the campus. The liquid wastes generated in the campus include Sewage, Laboratory, Laundry, hostel, wash rooms, urinals, basins and canteen effluent waste. For the effective treatment of liquid waste generates from all above sources, Institute has constructed two well-designed Sewage Treatment Plants (STP) which can treat 25 m³/day of sewage. The STP installed near Central Library having design capacity of 10 m³/day in which sewage from toilets is screened and collected in Aeration Tank which is equipped with Jet Aerator. In this process microbial activity will degrade the organic matter in the effluent in to minerals and water. Microbial activity will be enhanced by using organic culture in aeration tank. This will help in reduction of all the effluent parameters like BOD, COD, Suspended Solids etc. to enable use to reuse this water selectively. We do not use any chemicals for

wastewater treatment. Our campus is a chemical-free zone. We use Effective Microbes (EM) technology. The parameters of the treated water are far better than effluent parameters specified by Maharashtra Pollution Control Board (MPCB). While in another STP installed near Ladies Hostel to have eco-friendly and natural treatment, this plant is designed based on the biological treatment concept, this means naturally occurring microbes (which are present in influent water itself) removes or degrade the organic matter present in the effluent and at the end clean water is available for the non-potable usage or to dispose safely in the drainage or river bodies as per the norms.

- Biomedical waste management

As Institute does not have medical stream Not Applicable.

- E-waste management

In the consideration of waste management, Institute has also given priority for e-waste management in the campus. With respect to e-waste, Institute has unused computers and their peripherals are the only source of electronic waste on the campus. In the Institute as on date more than 500 computers under use for practical and office work. Institute follows the policy for e-waste management in which reuse of old computers by donating them to other schools under the trust and old ones replaced with new under the buyback scheme. As well as every effort is made to repair and use electronic and electrical devices. Piling up of e-waste is discouraged in the campus. Waste recycling system

- Waste recycling system

The Waste water is treated and reused for watering the plants on the campus. The water distribution system is in place.

- Hazardous chemicals and radioactive waste management

As Institute does not have Chemistry Or Physics programs on campus - NA.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

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

7.1.5 - Green campus initiatives include	
7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1.Restricted entry of automobiles 2.Use of bicycles/ Battery-powered vehicles 3.Pedestrian-friendly pathways 4.Ban on use of plastic 5.Landscaping	A. Any 4 or All of the above

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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										
<table> <tr> <th data-bbox="100 692 547 759">File Description</th><th data-bbox="547 692 1437 759">Documents</th></tr> <tr> <td data-bbox="100 759 547 898">Reports on environment and energy audits submitted by the auditing agency</td><td data-bbox="547 759 1437 898">View File</td></tr> <tr> <td data-bbox="100 898 547 1003">Certification by the auditing agency</td><td data-bbox="547 898 1437 1003">View File</td></tr> <tr> <td data-bbox="100 1003 547 1108">Certificates of the awards received</td><td data-bbox="547 1003 1437 1108">No File Uploaded</td></tr> <tr> <td data-bbox="100 1108 547 1173">Any other relevant information</td><td data-bbox="547 1108 1437 1173">View File</td></tr> </table>	File Description	Documents	Reports on environment and energy audits submitted by the auditing agency	View File	Certification by the auditing agency	View File	Certificates of the awards received	No File Uploaded	Any other relevant information	View File	B. Any 3 of the above
File Description	Documents										
Reports on environment and energy audits submitted by the auditing agency	View File										
Certification by the auditing agency	View File										
Certificates of the awards received	No File Uploaded										
Any other relevant information	View File										

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

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

CSIBER as an Institution provides an inclusive environment for all its staff and students a familial atmosphere with tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities. Different sports and cultural activities are organized inside the college and also encouraged to participate in events outside the college too. This helps promote harmony towards each other. Commemorative days like International Women's day, International Yoga Day, World AIDS Day, World Organ Donors Day etc along with many regional festivals like Holi and Ganesh Chautarti , Dasara, are celebrated in the college. This establishes positive interaction among people of different racial and cultural backgrounds.

There are various committees like Student Grievance , Discipline , Anti Sexual Harassment, Anti ragging etc appointed for grievance redresal in the institute for students and staff , female staff and lady students

Institute has also got its code of ethics for students and a separate code of ethics for teachers and other employees which have to be followed by each one of them irrespective of their cultural, regional, linguistic, communal socioeconomic and other diversities.

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:

CSIBER undertakes different initiatives by organizing various activities to sensitize students and staff to the constitutional obligation: Values, Rights, Duties and responsibilities of the citizens.

On 26th Nov Constitution day was celebrated by organising a rally from the campus to Police station in its jurisdiction . Guest lecture are arranged on campus wherein the fundamental rights, Duties, Values and responsibilities of citizens as stated in Constitution of India were discussed

Human rights day is also celebrated similarly wherein Our constitution, human dignity ,equality, Social justice ,Human rights and freedom , importance of law are focused upon

Every year wecelebrate Republic day and Independence day by Flag hoisting and organizing various activities even celebration Constitution day and Human Right Day highlights the importance of Indian Constitution.

Day and Activity

Duration From

Duration To

Number Of Participants

Independence Day Flag Hoisting in college and live on Face Book

15-08-2020

15-08-2020

200

Republic Day

26-01-2021

26-01-2021

200

Mahatma GahdhiJayanti (SwatchataAbhian)

02-10-2020

02-10-2020

-

World Suicide Prevention Day (Lecture)

10-09-2020

10-09-2020

-

World Mental Health Day

10-10-2020

10-10-2020

all

Indian Constitutional Day (Photo Poojan and talk on Constitution

26-11-2020

26-11-2020

all

Human rights Day

10-12-2020

10-12-2020

-

Women Empowerment Day (Speech Competition)

03-01-2021

03-01-2021

-

International Women Day (Different activities from different Dept like speech, games, and funetc

08-03-2021

08-03-2021

500

Online International Day for Senior Citizen

01-10-2020

01-10-2020

-

Online International Yoga Day

21-06-2020

21-06-2020

100

Death Anniversary of Dr.BabasahebAmbedkar (Photo Poojan and Speech on Dr.BabasahebAmbedkar)

06-12-2020

06-12-2020

150

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor 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	No File Uploaded

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

Institution organizes National Festivals and Birth/Death Anniversaries of the great Indian Personalities with enthusiasm. Thoughts and works of great Indian personalities are shared on these days sometimes essay, and Speech competition on the personalities are organized. The institution practices uniform approach towards all religion functions and encourages the students and faculty to showcase the same. This helps the Staff and students to know the importance of national integrity in the country in general and their role and social responsibility in particular.

1. 26th January Republic Day and Republic Day and 15th August Independence day are celebrated with formal events including flag-hoisting is a grand event marked with the flag hosting by the Chief Guest who may be a Teaching and Non Teaching Staff .

2. 5th September on Birth Anniversary of Dr. SarvpalliRadha Krishnan we celebrate Teacher's Day with great fervor. The students organize programme for the teachers and the share their experience of the Role of Teachers in their life.

3. 2nd October Mahatma Gandhi Jayanti though this day is announced as a national holiday , the institutes celebrates the birthday of great leader Mahatma Gandhi and LalBhadurShastri with photo poojan and also swachataAbihan

4. 31st October Ekata Divas (Birth Anniversary of Sardar Patel)- it is celebrated as National Unity Day

5. Apart from this Institution celebrates / organizes following National and International commemorative days, Birth and Death of anniversary of great personalities: like

- o Birth Anniversary of LokmanyaTilak, and

- o Death Anniversary of AnnabhauSathe, our freedom Fighters on every 1st August.

- o Birth Anniversary of Abdul Kalam as Students Day on 15th August

- o International Women's Day(8th March)

- o International Yoga day (21st June)

- o World environment Day(5th June)

- o Maharashtra Day (1st May)

- o Birth and Death of anniversary of great personalities:

- o SavitriBaiPhulejayanti as Women Empowerment Day(3rd Jan)

- o Dr. B. R. Ambedkar (14 April)

- o Constitution Day (26th November)

- o Human Right Day (10th December)

- o World Suicide prevention Day (10th September)
- o International Day for senior citizen (1st October)
- o World AIDS Day(1st December)

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	No File Uploaded
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

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

PRACTICE-I

1. Title of the Practice

IT enabled continues teaching learning and evaluation.

2. Objectives of thePractice

1. To provide continues education to student community.
2. To evaluate students based on teaching learning process.

3. TheContext

Due pendamic situation entire world came to stand still. The education field was also not pardoned. Entire student community was suffering and the teaching community was disperate deliever to share the knowledge, but face to face it was not possible. It is decided to use IT enabled serevices to continue teaching learning process and also the evaluation process.

4. ThePractice

In order to provide continues learning environment to the student

community the faculty at CSIBER used Google Meet for delivering the subject content. Also Google Classroom was created for each course. The course contents and study material was provided using Google Classroom. In order to have continuous student evaluation objective tests were also conducted using Google Classroom. Auto attendance was used to record the attendance of students also manual attendance was taken.

The semester end examination were conducted using Webx and Google forms. The Webx was used for proctoring the students were the students were divided into 35 to 40 each group was proctored using separate webx link which was managed by a faculty supervisor. The attendance was recorded by the faculty supervisor also faculty supervisor together with examination section staff helped students to overcome any technical problems. The objective question paper link was sent to the student using their registered mail ID and the response were recorded using google form and sheet. All these activities were coordinated with the help of IQAC Cell at CSIBER.

5. Evidence of Success

The pandemic situation could not stop the student and faculty of CSIBER for continuing the teaching, learning and evaluation process. Almost more than 80% of the syllabus for each course was completed by the faculty members and it was complimented with the study material posted on Google Classroom. The semester end examination for 3 semesters were conducted online without any problem. There was no break in teaching, learning and evaluation process at CSIBER.

6. Problems Encountered and Resources Required

The biggest problem was getting network coverage in rural area students, also student have to spend some money on data package. This was a burden on students from poor economic background. The non-technical students initially were uncomfortable with this new teaching, learning and evaluation environment.

PRACTICE-II

1. Title of the Practice

Green Campus Initiative

6. Objectives of the Practice

To make the campus green and eco-friendly

7. The Context

The conventional energy is becoming harmful for environment. At the same time it is proving to be costly for the institute to depend on conventional sources of energy. The institute in consultation with Environment department initiated green energy measures.

8. The Practice

The institute installed a roof top solar energy electricity generation plant which is fully operational and is saving 80% of conventional energy needs. Also the energy is wheeled to the grid so that on holidays and vacation excess energy will be utilized. Also The tube lights on the campus are replaced with LED bulbs. All street lights in the campus are working on solar energy.

Evidence of Success

As the solar roof top plant became fully operational energy bill is reduced tremendously by Rs. 4.5 Lakhs per annum.

6. Problems Encountered and Resources Required

Installation and making the plant fully operational was the most difficult part. Also we need to take permissions from various authorities for installation and wheeling to grid.

1

International Yoga Day

21-06-2020

70

2

Birth Anniversary of Lokmanya Tilak, and Death Anniversary of Annabhausaheb,

01-08-2020

40

3

World Tribal Day/ Kranti Day

09-08-2020

30

4

Independence Day

15-08-2020

200

5

World Suicide Prevention Day (Lecture)

10-09-2020

-

6

International Day for Senior Citizen

01-10-2020

180

7

Mahatma Gandhi Jayanti / LalBahadurShastri Birth Anniversary

02-10-2020

200

8

World Mental Health Day

10-10-2020

all

9

Birth Anniversary of Abdul Kalam as Students Day

15-10-2020

30

10

Birth Anniversary of Sardar Patel)- it is celebrated as Ekata Divas (National Unity Day)

31-10-2020

39

11

Birth Anniversary BishaMunda

15-11-2020

50

12

Indian Constitutional Day

26-11-2020

-

13

Death anniversary of Dr.BabasahebAmbedkar (Photo Poojan and Speech on Dr.BabasahebAmbedkar)

06-12-2020

109

14

Human rights Day

10-12-2020

45

15

35

16

International Youth Week

12-01-2021

300

Republic Day

26-01-2020

300

18

International Women Day

08-03-2021

500

19

Birth Anniversary of Dr. B. R. Ambedkar

14-04-2021

300

20

Online Maharashtra Day & Labour Day Online

01-05-2021

File Description	Documents
Best practices in the Institutional website	https://www.siberindia.edu.in/IQAC/AQAR/2020-21/7.2.1BestPracties.pdf
Any other relevant information	Nil

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)

As per the guidelines in the new education policy 2020 the Institute adopted the multi disciplinary focus. The Institute also adopted the CBCS system for promoting inter departmental and intradepartmental flexibility to the students. Accordingly the student of CSIBER is able to choose a course of his/her choice which does not belong to his core area of specialisation. This is only possible due to a multidisciplinary and multi faculty composition of the Institute, which normally is not possible in a single faculty Institution.

The leverage of academic flexibility under CBCS encourages students to opt for courses such as environment, social work, management and IT. The student had a good interaction with the student of other programs due to this scheme. The pressure of handling number of interdepartmental students made the IQAC to think and implement an IT enabled system for course selection. This again was developed in-house by the faculty of CSIBER. The interdepartmental interaction of the student and development of the new IT system for course selection can be highlighted as a success of this CBCS system at CSIBER. The close knit department and the coordination among the various departments could make this a success.

File Description	Documents
Appropriate link in the institutional website	Nil
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

As the institute is in the fourth Cycle of Accreditation all the departments are informed to get in to mutual agreements with institutions of higher education. This will enable the departments to incorporate their recent developments in the respective fields. This will pave the way for offering collaborative programs with institution of higher learning. Since the institute has already completed 26 years of autonomy in education and is the oldest post graduate college, It .is the long run plan of institution is to work towards becoming a UGC recognized degree awarding institution. As a step in this direction the institute has diversified the number of post graduate program