INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)

Accreditation - (Cycle - 1)

PEER TEAM REPORT ON

INSTITUTIONAL ACCREDITATION OF
ANEKANT EDUCATION SOCIETY'S ANEKANT INSTITUTE OF MANAGEMENT STUDIES, BARAMATI
C-41812

Baramati
Maharashtra
413102

(Draft)

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA

Section I:GENERAL INFORMATION	
1.Name & Address of the institution:	ANEKANT EDUCATION SOCIETY'S ANEKANT INSTITUTE OF MANAGEMENT STUDIES, BARAMATI Baramati Maharashtra 413102
2.Year of Establishment	2010
3.Current Academic Activities at the Institution(Numbers):	
Faculties/Schools:	1
Departments/Centres:	1
Programmes/Course offered:	1
Permanent Faculty Members:	12
Permanent Support Staff:	8
Students:	204
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Recognized religious minority institution with visionary management providing state-of -the -art infrastructure. 2. Caters management education to students from rural and remote areas having advantage in location. 3. Involved in Non-Financial MoUs and engaged in holistic development through socially responsible activities.
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 26-04-2019 To : 27-04-2019
6.Composition of Peer Team which undertook the on site visit:	

	Name	Designation & Organisation Name
Chairperson	DR. AISHA M SHERIFF	Vice Chancellor(in-charge),University of Mysore
Member Co-ordinator:	DR. SUDESH CHHIKARA	Vice Chancellor,BHAGAT PHOOL SINGH UNIVERSITY
Member:	DR. MALABIKA DEO	Professor,PONDICHERRT UNIVERSITY
NAAC Co - ordinator:	Dr. M.s. Shyamasundar	

Section II:CRITERION WISE ANALYSIS
Observations (Strengths and/or Weaknesses) on each qualitative metrices of the key Indicator under the respective criterion(This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrices(QlM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QlM	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QlM	Institution integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1
Key points

1.1.1

- Anekant Institute of Management Studies is affiliated to Savitribai Phule Pune University and follows the curricula prescribed by the University with the provision of academic flexibility in delivering the course work.
- Careful and systemic planning is done by the Institute to ensure effective delivery using course allocation, time tables, contents of course file, evaluation schedules, teaching diary, workload allocation, academic calendar. Regular Meetings of the faculty and Academic Committee Meetings take a review of situation and desired action.
- Induction program is organized to familiarize students with institute's academic culture, curriculum standards, examination design, code of conduct, clubs and cell activities, Industrial Visits, Guest lectures, Industry academia conclaves, curriculum delivery process and Mentor-Mentee system the details of which are provided in student handbook.
- The Institute follows credit system with choice in specializations.
- Focus on quality delivery, student participation and continuous assessment are reflected in course files and teaching pedagogy.
- Institute offers 05 In-house Add-on programs, 02 Value based program and 02 Bridge courses which may be further strengthened.
- Well documented activities of six cells and six committees are an evidence of efforts towards effective curriculum delivery.
- Faculty members give inputs to Board of Studies at the university level

1.3.1

- Certificate course in Values, Ethics and Human Rights, Reconnecting to Traditional Values are offered. Yoga and Meditation are introduced in the curriculum to offer holistic development.
- Students are offered additional certificate programs in skills areas like start up and entrepreneurship, |

- technical communication for managers and research methodology to enhance their employability.
- There is no explicit mention of cross cultural issues like gender, environment and sustainability integrated into the curriculum.
- However, efforts are undertaken to sensitize students on cross-cutting issues relevant to gender through Tejasvita club that organizes programs on women empowerment, self-protection, laws, rights, health and hygiene. Gender sensitivity is reflected in their safety and security practices. Women Grievance Committee is formed. The Institutes infrastructural facilities also support the cause.
- Environment and Sustainability concerns are promoted through vasundara club. Swachh Bharat is undertaken to create awareness on environment and sustainability.
- A course in environment studies can be offered which is very essential.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrices(QlM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QlM	The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners
2.3	Teaching- Learning Process
2.3.1 QlM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.4 QlM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QlM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QlM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QlM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QlM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QlM	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students
2.6.2 QlM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2
Key points

2.2.1

- Admission coordinator provides the background information of newly admitted students. MBA-CET score is also indicative of student capability.
- For slow learner activities like remedial coaching, bridge courses, English speaking training, personal counseling sessions etc. are initiated.

- Advanced learner is encouraged to proactively involve in event volunteering, committee membership, become beneficiary of Cell for Career Counseling and Guidance for Competitive Examination and learning from e-videos at Media room.
- Teaching focus is to ensure personalized and customized needs of learners.
- The Academic coordinator collects and monitors competency enhancement inputs from mentors, performance in examinations from Examination cell and hands-on inputs from course teachers and event coordinators.
- Monitors Learning levels of students progressively throughout the 4 semesters of MBA.

2.3.1

- Classroom teaching pedagogy focuses on providing authentic, real corporate world tasks set at an appropriate level of challenge.
- Experiential learning is imparted through Industrial visits Summer Internship Project and Bridge courses, interaction with industry personnel and presentations on project based learning.
- Participative Learning is achieved by invited lectures from eminent businessmen, industrialists and senior academicians, through power point presentations, group discussions, role plays, situational analysis, group assignments and quizzes
- Collaborative learning is through intercollegiate events like intaglio series, collage competition, national conference, job fair, soft skills development programs and team work.
- Independent learning involves activities such as Newspaper analysis, Industry analysis, individual presentations and book reviews.
- Learning Management System is robust with well-equipped reading room, media room, IT lab, digital library, E-journal data base like J gate to provide updated knowledge.
- Students are engaged in Problem solving through programs like Business Mystery.
- Support structure & systems with Interactive board, Overhead projector, Wi-Fi and internet facility in the class are provided.
- Students are given feedback that helps in enhancing their learning experiences.

2.3.4

- Teaching through case studies, role plays and management games, visit to Industry or business place are some of the innovative techniques used in the institution.
- Students are involved from conception to execution in organizing events such as Convex Intercollegiate SIP competition and debate competition creating a learning environment.
- Mentor and mentee system outside the classroom is practiced. Students are assigned with different practical tasks and hands on session in add-on courses triggering critical thinking in them.
- Yoga and meditation, discussion on literary works are encouraged to enhance creativity.
- Brainstorming sessions for entrepreneurial ideas and ventures of students and alumni, can be incorporated to facilitate creative learning.
- Industry academia conclave and IPR Lectures enrich faculty learning.
- Students participate in conceptualization and design of the AIMS Time line – annual newsletter.

2.5.1

- The Institute has established a separate examination section headed by a College examination officer (CEO) and supported by Examination Committee which involves in planning, exam schedule preparation, invigilation standards and duties, conduct of examination, collection of assessment records from course teacher and result analysis.
- Examination committee ensures execution of continuous internal evaluation with respect to the number and type of components, its weightage, evaluation criteria and method as per the guidelines of affiliated SPP University. Assessment criteria also includes attendance, campus behavior, Industrial visits and Teacher Centric Component of Assessment.
- Course teacher has the flexibility to design the concurrent evaluation components for continuous assessment comprising of Presentations, Assignments, Unit Tests, Group discussions etc
- Reforms in continuous evaluation system are based on findings from feedback analysis which is inclusive of students' and teachers' feedback
- There is no mention on the system of moderation followed.

2.5.2

- Formative and summative assessment approaches are followed to measure the student's academic progress and achievements as prescribed by SPP University. A special session on assessments and evaluation is conducted by CEO. The schedules are displayed on the Notice Board and website at least one week in advance.
- The course teacher continuously assesses the student performance Unit-wise and discusses improvements required every 2 weeks. Absentee examinations are also conducted. Each course teachers checks the answers sheets within 48 hours and submits the copy of mark-sheet to CEO and maintains this record in course file. Remedial lecture is an integral part of their teaching learning practice.
- CEO displays the progress of all students based on assessment inputs obtained from course teacher
- Records of Attendance, Register for Conduct of Examination and Schedule of assessments of answer sheets, Marks sheets and Result Analysis sheets are well maintained.
- Examination cell maintains examination committee register and submits an Annual report of examinations to the Institute.

2.5.3

- There is a provision for the grievances in the internal exams evaluation. Examination committee, after verifying of facts, resolves the issues within 24 hours failing which the student along with his mentor approaches the student grievance committee for settlement.
- In case of grievance related to internal assessment, College examination officer conducts this enquiry and Director of Institute is the authority for final settlement.
- CEO works as liaison officer of the Institute for settlement of grievance at university level.

2.5.4

- College examination officer keeps a check on the schedules of SPP University. Time bound and phased evaluation schedule are followed.
- Schedules are made by the course teacher for assessments of concurrent evaluation components and displayed on notice boards and website one week in advance.
- CEO notifies the students, faculty and staff members the dates of conduct of mid-term and end term examinations one week in advance
- The feedback received from students and faculty on conduct of examinations is considered for examination reformation

2.6.1

- As per the specific guidelines of SPPU Program outcomes, program specific outcomes are defined by the academic committee.and course outcomes are defined by course teacher who also works to reason on the strength of mapping.
- POs, PSOs & COs are detailed in the student handbook that are given during Induction program and copies of which are also available in the library. These outcomes are also displayed on Institute's website.

2.6.2

- Adopted assessment of attainment of POs and COs very meticulously in a scientific and systematic manner.
- The Institute has followed the process of identifiying the hierarchy of cognitive level of learning, defining strength of mapping, calculating hours devoted for POs & COs, Mapping PO-CO Matrix, setting targets for COs, Computation of direct attainment and attainment Gap and closure of quality loop target.
- SMART learning objectives and student marks form the basis for assessment of attainment of outcomes.
- Intiatives taken for outcome evaluation is noteworthy

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrices(QlM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QlM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QlM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

Qualitative analysis of Criterion 3

Key points

3.2.1

- The institute has created some space for incubation and start up activities are very few.
- Mentoring is from known associates and can be extended to involve more consultants, advisors, experts from industry and government agencies.
- The research cell sensitizes the students and faculty on IPR issues through lectures.
- They are yet to show evidence of successful start-ups nurtured by the Centre.
- The scope of activities is limited and facilities required for an incubation centre is not adequate.

3.4.1

- Institution's vision resonates social accountability. Social values are inculcated by sensitizing students through

1. Conduct of 42 Skill Development Workshops in Communication, Teamwork, Interview skills, Quantitative Aptitude and Reasoning skills and Time Management covering 3557 students from 8 UG programs in surrounding areas.
2. National Conference organized by the Institute attracts good participation from Institutions and industry across states.
3. Job Fair in association with Government of Maharashtra's District Skill Development, Employment and Entrepreneurship Guidance Centre, Pune for the benefit of skilled, semi-skilled, UG, PG students in and around Baramati. About 30-40 MNCs and Domestic companies from MIDCs of Baramati, Jejuri, Indapur and Kurkumb participate and conduct interviews where more than1800 youth have benefitted through these recruitment drives.
4. Collaborations through MoUs are entered with partners viz., True Skill Infotech-Pune, Softzeal Technologies Pvt. Ltd-Pune, Career Carver Group -Baramati, Legend Enterprises-Baramati who train students under Central and State Govt. Schemes. 100 students are benefited in the last 2 years.
5. Community Sensitivity is reflected through activities of six clubs which are student driven and faculty monitored. viz. Yoga and Meditation, Vasundhara, Sanskruti, Kaushalya, Tejaswita, and Sanyukta. Each club organizes at least 2 programs in a year which focus on values, ethics, and sensitivity towards community like Field visits for activities under Swatch Bharat Abhiyaan, Free Health Checkup, Medical Camp, visits to Old age home, Orphanage and School for Hearing & Speech Impaired, Programs for promotion of Indian culture and values. Matrubhasha Divas, Sadbhavana Divas, Rashtriya Ekta Divas are celebrated and conduct lectures on birth and death anniversary of eminent personalities who have contributed to national development. Conducts programs in empowerment, self-protection, laws, rights, health care and hygiene for women, Yoga, Meditation and Mindfulness.
6. Value driven Social Sensitivity Practice is adopted with an MoU with Janseva Gramin Vikas Va Shikshan Pratishthan, Yavatmal (Tata Trust, Mumbai). A joint effort at Someshwar Sugar Factory to counsel parents and children of migrated sugarcane cutters for reducing the dropout rate. A distinctive activity is taken-up to connect with family members of our students by visiting their homes.

- While continuing college's CSR activities there can be initiative towards 'village adoption' .

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrices(QlM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QlM	The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QlM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	Library as a Learning Resource
4.2.1 QlM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QlM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
4.3	IT Infrastructure
4.3.1 QlM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QlM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

Key points

4.1.1

- The institute has well equipped Instructional Areas for teaching-learning. Six classroom are equipped with LMS installed PCs, Projectors and sound systems.
- Two computer laboratories are equipped with 60 PCs, 24*7 Internet Connectivity, CCTV, ACs, Fire extinguisher, LAN, Printers, Scanners, CCTVs etc.
- Except recording, no other facility is available in the Media Centre. Language Lab exclusively for the Institute needs to be set up as they are currently sharing the facility of AES.
- Board Room and Seminar Hall are equipped with ICT facilities such as lease lined internet connectivity, all-in-one computer, wire-less connectivity and audio visual aids
- Tutorial Rooms are equipped with study chairs, tables, white boards and projectors.
- Library ensures usage assortment of voluminous books on varied subjects into individual knowledge. The library converges digital and analogue means of knowledge; replete with e-books, journals, periodicals, and daily newspapers. The reading room has separate compartments for students. The digital library, Library Management Software, E-Register for Accession, Web-OPAC installed search engine, 24*7 high speed internet connectivity, wifi are the other features available in the Library and reading room.
- Administrative Office is facilitated with LMS, Thin-client systems at each desk, centralized three in one highly configured printer, separate cubicles and document stoking arrangements. Director's Office, HoDs Office and IQAC Cell are designed to enable e-governance through LMS installed Thin-clients with 24*7 internet connectivity, wifi access point, printers, Institute Information Boards, ACs and comfortable seating arrangements for guests.
- Separate hostels for boys and girls, faculty room, canteen and pantry, separate toilets, common rooms, water - purifiers security cabins vehicle parking electricity generator backup room. green lawn with seating arrangements are the other infrastructural facility.

4.1.2

- AIMS share its facilities with other institutes of its parent body - Anekant Education Society, Baramati. AIMS has an active MOU with A.E.S's T.C. College, Baramati for cooperation and sharing of resources for sports, games, and gymnasium.
- Football ground, Basketball court, Volleyball court, Netball court, Handball court,Tchouk ball court, Baseball court, Softball court, Boxing & Wrestling hall, Multipurpose hall (Table-tennis, Judo, Chess, Fencing, Shooting) Athletics running track (06 Lane) 400 mtrs, Kabaddi court, Kho-Kho court , Boys gymnasium, Girls gymnasium, Changing room for boys, Changing room for girls, Sports Store, separate Toilets for boys and girls.
- Facilities in campus for cultural events include spacious multi-purpose hall covering an area of 8075.98 sq. ft called Jeevraj Sabhagruh with 450 comfortable seats, green lawn Amphi Theater for practicing Yoga and Meditational activities covering an area of 4662.51 sq. ft and Open to air space (OTS).

4.2.1

- The Central Library uses EasyLib (Library Management System) DSpace (Institutional Repository and Digital Library Software) and has around 6609 books, 1000 E-Books, 04 journals , 4000 E-journals, 02 Online Databases, 232 CD-ROM Databases, 190 Bound Volumes of Periodicals. It has subscription of Delnet, J Gate, EBSCO E-Books. The OPAC and Web OPAC module of Library Management System offers online search facility.

- Member's physical visit to the library and its purpose is recorded using In/Out management module of the software.
- Library usage of students is not satisfactory and can be improved.

- Institutes website provides information about library resources, library working system and link to the resources.

- Library has to purchase Anti Plagiarism Software which finds no mention.

4.2.2

- Have a collection of only 03 rare books and manuscripts.

- Library also has collection of few Fictions as well as nonfiction books, autobiographies, biographies, literatures in English and Marathi.

- Provision for memberships in National Digital Library, British Council's Library, SPPU Jaykar

Library is under utilized.

4.3.1

- IT Facility include 24*7 Internet Connectivity (50 Mbps high speed dedicated Internet Leased Line Connectivity from Vilite Multimedia Pvt. Ltd. is available)

- Institute is equipped with IT Lab having 60 PCs, Printers, ICT Enabled Infrastructure, Centralized LAN, Gigabit Switches, Licensed Software Store.

- Dedicated Server for Library Server Room, Dedicated Thin-Client Server for LMS and Licensed Software updated twice a year are available. Dedicated Display of CCTV Surveillance is ensured.

- Wifi Connectivity enabled campus.

- Firewall Cyberoam CR-300i is tightly secured and integrated with features like Application Visibility & Control, VPN (IPSec & SSL VPN), Intrusion Prevention System, Web Filtering, Bandwidth Management, Anti-Virus & Anti-Spyware, Anti-Spam, and Multiple Link Management.
- Top priority is accorded to maintenance and updating of IT facilities with adequate budget. "Updation policy" is displayed in IT lab.

4.4.2

- The college has empowered Office Superintendent to oversee the maintenance of all physical, academic and support facilities. Institute has appointed one IT lab Coordinator for maintenance of IT facility.

- Adequate budget provisions are made for maintenance of the infrastructure.

- College has appointed 04 sweepers on contract basis for housekeeping, maintenance of hygiene and cleanliness in the campus.

- A team of gardeners are deputed for garden maintenance and campus beautification on contract basis

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrices(QlM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QlM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QlM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Qualitative analysis of Criterion 5

Key points

5.3.2

- Students participation in institutional governance is limited though they are on committees such as Academic, Administrative, IQAC, Examination, Library, Training and Placement, Research and Student Grievance. Students need to actively contribute as members in these committees

- The institution has a Student council and runs with the support of a nominated Faculty.
- Different clubs such as Sanskruti, Vasundhara, Kaushalya, Yoga & Meditation, Tejasvita, Sanyukta activities are functional.
- There is a need for institutional support for Guidance in Competitive Examination and Entrepreneurship Development. Proactive initiatives are required to operationalise Incubation and Start Up Cell and Media Centre.

5.4.1

- The institution has a registered alumni association.and they meet in the event 'Sojourn at AIMS'.

- Alumni in a small way facilitate Summer interships/Placements, Guest Lectures, training, and promotes competitions like convex conclave and Intaglio series. The association needs to be robust to support career progression.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrices(QlM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QlM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QlM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QlM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QlM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QlM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
6.3	Faculty Empowerment Strategies
6.3.1 QlM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QlM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QlM	Institution conducts internal and external financial audits regularly
6.4.3 QlM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QlM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QlM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms
6.5.5 QlM	Incremental improvements made during the preceding five years *(in case of first cycle)* Post accreditation quality initiatives *(second and subsequent cycles)*

Qualitative analysis of Criterion 6

Key points

6.1.1

- The institution has an effective governance and leadership with well-defined organizational structure.

- The Advisory Board, Governing Council and College Development Committee (CDC) are the apex bodies which govern the academic and administrative processes at the Institute. The Director holds the position of "The Secretary and Convener" in CDC.

- In resonance with the vision and mission, the institute has Momentum plan (Short Term) and Value based plan (Long Term) that aim at strengthening network through MOUs with Educational

Institutions, Industries and NGOs.

6.1.2

- Management follows decentralized administration and allots division of work to all staff members giving them functional autonomy.

- All decisions pertaining to Academics and Student Affairs are taken in consultation with the various committees of the college.

- Members of the faculty participate in various committees and other important decision making forums including college governing committee.

- The Institute has a nominated student council to discuss their views and grievances.

- The examination governance at the Institute is an example of decentralization and participative management.

6.2.1

- The perspective/strategic plan needs to be more focussed to align with institution's vision.
- Perspective Plans include strengthening of Incubation Centre partnering with Governmental Agencies, Building Research Cell which facilitates students' SIP and Dissertations. Building Student Centric and faculty monitored Cells and Clubs, Creating a web of trainers, corporates and professionals to strengthen Placement Cell.
- However Action plan for deployment with timelines are not indicated.

6.2.2

- Well defined Organizational structure exists

- Service rules and procedures exist in Service Rule Book.

- Recruitment and promotional policies are stated in the Governance Policy.

- Grievance redressal mechanism is in place.

6.2.4

- The record management system is excellent with minutes of the meetings of all statutory and non-statutory committees recorded in a systemmatic manner with proper indexing.

- Record of activities of clubs and various cells such as Research cell, Entrepreneurship cell, training and development cell, incubation cell, Competitive examination cell, sports & cultural cell.
- Personal counselling being mostly on family issues and personal problems of girl students do not find entry in the respective register.

6.3.1

- The institution's welfare measures for teaching and non-teaching staff includes Provision of EPF for regular employees, include festival advances, festive credit facility on purchases at co-optex exhibition during intaglio series payable in 06 installments, special preference for children of employees for admission in AEM School, free accommodation for faculty within institute's campus, Medical leave, Duty leave and Compensatory off.

- Faculty receive no incentives for publications but are given study leave to complete their research and the related expenditure is reimbursed.

- Medical health facility is available through doctor on call basis.

- All teaching and Non-teaching staff of AIMS are covered under group accident insurance policy.

6.3.5

- AIMS has developed and implemented a performance appraisal system.
- Performance Appraisal is done on the multiple activities of the faculty like Teaching & Student Development, Research & Consultancy, Students' feedback, Institutional Events and Contribution to Institutional Branding
- Performance appraisal system of the non-teaching staff is with respect to Administrative effectiveness, Students' feedback, Institutional Events and Completion of assigned task.
- Performance appraisal system needs to be transparent and objective based
- There must be scope for self-appraisal in the PA system.

6.4.1

- The institution conducts the internal and external audits regularly.
- Accountant of the Institute verifies the account transactions on monthly basis which is further audited by external auditor on quarterly basis.
- The external audit is done by a certified chartered accountant yearly.

6.4.3

- The Institute is a self-financing Institution and the main income is from the tuition fee, supported with scholarships from government'.

- Sponsorships from stakeholders in funding various activities is minimal.
- Efforts for mobilizing resources through Major and minor research projects are not encouraging.

- To meet the capital expenditures of the institution, the society arranges funds.

- Funds are utilized for Institute events, activities, programs and industrial visits Infrastructure development and maintenance, staff salary and welfare, Institutional brand building, research projects (granted by BCUD) and student development.

6.5.1

- Internal Quality Assurance Cell (IQAC) is constituted as per the norms.

- The activities carried out by IQAC is limited.

- Contribution from IQAC can be enhanced to institutionalize quality practices and increase its scope of activity.

6.5.2

- The IQAC has a perspective plan in operation which can be more effective in monitoring various academic and examination processes as it is the epicenter of academic success.
- There is a need to equip IQAC cell with greater support to plan, execute and review activities towards quality enchancement.

6.5.5

- There are incremental improvements in the areas of admission, teaching and learning, results, community engagement, extension activities, infrastructure development, training, Industry interaction, MoUs in different sector, mentorship, club and cell activities.
- Consistency in improvements in prescribed parameters of affiliating university has resulted in permanent affiliation in a short period.
- Research and consultancy initiatives are not satisfactory.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrices(QlM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QlM	1. Institution shows gender sensitivity in providing facilities such as: 1. Safety and Security 2. Counselling 3. Common Room
7.1.5 QlM	Waste Management steps including: • Solid waste management • Liquid waste management • E-waste management
7.1.6 QlM	Rain water harvesting structures and utilization in the campus
7.1.7 QlM	Green Practices • Students, staff using a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants
7.1.18 QlM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QlM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QlM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QlM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Qualitative analysis of Criterion 7
key points   7.1.2   a) Safety and Security

- Campus video surveillance systems in critical positions and director and faculty residences in campus ensure safety and security for all girl students.
- Women Grievance Committee, Anti-Ragging Committee, Tejasvita Club and its activities address gender sensitive issues.
- All opportunities and work responsibilities are allotted in just, fair and equitable ways to all genders alike.
- Facilities like first aid kits, fire extinguishers as per fire audit, RO Water Cold Storage Plants, pedestrian friendly roads on campus Neat, clean and hygienic washrooms in Institute and Hostels Boards with emergency contact list for Police, Hospitals and fire Station and doctor on call facility are given at the Institute.

b) Counseling

- Mentorship and Counseling system for student support helps in grooming the emotional and behavioral aspects of students and in understanding and resolving the issues pertaining to safety, security and counseling requirements of the students.

c) Common Room

The College has separate common room for boys and girls while the girls' common room is with portable drinking water facilities, newspaper and magazine reading stands, fully equipped beds, tables, cupboards and computer with 24*7 Internet facility, chairs for group discussions.

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7.1.5

- Institute strictly prohibits use of Packed/Junk food in the campus . It displays waste disposal policy for all stakeholders who visit our campus.

Solid waste management

- All solid waste (Dry and Wet) is collected on a daily basis by collection vehicle of   Baramati Nagar Parishad from entire AES campus. Separate dustbins at canteen for liquid and solid waste is kept.

Liquid waste management

- Does not generate any Liquid waste. Filtered Purified Drinking water facility is arranged on every floor.

E-waste management

- E-wastage is very limited in the Institute and is disposed through vendors.

7.1.6

- The institute has planned rainwater harvesting system with a capacity of 1001943 ltrs. Roof top surface area of the Institute is 2,500 sq. ft. which collects approximately 1,16593 ltrs annually. They are self-sufficient in water requirements.

- The collected rain water is used for gardening and up-keep of cleanliness and Infrastructure.

7.1.7

Efforts for Green Practices

- Vasundhara Club which is student driven and faculty guided, conducts green audit, Celebrates days with environment protection theme, promotes use of bicycles, tree plantations, environment protection rally, guest lectures for developing environment consciousness, swatchata abhiyaan, workshops on Paper Bag Making and use of recycled paper bags.
- Students prefer public transport to attend the classes and the institution supports them to avail concessional passes for public transport. "Car Pool" is encouraged for faculty members.
- Pedestrian friendly road with guidelines for visitors are maintained in campus.
- AIMS has MoUs with Environ Foundation, Nature's Friend Organization and Tahaan Foundation for environment friendly campus
- The campus has well maintained green landscaping with 701 trees. Environmental audit is conducted on regular basis.

7.1.18

- The objective of Sanyukta Club is to inculcate pride and values of patriotism by organizing programs on national festivals, anniversary celebrations of Indian legends and great personalities.
- Programs such as Swacchata Diwas on Gandhi Jayanti, Sadbhavana Diwas on Rajiv Gandhi Jayanti, Rashtriya Ekta Diwas on Sardar Vallabhbhai Patel Jayanti, Teacher's Day on Sarvepalli Radhakrishanan Jayanti, Reading Day on Dr. A. P. J. Abdul Kalam Jayanti, Programs on Run for unity, Swacchata Abhiyaan, Pledge for Unity are organized on Independence Day, Republic Day and Human Rights Day to inspire students to develop pride and patriotism.

7.1.19

Transparency in Financial Matters

- Evidence of transparency is documented in Internal and External Financial Audit.
- All fees are collected by DDs and Bank Account Deposits and these transactions are supported with receipts to students
- Annual budget is prepared with approval from Governing Council. Purchasing is done through

centralized purchase committee of AES by inviting minimum three quotations.

Transparency in Academic Matters

- All records are maintained by individual faculty on Academic Calendar, Student handbook, Orientation Session, Counseling and Mentorship, teaching plan, workload, students' performance assessments and support activities.
- Examination Results are communicated to students by display on notices boards, website and personal calls/messages. Moreover the overall competency enhancements and performance of students is communicated to parents by organizing home visits to the students.
- Academic Audit is done regularly by LIC of SPPU. The internal evaluation test papers are shown to the students and their grievances are taken into account.

Transparency in Administrative Matters

- Admin staff follows standard operating procedure. All the recruitments and selections are as per the norm of SPPU, AICTE and UGC. All statutory benefits like PF, Group Insurance, medical leaves, etc. are as per norms. We maintain service book of all faculty and staff members. Settlements for outgoing employees are done timely in adherence to prescribed rule book at the Institute.

Auxiliary functions

- Institute organizes workshops, skill development training programs, expert sessions, conferences, guest lectures etc.
- Attention must be given to Faculty Development Programs in focussed areas.

7.2.1

- MoUs with reputed NGO Tata Trusts and Janaseva Gramin Vikas va Shikshan Prathishthan (JGVSP) for a social cause of addressing problems of migrant sugarcane labourers and for their upliftment.The institute provides educational counselling to their wards,
- Survey of student behavior through home visits are supplemented by counseling and mentorship system.
- Intercollegiate research competition for presentation of Summer Internship Project called CONVEX are organised
- Formations of various clubs and cells with well-defined roles and responsibilities with student and faculty participation in a decentralized manner has resulted in effective execution.

7.3.1

- AIMS location at Baramati is in itself reflective of its social inclination to become a socially responsible Institute which conserves, creates, imparts pertinent knowledge and values to students particularly of rural and remote areas.
- The Institution has a strong focus on molding tomorrow's leaders based on its Vision. It is

encouraging the rural students particularly in English language training, exposing them to Industry, initiating capability enhancement schemes, coaching for competitive exams, soft-skill development, offering bridge courses, teaching yoga and meditation and personalized counseling to enrich the intrinsic value of the students through holistic education thus providing opportunities for enhancing their conceptual, analytical and emotional skills. In imparting knowledge it truly advocates good governance.

- The Institute as its CSR initiative is also engaged in conducting skill development workshops in surrounding colleges benefitting more than 2500 students in 2016- 2017and has received appreciation from Government of Maharashtra's District Skill Development, Employment and Entrepreneurship Guidance Centre for their initiative.

Section III:OVERALL ANALYSISbased on Institutional strengths.Weaknesses,Opportunities & Challenges(**SWOC**)(**up to 500 words**)

Overall Analysis

Strength:

Anekant Institute of Management studies (AIMS) was established in 2010 in Baramati district with a vision of being a global epicenter and socially accountable institute of excellence which conserves, creates, imparts pertinent knowledge and values. The Institution offers PG degree programs in Master of Business Administration (MBA) which is approved by AICTE and affiliated to Savitribai Phule Pune University, Pune. The institute enables students to integrate technological knowhow with social well-being and inculcates in them moral, ethical, social values and programmes etiquettes with contemporary skill sets.

Institutional Strengths:

- Visionary management on board having sufficient corpus to ensure sustainability of the institute and thrust on imparting knowledge.
- Locational advantage being situated near MIDC and industries in and around Pune.
- Retention of experienced, qualified and resourceful faculty.
- Infrastructure and facilities in Knowledge Resource Centre is well equipped.
- Extension of curricular and co-curricular activities in imparting institutional values through various clubs and committees.
- Educational counseling of children of sugarcane cutter migrants in association with an NGO and also grooming students' behavior at home.
- Extensive rain water harvesting structure and utilization leading to ISO 9001-2015 certification powered with certification of Green Audit.
- Well defined evaluation of outcome based approach to teaching and learning.

Institutional Weaknesses:

- Constraints in launching new courses being an affiliate institute.
- Limitations in placements, student progression to higher education and not qualifying in State/National level competitive examinations.

- Limited research and consultancy output.
- Faculty and Student exchange programmes at both national and international level inadequate.
- Limited accomplishments in sports.
- Establishment of Incubation Centre has not resulted in visible outcome.

Institutional Opportunities:

- Extensive opportunities for B-schools in terms of collaborations, tie-ups, exchanges, internships, globalization and new courses.
- Linkages/MOUs with premier National and International Institutes/Industry for Joint Programmes, Certificate and Diploma programs, Internships, Skill development and Placements.
- Quality enhancement and NBA Accreditation
- Establish research centers and activate consultancy services.
- Introduce certificate courses/add-on courses in emerging areas like Artificial Intelligence, Internet of Things, Predictive Analysis, Digital marketing.
- Introduction of foreign languages
- Mobilizing funds for major and minor research projects from UGC and other funding agencies.

Institutional Challenges:

- Progression of students to a higher CGPA
- Career progression of students with limited motivation.
- English language proficiency.
- Lack of Competitiveness spirit among students.
- Check on dropout ratio of students
- More industry-oriented innovative programmes.
- Voluntary Alumni initiatives in placement, fund generation and promotion of entreneurial activities and sponsoring educatioinal and training initiatives.

Section IV:Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- Introduce programs identified on national priorities such as 'Digital literacy' and 'Make in India'

- Support, insist and provide incentives to faculty for engaging in research and publication and for undertaking consultancy assignments.

- Institute shall strive for autonomy from UGC

- More efforts to be taken to enhance the visibility of the students in the sports and cultural activities at the state and national level.

- Introduce 'Exposition Lectures' as a mechanism for peer evaluation of the teachers on teaching methodologies and skills specific to the course allotted before the commencement of the academic calendar to help faculty to revisit their lesson plans and teaching pedagogy.

- Extension activities can be strengthened by including slum/ village adoption.

- Research facilities and activities need to be strengthened and research funds shall be explored from DST/AICTE and other funding agencies.

- Enhance industry exposure through Alumni and Industry experts and allocate adequate budget for Industry-Institute- Interface.

- Strengthen IQACs regulatory role.

- Introduce new certificate programmes/add on programmes in contemporary areas of management and focus on placements.

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. AISHA M SHERIFF	Chairperson	
2	DR. SUDESH CHHIKARA	Member Co-ordinator	
3	DR. MALABIKA DEO	Member	
4	Dr. M.s. Shyamasundar	NAAC Co - ordinator	

Place

Date

Sl.No	Name		Signature with date
1	DR. AISHA M SHERIFF	Chairperson	
2	DR. SUDESH CHHIKARA	Member Co-ordinator	

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