



**INSTITUTIONAL ASSESSMENT AND ACCREDITATION  
(Effective from July 2017)**

**Accreditation - (Cycle - 2)**

**PEER TEAM REPORT ON  
INSTITUTIONAL ACCREDITATION OF  
SANSKAR MANDIR SANSTHA'S ARTS AND COMMERCE COLLEGE  
C-42211**

**Pune  
Maharashtra  
411058**

**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:	SANSKAR MANDIR SANSTHA'S ARTS AND COMMERCE COLLEGE Pune Maharashtra 411058	
2.Year of Establishment	2000	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	2	
Departments/Centres:	2	
Programmes/Course offered:	7	
Permanent Faculty Members:	14	
Permanent Support Staff:	8	
Students:	635	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	<ol style="list-style-type: none"><li>1. Sanskar Mandir Sanstha's Arts and Commerce College was established in the year 2000 with the aim of promoting Commerce (B.Com.) and Humanities (B.A. Arts) in undergraduate programmes in the rural and hilly backward areas of Warje Malwadi</li><li>2. The college is a grant-in-aid, co-educational institution affiliated to Savitribai Phule Pune University, Maharashtra and offering UG programs with CBCS pattern.</li><li>3. The college has not been recognized by UGC under section 2(f) and 12(B) of the UGC Act and college has undergone 01 cycle of accreditation by the NAAC Bangalore with "C" grade. Score 1.65</li></ol>	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 05-04-2023 To : 06-04-2023	
6.Composition of Peer Team which undertook the on site visit:		
	<b>Name</b>	<b>Designation &amp; Organisation Name</b>
Chairperson	DR. RAKESH CHANDRA KATIYAR	FormerPro-Vice Chancellor,CSJM UNIVERSITY KANPUR
Member Co-ordinator:	DR. ARAVIND MULIMANI	Professor,Karnatak University Dharwad
Member:	DR. NEELAM FRANCIS XAVIER	FormerPrincipal,JAWAHARLAL NEHRU RAJKEEYA MAHAVIDYALAYA
NAAC Co - ordinator:	Dr. Vinita Sahu	

## Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics 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 Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	<b>The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment</b>
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	<b>Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum</b>
1.4	Feedback System

### Qualitative analysis of Criterion 1

**Sanskar Mandir Sanstha's Arts and Commerce College** was established in year 2000 on 28.06.2000 with the aim of promoting Commerce (B.Com.) and humanities (B.A.) under graduate programmes in the rural and hilly backward areas of Warje Malwadi. The college has not been duly recognized under section 2(f) and 12(B) of UGC Act. The college is affiliated to Savitribai Phule Pune University, Maharashtra.

The college is located in Pune urban area and offers two undergraduate programs i.e. B.A. (Arts) under the Faculty of Arts and B.Com under the Faculty of Commerce and the college follows Choice Based Credit System. The college is approved by the Government of Maharashtra and is affiliated with Savitribai Phule Pune University. Presently, there are a total of 639 students enrolled in the B.A. (276) and B.Com (363) programs in the college. Most of the students attending classes in this college are from the nearby rural and hilly areas and some students are from the urban areas as well. The academic plan of the college is made annually and it has been implemented by different departments. The College has 14 faculty members including a Librarian and a Physical Director.

The HEI adopted NEP in 2020, as curriculum prescribed by affiliating University. Being affiliated, college has no freedom for curriculum enrichment and flexibility in restructuring the course content. Academic Calendar and Continuous Internal Evaluation are being followed as per affiliating University norms. A few teachers are serving as members of Board of studies, Board of examinations, question paper setters and members in the assessment / evaluation process of the affiliating University. In total 10 certificate courses and add-on courses have been offered during the last five years in which 75.89% students on an average have got enrolled. The topics on gender sensitivity, environment and sustainability, human values and professional ethics are being taught in the curriculum as prescribed by University. A course on environment studies is being offered as a compulsory subject for B.Com and B.A. students. **There are 02 courses offered by the college but experiential learning through project work / field work has been taken only by 115 students of the courses.** This is a must for skill development of students that experiential learning should be included in various courses offered by the college. This has also been observed by the peer team members that only 18% students undertake project work/field work/internships which needs special attention College adopts structured feedback mechanism from students, faculty, parents and alumni. Analysis of feedback collected and action taken report was available on website.

Sanskar Mandir's Arts and Commerce College was established in the year 2000, to quench the thirst of higher education of the people residing in the nearby areas of Haveli Taluka, Pune. The vision statement of the HEI is "Prabodhan – Shikshan – Punarvasan". In short the Sanstha aims to enlighten, educate and rehabilitate the students and make them better and responsible citizens in the future.

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Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Student Teacher Ratio
2.3	Teaching- Learning Process
2.3.1 QIM	<b>Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences using ICT tools</b>
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	<b>Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient</b>
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	<b>Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated</b>
2.7	Student Satisfaction Survey

#### Qualitative analysis of Criterion 2

Transparent and merit based admission for all programs is ensured as stipulated by the University and State Government with 81.25% of an average enrolment of students. 69.57% of seats were filled against different reserved categories as per applicable reservation policy of the State Government. Bridge courses, orientation programs and personal counseling were organized for slow learners. Advanced learners are encouraged to participate in Intra and Inter-college competitions and counsel them to prepare for entrance and competitive examinations. Moreover, college is organizing special programs such as remedial classes, conducting special tests, providing additional study materials, and monitoring academic progress for slow learners to improve the learning levels of the students. College adopts student centric methods, such as research projects, group assignments and projects, internships, management fest, newspaper reading and book reviews, case studies, business games, business quiz, presentations etc. to facilitate the learning abilities of the students. ICT enabled tools such as power point presentation, online classes through digital platform, educational videos, computer lab facility with LAN, e-Lib and E-content developed by faculties are being used in addition to the traditional methods for effective teaching. The college adopts effective implementation of student mentoring system with the mentor-mentee ratio of 1 : 52. The academic calendar of the institution is prepared in synchronization with the university schedule. The College is managing its academic activities with 14 faculty members which includes 08 Ph.D. qualified teachers teaching B.A. and B.Com programmes. Institute has to make efforts for increasing teaching staff. Few of the teachers of the college have received awards for their academic / research achievements. The Examination Committee is constituted for smooth conduct of internal exams. The college adopts continuous internal evaluation in accordance with the norms and guidelines of University. The internal assessments carry 30% and semester end exams carry 70% of marks. The internal assessments examination related grievances of the students are being dealt at the college level whereas the grievances related to semester end exams are dealt by the affiliating University. The Programme outcomes (POs) and course outcomes (COs) have to be defined in a structured manner and to display on the website to be able to have access to the students and teachers. College has to make efforts to perform structured analysis of attainment of POs and COs with the involvement of IQAC. Average pass percentage of students is 77.87% which needs special care and attention for improvement.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	<b>Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge</b>
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	<b>Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.</b>
3.4.2 QIM	<b>Awards and recognitions received for extension activities from government / government recognised bodies</b>
3.5	Collaboration

#### Qualitative analysis of Criterion 3

The Peer Team members have been observed in this criterion that the research activities in the college are individual-centric. A total of 45 research papers have been published by the faculty members over the last five years. Three Webinars have been conducted during the Covid -19 period and two Marathi Poetry Festivals have been organized. It has been observed that workshops/seminars/conferences including Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship have not been conducted during the last five years. However, a sense of entrepreneurship and employability is inculcated among the students with the help of guest/ demo lectures and classroom discussions. They are also guided to explore various PG courses diplomas and various certificate courses from the various colleges around. Some students of the college have tried their hand at setting up their own business ventures

The College has signed six MoUs with Professionals and social organizations. Due to this students are encouraged to take up industrial-based projects as part of their project work. The faculty members have published 12 textbooks as a part of an initiative for knowledge creation and transfer of knowledge. The faculty have been encouraged to take up minor and major projects, and accordingly completed one minor research project in Commerce to the tune of Rs. 30,000/- grant. The faculty members of the college have membership in 28 academic/professional bodies.

The HEI has set up a Placement Cell in the year 2016 which is being looked after by a Coordinator. It is not actively working to the expected level. However, 30 students from the college received vocational training from "Light House" - a training institute for various vocational courses set up by Pune Corporation. Edu-Bridge Organization conducts a training and development programme in the college for enhancing the employable skill of the student. The students are encouraged to consider self-employment as a career option by providing necessary training. The cell also organizes different activities and events frequently to train and motivate the students on placement and entrepreneurship which resulted in 11 students having placements during the assessment period.

The institution has an active NSS wing and accordingly conducted different Extension activities like street plays, tree plantation, collection of plastic waste, Blood Donation, Check-dam Construction, *Hum Fit to India*

*Fit* Programme and Eco-friendly family (Harit Mitra Parivar). Environmental Awareness, Youth Week, International Yoga Day, College Campus Cleaning Programme, Poetry Reading Competition, Plastic Free Campus, Cycle Rally, World Human Right Day – Lecture, Road Safety Week, Cultural, Economical and Health Survey, Create Awareness of COVIDI 19, Making Paper and Cloth Bags Workshop, etc. are also undertaken by the students of the college.

The College has organized seven different lectures on the various aspect of the constitution by expert speakers such as lawyers, Professors, social workers, and founders of the NGOs under the workshop on Constitution morality. The college and its faculties have received seven State-level awards and recognitions for various extension activities in the last five years. A short film produced by the faculties of the college has won 9 awards at the National and international level. A total of 39 extension activities have been conducted during the last five years.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)

4.1	Physical Facilities
4.1.1 QIM	<b>Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution</b>
4.2	Library as a Learning Resource
4.2.1 QIM	<b>Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library</b>
4.3	IT Infrastructure
4.3.1 QIM	<b>Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection</b>
4.4	Maintenance of Campus Infrastructure

Qualitative analysis of Criterion 4

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Presently, the college is functioning in a leased building premises for the last 20 years with limited space and lack of physical infrastructure. The college has three big and two small classrooms, one ICT enable classroom, one seminar hall. The Commerce lab has 22 computers and are connected through LAN. Student computer ratio is 64:1 which is not sufficient for the students need. The college has a small library is automated and has more than 5000 books. The college is registered with the INFLIBNET list facility. The library has provided login numbers to access the INFLIBNET service through the internet to staff and students. The library has provided OPAC facilities to the students. The library provides e-books and e-journals on various subjects for the use of the faculty and students Wi-Fi connection is available to all the faculty members for their lectures and presentations computers. For availing the sports facilities to the students the college has an MOU with local sports authorities.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)

5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.4	Alumni Engagement
5.4.1 QIM	<b>There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services</b>

## Qualitative analysis of Criterion 5

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It was observed that very few students availed the scholarship schemes offered by the government due to non-availability of the documents necessary for filling up the forms

Scholarships - 1.09% - only 26 students were benefited over the last five years. Placements 12.53percentage 46 outgoing students placed/progressed to higher education. There are some awards/medals for outstanding performance in sports/cultural activities over the last five years. College has registered Alumni Association 64 life members and is not functioning effectively either in the academic or other activities.

As far as the official representation of Alumni is concerned, they have been given a chance to represent themselves as the member of various important committees of the college such as College Development Committee, IQAC etc. Their valuable suggestions and expertise in their respective field were always taken seriously by the college while forming some developmental policies. Therefore, there is a need to strengthen the Alumni Association for effective participation in overall development of the college.



Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	<b>The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance</b>
6.2	Strategy Development and Deployment
6.2.1 QIM	<b>The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc</b>
6.3	Faculty Empowerment Strategies
6.3.1 QIM	<b>The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff</b>
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	<b>Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)</b>
6.5	Internal Quality Assurance System
6.5.1 QIM	<b>Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures &amp; methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities</b>

#### Qualitative analysis of Criterion 6

Decentralization of leadership is conspicuous by the formation of various committees to perform all the activities of the college. The principal has given full liberty, rights and responsibility to the faculty members by delegation of authority. Efforts are made to enrich the lives of the students who are mostly drawn from the surrounding slum areas.

The functioning of the institutional body's policies, administrative setup, appointment and service rules, procedures, deployment of institutional strategic/ perspective/ development plan etc. The institutional perspective plan is effectively run through IQAC, Departments, their heads and staff.

The seven subjects are heading by the senior faculty member and supervise the day today academic activities including the students admission, examination both internal as well as semester end examinations.

The College Development Committee monitors all administrative activities. The college has made all possible efforts to enhance the skill of teaching and non-teaching staff. It creates good governance to strengthen the academic process.

The Principal and institutional head encourage the faculty members to register for the Ph D. Presently, 10 faculty members have completed and awarded their Ph.D. and 04 faculty members have resigned as a research guide and accordingly guiding the research students in their respective subjects. Faculty members have

published research papers every year in the reputed 'UGC CARE listed journals. All the faculty members are participating in the various committee as directed by SPPU.

The adopted the measures for performance appraisal system for teaching and nonteaching staff. The institution has a self-performance appraisal for teaching and non-teaching staff. Performance-based self assessment system (PBAS) is monitored under the guidance of the principal and IQAC head of the institution. After evaluation by the head of the department, the forms are forwarded to the IQAC cell.

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The college has organized two National conferences in the subject of Economics & 'Sports' as a part of a quality improvement program. The college has made available modern technologies to members of faculty for an effective academic atmosphere. The faculty and students are exposed to advanced levels of knowledge and skills. The college has arranged picnics for the staff as a part of stress bursting and developing cordial interpersonal relations.No teachers were provided with financial support to attend conferences etc during the last five years.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	<b>Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years</b>
7.1.4 QIM	<b>Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)</b>
7.2	Best Practices
7.2.1 QIM	<b>Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual</b>
7.3	Institutional Distinctiveness
7.3.1 QIM	<b>Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words</b>

Qualitative analysis of Criterion 7	
<p>The institute promotes Gender Sensitization through curricular, co-curricular and extra-curricular activities. The Department of Commerce offers to Add Courses like Gender Sensitization, which organizes three days lecture series in Gender discrimination. The college has an Internal Complaints Committee for the prevention of sexual harassment. Female staff also has got opportunities in higher positions and on various committees.</p> <p>International Women’s day celebrated every year.</p> <p>National and International days are celebrated enthusiastically every year. The institution has no facilities or initiatives for Alternate sources of energy and energy conservation measures. Management of the various types of degradable and non-degradable waste Water conservation. Green campus initiatives. Disabled-friendly, barrier free environment</p> <p>The college organizes various cultural programs like Street Play Competition, poetry reading competitions, State Level Elocution Competition; The winners are felicitated with trophies, certificates, and amounts every year.</p> <p>The NSS unit of the college has completed family survey of Covid- 19 Disaster Management under the Government’s scheme of “My family My responsibility”. The institute conducted awareness programs on Sanvidhan Din, Republic Day, Independence Day, Voters awareness program, and Social activities like a ban on plastics, cleanliness, Swachh Bharat, etc. involving students. The Department of Sociology in association with Path Foundation conducted seven -day workshop on “Constitutional Morality”</p> <p>The college has two best practices one is Health Consultant has been appointed by the college to take care of the students in the college premises. Another one is creating awareness about education, health and hygienic, self employability to the students of slum area in the slum localities by the faculty members regularly in the leisure time.</p>	

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

**Overall Analysis**

**Strength:**

- The College was established in the year 2000, to cater to the educational needs of the students belonging to the rural and hilly backward areas of Warje Malwadi.
- It is an aided co-educational institution affiliated to Savitribai Phule Pune University, Maharashtra.
- College adopted curriculum delivery as per the University directions.
- College has well qualified faculty members with supporting staff.

**Weaknesses:**

- The college has not been recognized by UGC under Section 2(f) & 12(B) of the UGC Act.
- Lack of inadequate physical infrastructures for the functioning of the college.
- Lack of computer lab and ICT facilities.
- Lack of efficient Career guidance and placement cell as evidenced by meager percentage of placement record of outgoing students.
- Lack of mechanism to mobilize funds from donors, alumni, industry etc. for developmental activities.
- Lack of facilities related to Divyangjan / differently abled students.

**Opportunities:**

- Opportunity to introduce required UG courses and value added courses to meet the requirements of industries
- To ensure the training for competitive examinations through communication skills and personality development.
- Strengthening career counseling, professional consultancies and placement cell.
- Promoting research culture among staff and students and strengthening research facilities by obtaining research funding from different funding agencies.

**Challenges:**

- Permanent independent building with proper infrastructures.
- The major challenge before the Institute is to empower students for their successful career in competitive examinations.
- Identifying new career oriented UG courses to cater to the needs of industries.
- Mobilization of funds from various sources for the overall development of the college.

#### **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)

- • The college should make efforts for getting UGC recognized under section 2(f) & 12(B) of the UGC Act.
- • Slow and advance learners are to be identified and mentor & mentees concept to be implemented.
- Improving the infrastructural facilities related to Divyangjan.
- Career counseling and placement cell to be further strengthened.
- Promoting research culture among faculty and students and to obtain research grants from various funding agencies.
- Alumni Association to be proactive for development of the college.
- Establishing collaborations and linkages with academic and research institutes and industries.
- To extend financial assistants to the faculty for participation in seminars / conferences.
- Software related to Commerce subjects to be procured.
- Mobilize funds from donors, alumni, industry etc. for developmental activities.

**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. RAKESH CHANDRA KATIYAR	Chairperson	
2	DR. ARAVIND MULIMANI	Member Co-ordinator	
3	DR. NEELAM FRANCIS XAVIER	Member	
4	Dr. Vinita Sahu	NAAC Co - ordinator	

Place

Date