



SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

INDSEARCH INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH

S. NO. 37/2/2/4, BAVDHAN KHURD, BAVDHAN

411021

www.indsearch.org

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

IndSearch is an Autonomous Institute in Pune. For four decades now IndSearch has been devoting itself to the cause of Management Education. Holding on tenaciously to the values it cherishes – honesty, simplicity and courage – striving to make education a level playing field, respecting the right of every Indian a decent education. Through its dedication, IndSearch has established itself as one of the best business schools in India.

IndSearch has earned permanent recognition from the Savitribai Phule Pune University (SPPU) as an Institute for Post-graduate and Doctoral Studies in Management Faculty and has received the autonomous status granted by the University Grants Commission. The Government of Maharashtra has granted recognition to IndSearch as an educational and research Institute. IndSearch MBA programmes have been recognized by the All India Council for Technical Education (AICTE).

Autonomy

IndSearch has been conferred 'Autonomy' in July 2007 by the University Grants Commission as well as the Savitribai Phule Pune University (SPPU), on the recommendation of a high-powered expert committee appointed by the UGC and for the third cycle in the year 2019-20.

Autonomy means the autonomy to update course content and evaluation systems. The Course Credentials, Degrees and Diplomas are conferred on students by the Savitribai Phule Pune University. This enables IndSearch to combine the best of both advantages i.e. cutting-edge education built on the strong foundations of a renowned university.

The programmes offered by IndSearch include the Master of Business Administration, Master of Management Studies, Bachelor of Management Studies and a host of Post Graduate Diploma Programmes in various areas of Management.

Vision

Develop world-class management professionals to meet the diverse and challenging demands of business, industry, and society.

Mission

Provide international knowledge environment that will enthuse and encourage students and faculty to develop sustainable competencies in emerging global business scenarios.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Strengths of the Institute

- IndSearch, Pune is a self-financed Institute devoted to producing professionals with domain knowledge, good attitude and a sense of responsibility towards society.
- The Institute has a well-built governance system with the statutory bodies and other committees in place for the smooth functioning of the Institute
- The Governing Body of the Institute acts as the guiding light in all matters academic and non-academic and steers the Institute to take progressive steps. It also helps in framing the policies and rules that guide the overall activities of the institute as well as and the employee welfare activities. The Academic Council and Board of Studies are the backbone and provide continuous improvement in the curriculum as per the requirement of the industry.
- The environment-friendly Classrooms, Seminar halls, Auditorium, Laboratories, Library and Sports and extracurricular facilities enable conducive learning.
- Quality Education is the main driver of all activities at the Institute and the IQAC is the torchbearer bringing quality in all systems and processes
- Academic excellence is achieved under the guidance of a well-structured Academic Council and boards of studies that work towards Continuous improvements in curricular inputs, stress on practically oriented pedagogy, use of ICT tools, regular feedback.
- IndSearch, has a good blend of committed, dedicated, and qualified faculty members coming from academia and Industry and having international exposure.
- To provide an international knowledge environment, IndSearch has MoU with the University of Wisconsin (U.S.A.) enabling students to get an additional MBA in one year and for faculty exchange.
- To meet the goals and objectives of partnering with corporates, there are MoUs with local industries.
- Add on courses like personality development; skill-based courses like Business Analytics, Excel; extra curricular activities like debates, extension activities like 'Women Entrepreneurship development program', cleanliness drives, tree plantation, blood donation drive results in holistic development of the students.
- Library with a huge collection of journals, periodicals, learning resources and digital resources.
- Students progress is continuously assessed through formative and summative assessments. The slow learners are provided support by the teaching faculty.
- Professional as well as personalized Counseling and Mentoring programs is provided to the students.

Institutional Weakness

- Despite the fact that IndSearch has very good infrastructure and faculty, due to accessibility issues and lack of residential facility, admissions have not been full.
- English being the medium of education, students from vernacular and rural background have difficulty in the assimilation of technical subjects.
- Lack of funded research and consultancy is a limitation.

Institutional Opportunity

- IndSearch can make use of the faculty expertise and industry relationships to facilitate workshops and training programs.
- More branding activities to attract a greater number of students.
- Further expansion of its international relations.
- Skill based programs being the need of the day can be used as an opportunity to introduce new programs.

Institutional Challenge

- Competing with other University fold MBA programs
 - Substantial reduction in the number of students appearing for entrance tests in the state of Maharashtra is a major challenge to get adequate admissions in the Institute.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

IndSearch has been a pioneer Institute under Savitribai Phule Pune University (SPPU) since 1973 and has received Autonomous status since 2007-08. Since beginning, IndSearch laid a strong focus on the quality of management education. The same is reflected in our Vision and Mission statements. The curricula developed are in line with local, regional, national and global needs and are frequently updated. A blend of conceptual and experiential learning is ensured for all the programs.

The mainstream programmes of MBA, BMS and MMS use Choice Based Credit System and provide ample freedom of choosing subjects of choice for the students.

Four important aspects are covered in the development of curricula, such as -

- **Foundation** – Building the conceptual understanding of core subjects of management.
- **Advanced Learning** – Intense learning in the subjects of interest for the student. Subjects and the Contents are carefully chosen through experts from Industry and senior faculty.
- **Skill Development focus** - Experiential learning process helps in students acquiring hands-on skills of management. The courses have a high content in the form of practical, laboratory sessions, Projects, live assignments, workshops, presentations and participation in social and cultural activities of the institute.
- **Responsible Citizenship** - IndSearch strongly promotes value-based education and strives to imbibe values such as equality, social justice, integrity, simplicity, and innovation in every student of the Institute.

Programme outcomes, Programme Specific Outcomes and Course Outcomes are well defined and efforts are made by the faculty for their attainment. IndSearch, being an autonomous Institute, a periodic review of syllabi is taken and latest developments are incorporated time to time.

The courses offered are focusing on employability, entrepreneurship and skill development. In addition, the students are sensitized to the current pressing concerns, both nationally and internationally, such as gender,

environment and sustainability, human values and professional ethics, development of creative and divergent competencies.

To stand out in the today's competitive world, students are also offered value-added courses for imparting transferable and life skills.

A structured feedback from students, faculty, employers and alumni is regularly used to continuously upgrade the curricula.

Teaching-learning and Evaluation

The centralized admission process as governed by DTE and competent authority is followed by IndSearch for MBA/MMS programme. For BMS and PG Diplomas, the admissions are on first-come-first-served basis. The students taking admissions in the Institute come from varied background. So, the teaching – learning needs of these students are different.

Student capabilities are identified through interaction with director and faculty, during the orientation, at the time of admissions and later through the concurrent evaluation process.

Slow learners are provided with remedial sessions, additional hand-holding from the respective faculty and through special efforts in spoken and written English, wherever necessary.

Concurrent evaluation in all the programs bring the rigor in teaching-learning process. Apart from the core course content, all the students are also exposed to add-ons such as computer skills, personality development skills and soft skill development.

IndSearch provides several opportunities of Industry interface to the students in the form of guest lectures, industrial visits, summer internship programs etc.

The effectiveness of teaching-learning is enhanced by using modern teaching aids such as smart board, Wi-fi /LAN, audio/video aids, laboratories, use of various online e-resources etc. Even during the COVID-19 pandemic, IndSearch without loss of a single day switched to online classes.

A homegrown IndSearch Information System completely digitalizes the processes such as attendance, session records, evaluations, learning resources and is leading IndSearch to a paperless office.

Innovative methods are used in teaching to cover the aspects of KNOWING, DOING and BEING to ensure holistic teaching. Due to a good faculty-student ratio, the students are provided a personalized attention for their overall development.

The evaluation of students' performance is through continuous internal assessment in the form of tutorials, assignments, presentations, mid-term exams etc. and also through external examinations. IndSearch, for last two years has been following Bloom's taxonomy in formulating the question banks and exam papers. Bloom's taxonomy helps in attainment of Programme Outcomes and Course Outcomes. IndSearch ensures the declaration of results much within stipulated time. The pass percentage has been over 95% on an average.

Research, Innovations and Extension

IndSearch is a permanently recognized Research Centre of SPPU since 1981 and has produced 135 doctorates and 26 research guides so far. As per the IndSearch research policy, the Institute promotes publication of research papers in scholarly journals, participation by faculty in National and International Conferences and paper presentations. The faculty at IndSearch have earned recognition in national and international conferences. IndSearch regularly organizes National and International seminars which is well received by the Industry as well as academic fraternity. The Institute conducts training programs, research based projects, consultancy services and faculty development workshops regularly to enhance the research skills of the faculty and encourage them to undertake research projects.

To promote research culture, IndSearch organizes the paper presentation competition for students and faculty every year. Recently the institute has implemented Research Promotion- Incentive scheme for Faculty and Students.

IndSearch Innovation Incubation and Entrepreneurship (I2IE) Cell at IndSearch has been existing since 2014. At IndSearch we firmly believe in helping students develop the entrepreneurial mindset irrespective of their choice of career. Through various activities of the center, Institute provides a focused support to student entrepreneurs through a supportive environment that helps them establish their business ideas and develop their concepts into successful enterprises.

Social Responsibility is close to heart for IndSearch and is inculcated in our value system. As a part of social responsibility, IndSearch regularly conducts various extension activities such as Blood Donation Camps, Women Entrepreneurship Development Program, Tree Plantation, Swachhata Abhiyan, in the neighborhoods with students' and teachers' active participation.

The Institute has functional MoUs with international institutions, industries and corporate houses for sharing their expertise in various functional areas of management and collaborate on projects, to help faculty for make their teaching more practice oriented.

Infrastructure and Learning Resources

IndSearch provides an excellent learning environment for the students with a uniquely architected building at it PG as well as UG campuses. The campus at Bavdhan is nested in a peaceful and lush green surrounding, neighbored with a Bio-diversity Campus. The Bio-diversity campus is a home to a diverse plants, trees, animals, insects and several leaving organisms.

At both the campuses, the Institute has facilities for alternative sources of energy in the form of solar system. 100% use of LED ensures conservation of electrical energy and savings for the Institute.

Both the campuses provide latest teaching aids, technology and facilities for students as well as faculty. The classrooms are connected with a wi-fi network or a local area network, equipped with computers and projectors. Libraries are available at both campuses with over 35000 volumes, subscribing to leading journals and e-journals.

IndSearch developed an inhouse intranet platform 'IndSearch Information System', which secured a copyright, which facilitates several administrative tasks online. Student-centric information including learning resources

are accessible to students anytime from anywhere. Using the information technology IndSearch developed capabilities to conduct examinations and concurrent evaluation online.

Safety is of paramount importance to IndSearch and therefore the campuses are equipped with CCTV cameras, 24-hours security, fire fighting system etc.

Sports and cultural activities are necessary part of our culture. The Bio-diversity campus has playgrounds from football, cricket; basket ball and badminton courts, and a well-equipped Gym. A large amphitheatre hosts our cultural festivals such as IndFest and IndFiesta.

Student Support and Progression

The institute provides every support to the students from the low income group for securing the applicable scholarships from various Government schemes.

In addition to the curriculum, the institute also focuses on improving communication skills, various soft skills and overall awareness about the current market / industry trends. Institute arranges guest sessions, industry visits, and encourages participation in seminars, conferences, competitions and several social activities in order to achieve holistic development for the students.

A dynamic Placement Cell at IndSearch explores and brings up huge employment and career opportunities for the students.

The teaching-learning rigor has been visible in student progress over the last several decades. The passing percentage of students has always been over 95%. Because of the limited number of students under each management stream, there is focused attention on each student.

Personalized support is provided to students in the selection of electives, learning abilities, assignments, and practical application of concepts. Innovative methods in pedagogy, concurrent evaluation, and initiatives such as the Debating Union are some of the highlights of the high-quality management education at IndSearch.

Annual Cultural Gatherings such as IndFest, IndFiesta, Srujananubhav and Annual Sports bring up cheer amongst the youth and provide a platform for students to nurture their talents, arts. These events are entirely organized by students which also helps in developing their organizational skills, leadership qualities and overall event management.

Students representation in various committees, academic and administrative bodies is ensures the institute to take students' perspectives in various strategies, activities and actions.

Governance, Leadership and Management

The foundation of IndSearch has been laid by eminent educationists who have been in the field of education for over 50 years now. The institute's leadership has provided clear vision and Mission statements which has set the journey of IndSearch over last 47 years.

As per the stipulated guidelines of UGC, IndSearch management is governed by Governing Body, Academic

Council and Board of Studies. Several committees are also in place for driving and monitoring various institutional initiatives. Perspective plan is prepared and is driven meticulously for its implementation.

Being comparatively a smaller organization, every major decision is collectively taken. At the same time enough empowerment is given to all employees to take the decisions in the best interest of the organization.

The Institute has well defined policies covering administration, code of conduct, admissions, student relations, teaching-learning, research, and extension activities. IndSearch is always ahead in adopting the new technology and majority of the processes are digitalized. E-Governance is in place in most of the areas of operations such as administration, finance and accounts and examinations.

One of the strongest pillar of the institution is the faculty. IndSearch values the contributions of the teaching and non-teaching staff and extends various welfare means. The institute also conducts several faculty development programs for upgrading their knowledge and skills to face present market requirements.

IndSearch is a self-funded institute and hence puts close controls of finances. While there is no crunch for the right resources, which is reflected in the infrastructure created in the campus.

IQAC plays a major role in bringing quality in every aspect of the institution. Right from academic calendars to examination schedules, guest sessions to organizing conferences, faculty development to extension activities are all planned and executed throughout academic years meticulously. IQAC also puts in place periodic review mechanisms and corrective actions, as necessary.

Institutional Values and Best Practices

IndSearch's core values reflect in all facets of life at IndSearch. Diversity is valued and special efforts also put in to sensitize students on the issues of gender, regional, cultural, linguistic, communal, socioeconomic and other diversities. Safety and security are ensured for women and women take leading roles in various initiatives of the institute.

IndSearch has been doing a pioneering work in the areas of environment and sustainability. Bio-diversity campus is a home for large variety of plants and species including number of native plants. Sustainable initiatives of the Institute also include solar power generation, rain water harvesting, vermicompost plant, responsible disposal of e-waste etc.

IndSearch Institute of Management Studies and Research has introduced several best practices. **Women Entrepreneurship Development Program (WEDP)** with the Objective to empower women from underprivileged section of the society through enterprise. To implement the principle of gender equality and as a part of social Community service and outreach programme drive at IndSearch, the Institute has started a community development women empowerment program titled **“Women Entrepreneurship Development Program” (WEDP)** from the academic year 2000-2001. IndSearch organizes a training program every year for ‘Empowering women through Enterprise’. IndSearch is very proud to mention that this annual program has been conducted every year, without any fail from the year 2000. Due to pandemic situation and lockdown in Pune, IndSearch did not conduct WEDP in the year 2020. The overall outcome of this program can be summarized as: Development of self-confidence in the minds of attendees, Understanding the importance of marketing for any business. The Other Best Practice is **IndSearch Information System (IIS)**, a web-based homegrown application with objectives to facilitate ease of academic administration, ensure anytime-anywhere

availability of information and sharing of learning resources. Academic administration requires planning and record-keeping of lectures, students & faculty information, attendance, examinations, results, students' internships, and placements. Before 2018, the information was managed using MS Excel on different computers. Therefore, the need for having an integrated web-based information system was felt.

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2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	IndSearch Institute of Management Studies and Research
Address	S. No. 37/2/2/4, Bavdhan Khurd, Bavdhan
City	Pune
State	Maharashtra
Pin	411021
Website	www.indsearch.org

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Aparna Tembulkar	020-22917000	9970053880	020-25433241	iqac@indsearch.org
IQAC / CIQA coordinator	Suwarna Shidore	020-25431972	9881377663	020-	suwarnashidore@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular Day

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	
Date of Establishment, Prior to the Grant of	15-10-1973

'Autonomy'	
Date of grant of 'Autonomy' to the College by UGC	02-04-2007

University to which the college is affiliated		
State	University name	Document
Maharashtra	Savitribai Phule Pune University	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	31-08-2005	View Document
12B of UGC	12-03-2013	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	02-07-2021	12	Valid for one academic year

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	S. No. 37/2/2/4, Bavdhan Khurd, Bavdhan	Urban	6.25	7660.22

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BMS,Management	36	Twelfth Std passed	English	80	13
UG	BMS,Management	36	Twelfth Std Passed	English	80	35
UG	BMS,Management	36	Twelfth Std Passed	English	80	10
PG	MMS,Management	24	Graduation	English	30	0
PG	MBA,Management	24	Graduation	English	150	83
PG Diploma recognised by statutory authority including university	PG Diploma, Management	12	Graduation	English	60	9
PG Diploma recognised by statutory authority including university	PG Diploma, Management	12	Graduation	English	60	0
PG Diploma recognised by statutory authority including university	PG Diploma, Management	12	Graduation	English	60	5
PG Diploma recognised by statutory authority including university	PG Diploma, Management	12	Graduation	English	60	11

PG Diploma recognised by statutory authority including university	PG Diploma, Management	12	Graduation	English	60	11
PG Diploma recognised by statutory authority including university	PG Diploma, Management	12	Graduation	English	60	3
PG Diploma recognised by statutory authority including university	PG Diploma, Management	12	Graduation	English	60	12
Doctoral (Ph.D)	PhD or DPhil, Management	60	Post Graduation	English	8	3

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	1				3				10			
Recruited	0	0	0	0	1	1	0	2	3	7	0	10
Yet to Recruit	1				1				0			
Sanctioned by the Management/Society or Other Authorized Bodies	1				0				3			
Recruited	1	0	0	1	0	0	0	0	2	1	0	3
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				8
Recruited	7	1	0	8
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				2
Recruited	2	0	0	2
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	1	1	0	1	4	0	8
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	4	4	0	8

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	1	1	0	2

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
		0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	87	12	0	2	101
	Female	67	9	0	0	76
	Others	0	0	0	0	0
PG	Male	83	3	0	0	86
	Female	69	2	0	0	71
	Others	0	0	0	0	0
PG Diploma recognised by statutory authority including university	Male	36	1	0	0	37
	Female	14	0	0	0	14
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	0	0	0	0	0
	Female	3	0	0	0	3
	Others	0	0	0	0	0
Certificate / Awareness	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Programme		Year 1	Year 2	Year 3	Year 4
SC	Male	20	27	25	22
	Female	15	14	14	15
	Others	0	0	0	0
ST	Male	2	3	2	1
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	24	35	39	36
	Female	30	30	25	16
	Others	0	0	0	0
General	Male	146	153	151	148
	Female	119	118	88	109
	Others	0	0	0	0
Others	Male	13	15	16	13
	Female	8	12	12	11
	Others	0	0	0	0
Total		377	407	372	371

2.3 EVALUATIVE REPORT OF THE DEPARTMENTS

Department Name	Upload Report
Management	View Document

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	Apart from the above, there is a basket of electives in which students can opt for subjects from diverse disciplines like Indian History, Philosophy, Film appreciation, Performing arts, Business Journalism etc. The aim of these courses is to provide multidisciplinary and interdisciplinary education to help students develop a holistic personality.
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2. Academic bank of credits (ABC):	. IndSearch Institute of Management Studies and Research was granted the autonomous status for the first time in the academic year 2007-08. Since then, all programmes at IndSearch follow the credit and grading pattern. The credit system is in line with the 10-point system prescribed by the University Grants Commission, New Delhi, India
3. Skill development:	All the courses under the various academic programmes contribute towards employability and skills enhancement. The Institute has taken care to incorporate courses like Advanced Excel, Tally, Personality development, Leadership Development, Business communication and many more to ensure that students graduating from the Institute are employable and have the requisite skills as desired by the industry
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	The Institute lays emphasis on adopting the Indian Knowledge systems and aligning to the Indian Business scenario. Courses focusing on Indian Culture include Indian History, Personality Development, Leadership Development, Legal aspects of Business etc. Since IndSearch offers professional graduate and post-graduate programmes in Business Management, the mode of instruction is in English. However, students are encouraged to pursue online courses through MOOCs using Swayam, NPTEL etc.
5. Focus on Outcome based education (OBE):	The Institute lays emphasis on Outcome Based education. In addition to the Programme Outcomes and Programme specific Outcomes formulated for each programme, every course has course outcomes mentioned in it. The course outcomes are also mapped with the question bank. Faculty prepare the question banks using the Blooms Taxonomy where every question is mapped to a specific course outcome for the said Course
6. Distance education/online education:	The Institute has so far not conducted distance education programmes. However, during the pandemic, the entire teaching-learning shifted seamlessly to Microsoft teams for online teaching

Extended Profile

1 Program

1.1

Number of programs offered year-wise for last five years

2020-21	2019-20	2018-19	2017-18	2016-17
5	5	5	5	5
File Description		Document		
Institutional data in prescribed format		View Document		

1.2

Number of departments offering academic programmes

Response: 1

2 Students

2.1

Number of students year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
377	407	372	371	343
File Description		Document		
Institutional data in prescribed format		View Document		

2.2

Number of outgoing / final year students year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
181	156	122	172	199
File Description		Document		
Institutional data in prescribed format		View Document		

2.3

Number of students appeared in the examination conducted by the Institution, year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
373	402	369	328	248
File Description		Document		
Institutional data in prescribed format		View Document		

2.4

Number of revaluation applications year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	2	11	8

3 Teachers

3.1

Number of courses in all programs year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
307	235	206	204	229
File Description		Document		
Institutional data in prescribed format		View Document		

3.2

Number of full time teachers year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
20	23	23	18	21
File Description		Document		
Institutional data in prescribed format		View Document		

3.3

Number of sanctioned posts year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
21	23	23	23	22
File Description		Document		
Institutional data in prescribed format		View Document		

4 Institution**4.1****Number of eligible applications received for admissions to all the programs year-wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
348	539	651	550	595
File Description		Document		
Institutional data in prescribed format		View Document		

4.2**Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
175	110	110	129	261
File Description		Document		
Institutional data in prescribed format		View Document		

4.3**Total number of classrooms and seminar halls****Response: 19****4.4****Total number of computers in the campus for academic purpose****Response: 158**

4.5

Total Expenditure excluding salary year-wise during last five years (INR in Lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
68.09431	120.70372	94.61323	79.83641	76.68887

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4. Quality Indicator Framework(QIF)

Criterion 1 - 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 is reflected in Programme outcomes (POs), Programme Specific Outcomes(PSOs) and Course Outcomes(COs) of the Programmes offered by the Institution.

Response:

IndSearch being an autonomous institution, curricula for all programs are developed and implemented considering Local, National, Regional and Global developmental needs. The same is reflected in POs, PSOs and COs. A mapping of Local, Regional, National and Global needs with various courses offered in the programmes and their Programme Outcomes is done while designing the curricula.

Relevance to Local, Regional, National and Global Developmental Needs:

- **Local** –Pune hubconsistsIT, Manufacturing, auto sector, ancillaries, Services and Agro-based industries. Business Analytics, Python programming, Computer Applications, Software Testing, Total Quality Management, Digital and Services Marketing, Financial Modelling, Human Resource Information Systems, Operations and Supply Chain Management, Corporate Social Responsibility, and Business Ethics is part of the syllabus.
- **Regional** – To suit the thrust areas of the state of Maharashtrafor generation of employment and entrepreneurship in the rural area and different growth centres of the state local needs are integrated.CourseslikeQuantitative Techniques, Entrepreneurship, Services Marketing, Financial Markets, Research Methodology and IT address these needs.
- **National** – Considering the national focus on Digital India, Skilling India, Make-in-India, Sustainability programs, following courses have been included in our curriculum. Environment, Health and Safety, Sustainability and CSR, Urban Planning, IT Services Management, Productivity Management, Distribution and Logistics Management etc.
- **Global** - In order to make students globally competent, following courses have been introduced in the curriculum – International Business, International Marketing, Global HRM, International Finance, International Financial Reporting Standards, Export Documentation, Cross-cultural Relations, Foreign Languages, etc.

While designing curricula adequate focus is given on the aspects of building domain knowledge, enhanced communication, leadership, use of advanced technology, business ethics and analytical skills which are reflected in outcomes.

Four pillars of Curriculum design are :

Foundation:

All programs are built on a strong foundation which comprises the subjects of General Management, Business Strategy, Business Economics and Quantitative Techniques. The choice of courses selected under this part of the curriculum addresses a common necessity of wisdom for a manager cum leader.

Advance Learning:

This part of the curriculum covers the subjects of intense learning in the specialties of interest to the students. The choice of subjects and the contents are decided based on the industry input, faculty and experts' interaction, students and alumni feedback.

Skill Development Focus:

Knowledge, wisdom and skill are equally focused while developing the curriculum for all the programs. Experiential learning process helps in students acquiring hands-on skills of management. These include various activities such as Laboratory sessions, practical, project work, assignments, case studies and presentations, workshops, participation in social and cultural activities of the institution etc.

Responsible Citizenship:

IndSearch recognizes the importance of social and environmental impacts of businesses and has included subjects such as Business Ethics, Legal Aspects of Business, Environmental Sustainability, Green Supply Chain, Corporate Governance into the syllabi. IndSearch strongly promotes value-based education and strives to imbibe values such as equality, social justice, integrity, simplicity, and innovation in every student of the Institute.

File Description	Document
Any additional information	View Document

1.1.2 Percentage of Programmes where syllabus revision was carried out during the last five years.

Response: 100

1.1.2.1 Number of all Programmes offered by the institution during the last five years.

Response: 5

1.1.2.2 How many Programmes were revised out of total number of Programmes offered during the last five years

Response: 5

File Description	Document
Minutes of relevant Academic Council/BOS meeting	View Document
Details of program syllabus revision in last 5 years(Data Template)	View Document
Any additional information	View Document

1.1.3 Average percentage of courses having focus on employability/ entrepreneurship/ skill development offered by the institution during the last five years

Response: 100

1.1.3.1 Number of courses having focus on employability/ entrepreneurship/ skill development year-wise during the last five years..

2020-21	2019-20	2018-19	2017-18	2016-17
307	235	206	204	229

File Description	Document
Programme / Curriculum/ Syllabus of the courses	View Document
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View Document
Average percentage of courses having focus on employability/ entrepreneurship(Data Template)	View Document
Any additional information	View Document

1.2 Academic Flexibility

1.2.1 Percentage of new courses introduced of the total number of courses across all programs offered during the last five years.

Response: 9.31

1.2.1.1 How many new courses are introduced within the last five years	
Response: 110	
1.2.1.2 Number of courses offered by the institution across all programmes during the last five years.	
Response: 1181	
File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.2.2 Percentage of Programmes in which Choice Based Credit System (CBCS) / elective course system has been implemented (Data for the latest completed academic year).	
Response: 60	
1.2.2.1 Number of Programmes in which CBCS / Elective course system implemented.	
Response: 3	
File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.3 Curriculum Enrichment

<p>1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum</p> <p>Response:</p> <p>Holistic development of the students is the main purpose of curriculum. While this is attempted through prescribing dynamic and updated curricular inputs, we have added courses and activities which may not be directly linked with disciplines of study but contribute to sensitizing students to cross-cutting issues relevant to the current pressing concerns both nationally and internationally such as gender, environment and sustainability, human values and professional ethics, development of creative and divergent competencies.</p> <p>Human values and Professional ethics are imbibed into every action at IndSearch and very naturally, it</p>

percolates into the curriculum, various extra-curricular and social activities by the institution.

Environment & Sustainability:

IndSearch has been sensitive towards social and environmental issues which is reflected in the courses listed below –

	Programme Name	Course Code	Course Name
1	MBA	406B	Green Logistics & Supply Chain
2	MBA	402HR	Environment, Health and Safety
3	MBA	604C	CSR and Sustainability
4	BMS	106	Environmental Management
5	BMS	504	CSR & Ethics
6	MMS	601	Management for Sustainability
7	PGDEM	102	Natural Resource Management
8	PGDEM	202	Environmental Pollution & Disaster Management
9	PGDBM	205	Business Government & Society

IndSearch also has a Biodiversity Campus that provides a holistic education amidst the environs of nature. The Bio-diversity campus nurtures hundreds of species, plants, and reptiles. Various outdoor sports facilities and an Amphitheatre add to the beauty of the bio-diversity campus.

IndSearch regularly promotes and participates in the community service activities.

Some of the other activities undertaken by IndSearch are -

- Subjects such as Strategic CSR, Environment Management, Green Logistics, Legal Aspects of Business, Cyber Law and Sustainability included in the curriculum of the programs.
- Environment and Sustainability department at IndSearch.
- Special collection of books on environment and sustainability in library.
- Community Service – Cleanliness drive, traffic management, tree plantation, No-plastic day etc.
- Women Entrepreneurship Development Program (WEDP)
- Blood Donation camps

Human Values and Ethics:

IndSearch practices high standards of ethics and human values in every aspect of education. IndSearch inculcates human values and business ethics into the curriculum for all UG,PG and PG Diploma programs. The Institution has included following subjects for various programs –

Sr.	Program Name	Course Code	Course Name
1	MBA	202	Legal Aspects of Business
2	MBA	206A	Cyber Laws
3	MBA	407C	Business Values and Ethics
4	MBA	406A HR	Labour Welfare
5	MBA	501 HR	Employment Laws
5	MMS	203	Legal Aspects of Business

6	MMS	205	Business, Government and Society
7	BMS	202	Business Law
8	BMS	304	Industrial Law
9	BMS	504	CSR & Ethics
10	PGDMM	205	Business Values & Ethics
11	PGDEM	204	Corporate Social Responsibility

File Description	Document
Upload the list and description of the courses which address the Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum	View Document

1.3.2 Number of value-added courses for imparting transferable and life skills offered during last five years.

Response: 20

1.3.2.1 How many new value-added courses are added within the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
3	5	7	3	2

File Description	Document
List of value added courses (Data Template)	View Document
Brochure or any other document relating to value added courses	View Document

1.3.3 Average Percentage of students enrolled in the courses under 1.3.2 above.

Response: 76.07

1.3.3.1 Number of students enrolled in subject related Certificate or Add-on programs year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
253	287	451	295	144

File Description	Document
List of students enrolled	View Document

1.3.4 Percentage of students undertaking field projects/ internships / student projects (Data for the latest completed academic year)

Response: 45.09

1.3.4.1 Number of students undertaking field projects / internships / student projects

Response: 170

File Description	Document
List of programs and number of students undertaking field projects / internships / student projects (Data Template)	View Document
Link for Additional Information	View Document

1.4 Feedback System

1.4.1 Structured feedback for design and review of syllabus – semester-wise / year-wise is received from 1) Students, 2) Teachers, 3) Employers, 4) Alumni

Response: A. All 4 of the above

File Description	Document
Any additional information	View Document
Action taken report of the Institution on feedback report as minuted by the Governing Council, Syndicate, Board of Management	View Document
URL for stakeholder feedback report	View Document

1.4.2 The feedback system of the Institution comprises of the following :

Response: A. Feedback collected, analysed and action taken and report made available on website

File Description	Document
Any additional information	View Document
URL for stakeholder feedback report	View Document
Link for Additional Information	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average Enrolment percentage (Average of last five years)

Response: 42.35

2.1.1.1 Number of students admitted year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
377	407	372	371	343

2.1.1.2 Number of sanctioned seats year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
1050	870	780	820	950

File Description

Document

Institutional data in prescribed format (Data Template)

[View Document](#)

Any additional information

[View Document](#)

2.1.2 Average percentage of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (exclusive of supernumerary seats)

Response: 43.4

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
36	63	66	71	63

File Description

Document

Institutional data in prescribed format

[View Document](#)

Any additional information

[View Document](#)

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners

Response:

IndSearch provides and accommodates students from diverse backgrounds.

The special programmes for Slow Learners showed performance improvement in almost all slow learners, out of which 40% of students showed significant improvement.

Methods adopted for assessing the Learning Levels of Students:

1. **Profile of the Students:** Right from the time students are admitted to the Institute, an assessment of their learning levels is done.
1. **Graduation Background:** The Management Programmes offered by the Institute are multidisciplinary with students from varied backgrounds opting for the same. The Commerce Students find coping with the Quantitative Subjects difficult and similarly the Non-Commerce Students find coping with the Accountancy subjects difficult. To bridge this gap between students from different graduation backgrounds, the bridge courses are conducted.
1. **Performance at the Graduating Exam:** On the basis of the graduating marks primarily slow learners and advanced learners are identified.
2. **Performance during the Concurrent Evaluation in the first Semester/ Trimester** –The performance of students at these concurrent evaluations is monitored and accordingly assistance plan is executed.
3. **Assessment of Communication Ability** - Students from vernacular mediums and rural backgrounds find it difficult to communicate in English, for them English communication course is available, special remedial sessions of Business Communication are held for slow learners.

Special Programmes organized

1. For Slow Learners –

1. **Remedial Sessions:** Sessions are arranged for the slow learners throughout the duration of the program as part of the Time Table.
2. **Language Lab:** These sessions are arranged to ensure that students having problems with English Communication are facilitated to hone their English Communication Ability.
3. **Counseling:** Professional counselor is appointed for 1-1 counseling for students. Special attention is given to Slow Learners.
4. **Informal Buddy System:** Peer learning is encouraged in classes, helps in the development of the slow learner.

5. **Personal Attention by Teachers in Class:** Due to moderate Faculty Student ratio, faculty members able to pay personal attention to the students boosting their confidence.
6. **Participation in Co-Curricular Activities:** The slow learners are encouraged to participate various Co-curricular activities like Seminars, Research paper competitions and other competitive events teaming with advanced learners.
7. **Participation in Extra Curricular Activities:** Due encouragement is given to slow learners to motivate them to co-lead extracurricular activities like cultural programmes, Sporting events etc.

1. **For Advanced Learners:** Special sessions on various activities for advanced learners consists of :

1. **Organization of Events:** The advanced learners are encouraged to take up leadership roles and take on the responsibility of organizing various events.
2. **Involvement in Committees:** To enhance the team building capabilities of the advanced learners, they are encouraged to participate various committees like the Placement Committee, the Cultural Committee etc.
3. **Participation in Co-Curricular Activities:** The advanced learners are encouraged to lead various Co-curricular activities like Seminars, Research paper competitions and other competitive events.
4. **Participation in Extra Curricular Activities:** Different administrative roles are assigned to organize cultural and Sports events.

File Description	Document
Any additional information	View Document

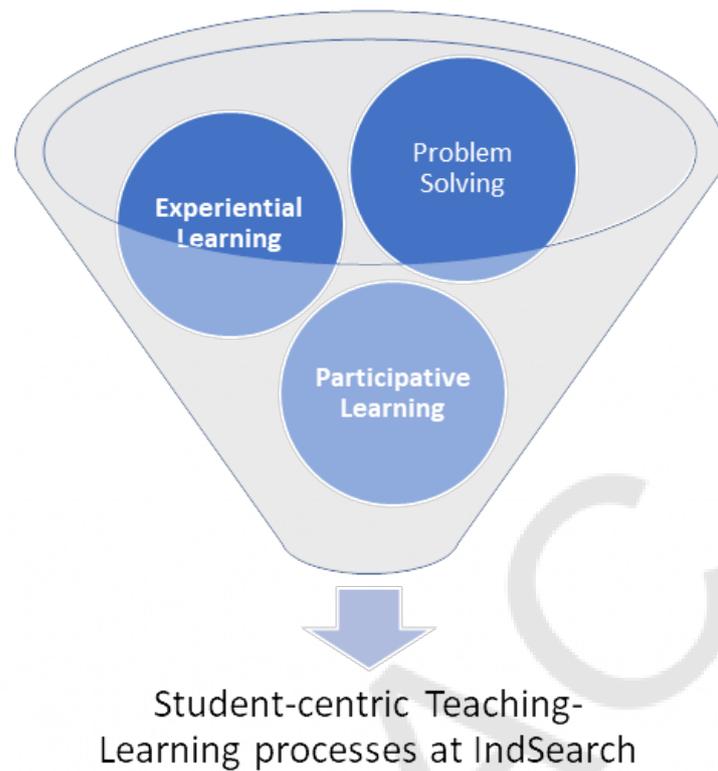
2.2.2 Student - Full time teacher ratio (Data for the latest completed academic year)

Response: 18.85

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

Response:



Student-centric Teaching-Learning processes are operational at IndSearch. Innovative methods of teaching-learning are used in the pedagogy which have been evolved over the years and are continuously enhanced to tune with time and technology.

Following methods are used –

Experiential Learning:

1. **Learning by doing** – This involves - Use of practicals, Analysis, presentations, problem solving etc., Internships, involving students in project work. Giving complete responsibility of events such as – Srujananubhav, IndFest.
2. **Seeing is believing** – This involves physical visits to the places where students can practically see the things which they have learnt in the classes.
3. **360 deg. Learning** – 360 deg learning is about overall development of students not only from the curricula but beyond. IndSearch organizes Debating Union sessions every week with the topics relating to various current affairs. In Debating Union, student groups are required to present and debate on a given topic. IndSearch also organizes a series of guest lecturers from eminent speakers from various fields to enrich the knowledge of students.

Participative Learning:

1. **Collective Learning** - Dissecting a case and presenting the analysis by teams, brainstorming and collective learning.
2. **Learning through Videos, Visuals** - Use of videos, visuals in the presentations rather than a mere text.
3. **Learning Resources** – A platform to share presentations, notes, e-books, case studies, solved

examples. The link to the database -
<https://drive.google.com/drive/folders/1MfhLTb7sgTSkyiPCrkb2rOd-drkVTjZd>

4. **Teach-back** – This technique involves asking the students explaining the concept in the class after it has been taught by the faculty.
5. **Trans-languaging** - Many of the students in the institute come from rural background and have done majority part of their education in regional language. Trans-languaging is the concept of explaining the key concepts of management in regional language, as well, to reinforce learning.

Problem Solving:

1. **Experiencing Real Life** – IndSearch has a very strong focus on practical learning. Opportunities are created for the students to experience the concepts learnt in real life.
2. **Productive Failure** – Asking students to practically solve / handle a problem. Help / guide them if they fail. Students learn from their failures.
3. **Case Studies and Practical Problem Solving** – Case studies are used by the faculty to help students understand the real-life problems and how companies have solved the problems using management techniques.

File Description	Document
Any additional information	View Document

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

Response:

IndSearch strongly promotes use of advanced technology in the teaching-learning and evaluation process. Use of ICT is an integral part of effective teaching-learning process. ICT enabled tools are integrated considering students' expectations and attempt to provide better learning experience. These tools are used to create, communicate rich content to the students and can be reviewed and retrieved as per their convenience later on. It encourages faculty to refer the best of the resources globally available and make the teaching-learning an engaging, participative and joyous experience for the students.

ICT Tools

All the faculty use Laptops and computers for preparing and updating their lessons and delivering it to the students. Apart from this, each class is equipped with a computer, LCD projector, screen and audio / video equipment. Including both the campuses, the Institute is having over 153 computers used in Labs, Library and class rooms. All the class rooms have internet connectivity which enables teachers to access and present online content. Bavdhan campus is having a internet bandwidth of 50 MBPS and Law College Road campus with 20 MBPS.

E-platform:

Since year 2018-19 IndSearch extensively uses an intranet platform IndSearch Information System (IIS)

which includes attendance, teaching record, online tutorials, examinations and Learning Resources.

Significant statistics for the use of IIS is as below:

- Average users per day – Approx. 200 Logins
- Students use – 100%
- Faculty use – 100%
- Online Tutorials conducted (since 2018-19) – Over 300 tutorials conducted per year with an average of 36 tutorials per student per year.
- Online Exams conducted – 4065 Exams submitted online and evaluated till March 2020.

The class presentations, notes, cases, e-books are shared by the respective faculty and are easily accessed by students from anywhere, anytime and through any device using IIS.

Online Teaching Platforms:

IndSearch has effectively used online teaching platforms such as Microsoft Teams, Zoom and FreeConferenceCall. During Covid-19 Pandemic this was used extensively.

E-Resources:

Faculty frequently use online resources such as e-journals on J-Gate and subject presentations from National Digital Library and use them in the class. The syllabus includes references to important journal articles for each course. Other online resources which are frequently used by teachers and students are the e-books. This was particularly useful during Covid-19 lockdown situation.

Smart Class Room:

One of our large seminar halls is equipped with a Smart Board which is used by all the faculty members as and when required. Smart Board emulates chalk-and-blackboard feel which is useful for subjects like statistics and accounting. It has the facility to save all the session contents for future reference and sharing. Seminar hall is also used for various guest lectures.

Online Tutorials:

The use of IndSearch Information System (IIS) for conduct of online tutorials, examinations is a unique feature of IndSearch. Even during the lockdown period, IndSearch was quick to start online lectures without losing a single day's lectures. Every faculty member used online application without any trouble

File Description	Document
Any additional information	View Document
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	View Document
Link for Additional Information	View Document

2.3.3 Ratio of students to mentor for academic and other related issues (Data for the latest completed academic year)

Response: 38:1

2.3.3.1 Number of mentors

Response: 10

File Description	Document
Upload year wise, number of students enrolled and full time teachers on roll	View Document
Circulars pertaining to assigning mentors to mentees	View Document
Any additional information	View Document

2.3.4 Preparation and adherence of Academic Calendar and Teaching plans by the institution

Response:

Process:

Before the beginning of each academic year an Academic Calendar is prepared and executed rigorously for all the programs. Academic calendar covers all important dates for students such as commencement of semester / trimester, tutorial weeks, mid term examinations, exam form filling, final examination, holidays and important events of IndSearch like Athaang, IndFest, IndFiesta etc. Academic calendar is approved by the Director and released by the Dean Academics.

On the basis of Academic Calendar, time tables are prepared for each program. For full credit subjects, three to four hours per week; for half credit subjects, two hours per week and for quarter credit subjects one hour per week are scheduled.

Respective Faculty is required to prepare and submit the teaching plan based on the course syllabus. Teaching Plans are submitted to Dean Academics.

Teaching is conducted as per the teaching plan which is monitored by Dean Academics. Revisions or remedial sessions are conducted by the faculty as per the need. At the end of each semester / trimester the

respective faculty submits the Teaching Record, which records the actual sessions conducted against the plan. With the use of IndSearch Information System (IIS), the Teaching Records gets generated from the system.

Deployment:

The process of Academic Calendar, Time Tables, Teaching plan and Teaching record is followed for UG as well as PG programs. Micro-level record of each faculty, each day for each program along with details of interaction is maintained and at the end of each day coordinator takes the stock and convey the progress to the director.

Everyday students' attendance is recorded by the teacher, based on daily attendance sheet data is entered in the system. At the end of each semester / trimester it is reviewed through academic audits by the dean.

Benefits:

As the semester / trimester progresses, each faculty on a regular basis updates the teaching record in the IndSearch Information System (IIS). At the same time a periodic review is conducted by Dean Academics.

The Academic Calendar helps students getting the full visibility of events that would happen during the year. The advance release of Academic Calendar also makes sure the activities and events happen exactly as per the plan and these do not need additional communications.

File Description	Document
Upload Academic Calendar and Teaching plans for five years	View Document

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Response: 93.79

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years(Data Template)	View Document
List of the faculty members authenticated by the Head of HEI	View Document
Link for Additional Information	View Document

2.4.2 Average percentage of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 37.94**2.4.2.1 Number of full time teachers with *Ph.D./D.M/M.Ch./D.N.B Superspeciality/D.Sc./D’Lit.* year wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
8	10	8	6	8

File Description**Document**

Institutional data in prescribed format (Data Template)

[View Document](#)**2.4.3 Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)****Response:** 6.07**2.4.3.1 Total experience of full-time teachers**

Response: 121.37

File Description**Document**

Institutional data in prescribed format

[View Document](#)**2.5 Evaluation Process and Reforms****2.5.1 Average number of days from the date of last semester-end/ year- end examination till the declaration of results year-wise during the last five years****Response:** 11.29**2.5.1.1 Number of days from the date of last semester-end/ year- end examination till the declaration of results year wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
14	7	13.33	12.75	9.37

File Description**Document**

Institutional data in prescribed format (Data Template)

[View Document](#)

2.5.2 Average percentage of student complaints/grievances about evaluation against total number appeared in the examinations during the last five years**Response:** 1.42**2.5.2.1 Number of complaints/grievances about evaluation year wise during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	2	11	8

File Description**Document**

Any additional information

[View Document](#)**2.5.3 IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in Examination Management System (EMS) of the Institution****Response:****IT integration and reforms in the examination procedures and processes including the Continuous Internal Assessment (CIA)**

The Institute places a lot of importance on extensive use of IT in all its processes. The Examination processes and procedures are IT enabled and have brought in considerable improvement in the Examination Management System of the Institution.

NAAC

IndSearch Information System – The IndSearch Information system (IIS), developed in-house by our own IT faculty, is being used since 2018-19. The system provides the facility to conduct all exams online. The Continuous Internal Assessment (CIA) as well as the Final examinations are conducted in online mode using the IIS. The System enables conduct of

1. **Online Tutorials** - IIS has enabled the conduct on Online Tutorials using Multiple Choice Questions.
2. **Mid Term Exams** - The IIS provides the facility to display the question paper to the students and enables students to scan and upload their answer papers on the system. Students get a notification once their papers are uploaded.
3. **Automated results for Online Tutorials** – The system calculates the results of the online MCQ tests
4. **Results Display Facility** – Students can check the result of their online tutorial by logging in to IIS through the unique login ID provided to them.

Examination Reforms –

The various examination reforms introduced and implemented since 2015-16 are as follows:

1. **Introduction of Blooms Taxonomy in preparing the Question banks from Academic year 2019-20** – Bloom's taxonomy is a framework used to classify educational learning objectives into levels of complexity and specificity. From the Academic Year 2019-20, the Institute has made use of Bloom's Taxonomy in designing the Question banks. Here an IT coding system has been used to generate the code for each question in the Question bank. The Code incorporates the mapping of the respective question with the Learning outcome, the level of difficulty, approximate time required for answering the question and the level of discrimination of the question. This has helped in providing a robust guideline to paper setters in selection of questions from the question banks while setting the paper and helped in mapping the learning outcomes.
2. **Introduction of Online Examination for 20 marks (out of 70 marks allocated for external/final evaluation) for the BMS programme** – Earlier, till academic year 17-18 the evaluation pattern for the BMS programme comprised of 70 marks for external evaluation (paper and pencil exam) and 30 marks towards concurrent evaluation. From the Academic Year 2018-19, the evaluation has been changed to include online exam of 20 marks in the external evaluation and 50 marks of paper and pencil examination. This has enabled testing of the assimilation of knowledge in more than one way. The Online examination is conducted through IIS.
3. **Conduct of entire final examination in online mode as per University directive-** For the final examinations of the passing out students of batch 2019-20, for all programmes, the examinations were conducted in October 202(delayed due to COVID19). The entire examination was conducted in Online mode in MCQ format. Mock examinations were also conducted to acquaint students with the exam and ensure that there was no anxiety amongst students with regards to giving the exams online in MCQ format. This was done through IIS and Microsoft Teams Platform.
4. **Introduction of Debating Union as a component of the concurrent evaluation (CIA) for the MBA programme since 2016-17** -Under Debating Union, which is a two hour session in the time table, students are required to debate on the given topics. The topics range from subject specific issues to general management issues to current affairs. Students are expected to extensively research the topic while preparing for the debate. The debate carries 5 marks for each full credit paper in the concurrent evaluation and is mandatory for all.
5. **Introduction of Trimester Pattern for MBA:**In order to align with the National thrust areas Trimester system was introduced in 2019 allowing us to accommodate more subjects as compared to Semester system. As a result, teaching weeks increased from 51weeks to 77 weeks, and the number of courses increased from 147 to 172.

File Description	Document
Any additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Response:**Programme Outcomes:**

Our Vision of *Developing world class management professionals to meet the diverse and challenging demands of business, industry and society* drives all the programmes run at IndSearch. The management team of IndSearch has well thought and defined program outcomes for our MBA, MMS and BMS programs. These programme outcomes are aligned with our Vision, Mission, Goals and Objectives at the same time they are benchmarked with national and international universities.

The programme outcomes are crafted considering all the important aspects of modern leadership and management. At the same time these outcomes include business ethics and values, social responsibility and protection of environment.

The Programme Outcomes are well documented. These are published on Institute's website. All the faculty members and students are made acquainted with these outcomes and the institute constantly strives to achieve them.

(Note: Programme outcomes of other programmes is/are uploaded as Additional Information. Link to the same is provided in this form)

Course Outcomes:

Each Course included in the syllabus has specific Course Outcomes documented. Course Outcomes are integral part of the Syllabus for each program. The practice of having documented Course Outcomes is standardized and is followed for all the programmes of the Institute.

The syllabus containing Course Outcomes for each course is published on Institute's website and communicated to students by email after commencement of classes every year.

File Description	Document
Upload COs for all courses (exemplars from Glossary)	View Document
Any additional information	View Document
Link for Additional Information	View Document

2.6.2 Attainment of programme outcomes and course outcomes are evaluated by the institution.**Response:**

The Institute places lot of emphasis on the Programme Outcomes (POs) and Course Outcomes (COs). Program Outcomes have been defined for all the three programs that are offered by the Institute that is the

Bachelor of Management Studies, Master of Business Administration and Master of Management Studies. The Programme Outcomes and Course Outcomes are displayed on the website and also communicated to the students through the syllabi. Emphasis is also placed on the attainment of POs and COs. This is done through various formal and informal modes of evaluations as well as from the feedback from students and their employers.

Programme Outcomes for the MBA and MMS Program - The Programme Outcomes for the MBA, MMS and BMS Programme include Domain Knowledge and Continuous Learning, Analytical thinking and Problem Solving, Communication, Innovation, Leadership and Teamwork, Diversity, Global View, Entrepreneurship and Environment and Sustainability.

Course Outcomes for the MBA, MMS and BMS Programmes - Course Outcomes for all the courses are enlisted in the syllabi itself setting the expectations right regarding the course.

Evaluation of attainment of Programme outcomes and Course Outcomes:

The attainment of programme outcomes and course outcomes is ensured through effective evaluation system. This is achieved by use of Bloom's Taxonomy in the evaluation process. In Bloom's Taxonomy various kinds of skills such as cognitive, affective and psychomotor skills required for different programmes are identified and translated into the programme outcomes. In the evaluation process each question is mapped to the programme outcome and course outcome. Thus, marks scored in the examinations are indicative of level of attainment of programme outcomes and course outcomes.

A. Formal Methods to evaluate the attainment of POs and COs

1. Concurrent Evaluation - Concurrent evaluation comprises of tutorials, Quizzes, Case studies or presentations, written assignment.

a. Written Tutorials/Written Assignments - This method helps in assessing the domain knowledge and communication ability

b. Quizzes – This method helps in assessing the assimilation of knowledge and assessment of team work and leadership skills of the students

c. Case Studies – This method helps in assessing the analytical and problem solving ability of the students

d. Presentations- This method helps in assessing the communication ability, innovative approach, team working ability, and adaptability of students to diverse teams.

e. Debating Union – This method helps in evaluating the attainment of analytical ability, communication and articulation ability and team working ability of students

f. Mid Term Examinations – Mid-term examinations include theoretical questions, problems, logical / analytical questions facilitating the evaluation of attainment of Program Outcomes and Course Outcomes.

2. Summer Internship Projects (SIP) - SIP Viva Voce helps in evaluating domain knowledge, problem solving ability, communication, Innovation and entrepreneurial ability of the students.

B. Informal Methods to evaluate the attainment of POs and COs

1. Cultural events – These events help in evaluating Leadership and team working ability of the students.
2. Co-curricular Activities- Activities like Research paper competition, help to evaluate the analytical ability of the students.

2.6.3 Pass Percentage of students(Data for the latest completed academic year)**Response:** 95.63**2.6.3.1 Total number of final year students who passed the examination conducted by Institution.**

Response: 175

2.6.3.2 Total number of final year students who appeared for the examination conducted by the Institution.

Response: 183

File Description	Document
Upload List of Programmes and number of students passed and appeared in the final year examination(Data Template)	View Document
Any additional information	View Document

2.7 Student Satisfaction Survey**2.7.1 Online student satisfaction survey regarding teaching learning process****Response:** 3.43

File Description	Document
Upload database of all currently enrolled students	View Document

Criterion 3 - 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

Response:

IndSearch Policy for Promotion of Research

Research and developmental activities promote innovation and motivate better learning and teaching among faculty and students. The purpose of the IndSearch Research Policy is to create a vibrant atmosphere of research among faculty and students. The policy shall serve as an overall framework within which research activities can be carried out.

- **Promotion of Research & Facilities**

a) Conduct training programs and faculty development workshops to enhance the research skills of the faculty and encourage them to undertake research projects

b) Encourage the faculty members to participate in conferences and present their research papers and also to provide financial assistance to the faculty members for this purpose

c) The Institute Library to maintain subscription to several journals and J-Gate database that are accessible to faculty members to conduct literature review

d) Since IndSearch is a research centre of SPPU, to provide access to PhD theses of various scholars to the faculty members for reference

e) Encourage faculty members to maintain their accounts on global research platforms such as Google Scholar, Academia.edu and Research Gate etc to facilitate dissemination of their research on a global platform.

f) Conducting research paper competitions for students

g) Encourage faculty members to conduct training programs and workshops on research

3.6 Resource mobilization for Research

To further promote research the Institute has implemented Research Promotion- Incentive Scheme for Faculty and Students from Academic year 2019-20

1. Incentive for publishing Research Papers for Faculty

For Research paper published in a Scopus / UGC Care listed journal.

- 1st Author – Rs. 5000/-

- 2nd Author – Rs. 3000/-
- 3rd Author – Rs. 2000/-

2. Incentive for publishing Research Papers for Students

For an International / National Conference -Research paper published in proceeding of an International / National Conference / Journals

- 1st Author – Rs. 2500/-
- 2nd Author – Rs. 1500/-
- 3rd Author – Rs.1000/-

3.7 Consultancy -Consultancy Projects by Faculty

IndSearch has designed a unique Incentive scheme to reward the faculty for the Consultancy Project carried out in the respective year. To carry out consultancy work the following terms are applicable:

·The consultancy work will be carried out under the Head (Principal) of IndSearch Institute.

The revenue generated will be deposited in the Institution account. The Institute will provide the remuneration to the respective faculty as per the below chart, based on the revenue generated after the completion of every consultancy work.

·Faculty should motivate the students and other fellow members towards participation in consultancy projects.

S.No.	Category	Name	Percentage of Share
1	Funded Research Projects from Govt. organizations, R & D Organizations, Industry, University etc.	Principal Investigator	2% of the Received Fund only upon submission of Utilization Certificate (UC)
		All Co-investigators	Total of 1% on Received Fund will be shared upon submission of Utilization Certificate (UC))
2	Consultancy services	Individual / Team	2/3rd to the Faculty (Individual / Team) and 1/3rd to IndSearch

File Description	Document
Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View Document
Any additional information	View Document
URL of Policy document on promotion of research uploaded on website	View Document

3.1.2 The institution provides seed money to its teachers for research (average per year, INR in Lakhs)

Response: 0

3.1.2.1 The amount of seed money provided by institution to its faculty year-wise during the last five years (INR in lakhs).

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

File Description	Document
List of teachers receiving grant and details of grant received	View Document

3.1.3 Percentage of teachers awarded national / international fellowship for advanced studies/research during the last five years

Response: 0.95

3.1.3.1 The number of teachers awarded national / international fellowship for advanced studies / research year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	1	0

File Description	Document
List of teachers and their international fellowship details	View Document
e-copies of the award letters of the teachers	View Document

3.2 Resource Mobilization for Research

3.2.1 Grants received from Government and non-governmental agencies for research projects, endowments, Chairs in the institution during the last five years (INR in Lakhs)

Response: 1.74

3.2.1.1 Total Grants from Government and non-governmental agencies for research projects, endowments, Chairs in the institution during the last five years (INR in Lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	1.74	0	0

File Description	Document
List of project and grant details	View Document
e-copies of the grant award letters for research projects sponsored by government and non-government	View Document

3.2.2 Percentage of teachers having research projects during the last five years

Response: 1.9

3.2.2.1 Number of teachers having research projects during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	2	0	0

File Description	Document
Names of teachers having research projects	View Document

3.2.3 Percentage of teachers recognised as research guides

Response: 15**3.2.3.1 Number of teachers recognized as research guides**

Response: 3

File Description	Document
Upload copies of the letter of the university recognizing faculty as research guides	View Document

3.2.4 Average percentage of departments having Research projects funded by government and non-government agencies during the last five years**Response: 20****3.2.4.1 Number of departments having Research projects funded by government and non-government agencies during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	1	0	0

3.2.4.2 Number of departments offering academic programmes

2020-21	2019-20	2018-19	2017-18	2016-17
1	1	1	1	1

File Description	Document
Supporting document from Funding Agency	View Document
List of research projects and funding details	View Document
Paste link to funding agency website	View Document

3.3 Innovation Ecosystem

3.3.1 Institution has created an eco system for innovations, creation and transfer of knowledge supported by dedicated centers for research, entrepreneurship, community orientation, Incubation etc.

Response:

Innovation, Research and Community Orientation at IndSearch

1. IndSearch Innovation, incubation Enterprise Center – I2IE

IndSearch Innovation Incubation and Entrepreneurship (I2I E) Cell at IndSearch has been existing since 2014. At IndSearch we firmly believe in helping students develop the entrepreneurial mindset irrespective of their choice of career.

Objective of I2IE Cell: Provide focused support to student entrepreneurs through a supportive environment that helps them establish their business ideas and develop their concepts into successful enterprises.

Activities of I2IE Cell - I2IE provides a conducive environment for the students to experiment, fail, correct and rise again. Under the aegis of the I2IE Cell, IndSearch not only provides infrastructure but also the best possible guidance from experts as mentioned below:

1. Guest Lectures by various alumni entrepreneurs
2. Guest Sessions by Experts
3. Guidance regarding feasibility of the idea/project from experts
4. Seed money for starting the venture

1. Guest Lectures Conducted by Alumni Entrepreneurs

SN	Date	Topic	Details
1	2nd Sept 2017	Make In India & Digital India	Mr. Ramesh Birajdar, Reg Controller, Lear Corporation Chal
2	Sat 21st July 2018	Entrepreneurship	Ms. Satyashree Panse, Partner, Joysmiths Pvt Ltd
3	Thursday 4th July 2019	Entrepreneurship	Mr. Hrishikesh Kanade, Founder Coach in Fitspiration

2. Guest Lectures by Experts –

a. Guest Speaker: Mr. Shirang Chitale

Mr. Shrirang Chitale, having National & International industrial experience in the field interacted on 5th January 2017 with MBA students. Mr. Chitale shared many examples of how startups like PayTm and MobiQuick have become successful enterprises in a short span of time.

b. Guest Speaker - Bhargavi Joshirao

I2I E organized a guest lecture by Bhargavi Joshirao (Managing Director - Mobikern Automotive engineering Pvt. Ltd, Pune) on April 4, 2017, attended by 40 MBA students and the faculty. Ms. Bhargavi shared her experiences during the formation of Mobikern.

3. Guidance regarding feasibility of the idea/project from experts – In line with the Make-in India, Start-up India and Atmanirbhar Bharat initiatives of the Government, IndSearch provided guidance to budding student entrepreneurs. Mr. Dilip Sathye – Former Director at SICOM guided 5 students about the feasibility of converting their ideas into start-ups through two workshops.

4. Seed Money for Start-up - The Institute has provided Seed Money to one student, Mr. Bhupendra Mali to help him incubate his Start-up (for registration) Mr. Bhupendra Mali has started a software services organization by the name 5 Hours Digital Marketing.

1. Round Table on Sustainability – A group formed in August 2013 at IndSearch, having around 18 members, to provide a platform for its members invited from various walks of life to discuss various issues related to Sustainability freely and without inhibition. From its inception the Round Table on Sustainability had 39 meetings.

1. Community Orientation - IndSearch is actively involved in community service through joint programmes on Blood Donation Camps, Women Entrepreneurial Development (WEDP) and NSS.

File Description	Document
Upload any additional information	View Document

3.3.2 Number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR), entrepreneurship, skill development during the last five years.

Response: 0

3.3.2.1 Total number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR), entrepreneurship, skill development year-wise during the last five years.

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

File Description	Document
Report of the event	View Document
List of workshops/seminars during last 5 years	View Document

3.4 Research Publications and Awards

<p>3.4.1 The Institution ensures implementation of its stated Code of Ethics for research through the following: 1. Inclusion of research ethics in the research methodology course work 2. Presence of Ethics committee 3. Plagiarism check through software 4. Research Advisory Committee</p> <p>Response: A. All of the above</p>	
File Description	Document
Any additional information	View Document

<p>3.4.2 Number of Ph.D's registered per teacher (as per the data given w.r.t recognized Ph.D guides/supervisors provided at 3.2.3 metric) during the last five years</p> <p>Response: 5</p>	
<p>3.4.2.1 How many Ph.Ds are registered within last 5 years</p> <p>Response: 15</p>	
<p>3.4.2.2 Number of teachers recognized as guides during the last five years</p> <p>Response: 3</p>	
File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	View Document
URL to the research page on HEI web site	View Document

<p>3.4.3 Number of research papers per teachers in the Journals notified on UGC website during the last five years</p> <p>Response: 0.76</p>											
<p>3.4.3.1 Number of research papers in the Journals notified on UGC website during the last five years</p> <table border="1"> <thead> <tr> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> </tr> </thead> <tbody> <tr> <td>6</td> <td>0</td> <td>2</td> <td>2</td> <td>6</td> </tr> </tbody> </table>		2020-21	2019-20	2018-19	2017-18	2016-17	6	0	2	2	6
2020-21	2019-20	2018-19	2017-18	2016-17							
6	0	2	2	6							

File Description	Document
List of research papers by title, author, department, name and year of publication	View Document

3.4.4 Number of books and chapters in edited volumes / books published per teacher during the last five years

Response: 0.33

3.4.4.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
0	3	1	2	1

File Description	Document
List books and chapters in edited volumes / books published	View Document

3.4.5 Bibliometrics of the publications during the last five years based on average citation index in Scopus/ Web of Science or PubMed

Response: 0

File Description	Document
Bibliometrics of the publications during the last five years	View Document

3.4.6 Bibliometrics of the publications during the last five years based on Scopus/ Web of Science - h-index of the Institution

Response: 0

File Description	Document
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View Document

3.5 Consultancy

3.5.1 Revenue generated from consultancy and corporate training during the last five years (INR in

Lakhs).

Response: 0.99

3.5.1.1 Total amount generated from consultancy and corporate training year-wise during the last five years (INR in lakhs).

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0.488	0.5

File Description

Document

List of consultants and revenue generated by them

[View Document](#)

Audited statements of accounts indicating the revenue generated through consultancy and corporate training

[View Document](#)

3.5.2 Total amount spent on developing facilities, training teachers and staff for undertaking consultancy during the last five years (INR in Lakhs).

Response: 0.72

3.5.2.1 Total amount spent on developing facilities, training teachers and staff for undertaking consultancy during the last five years (INR in Lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
0.10	0	0.16	00.400	0.06

File Description

Document

List of training programmes, teachers and staff trained for undertaking consultancy

[View Document](#)

List of facilities and staff available for undertaking consultancy

[View Document](#)

3.6 Extension Activities

3.6.1 Extension activities are carried out in the neighbourhood community, -sensitising students to social issues, for their holistic development, and impact thereof during the last five years

Response:

As a part of social responsibility, IndSearch regularly conducts various extension activities such as Blood Donation Camps, Tree Plantation, Swachhata Abhiyan, in the neighborhoods with students' and teachers' active participation. The past five years data shows almost 100% participation of students in such activities.

The culture of caring for the society is nurtured through all the programs hence various innovative programs are organized during the academic years. The recent flood-relief related activities or saying 'No to Plastic' are the reflections of students being sensitive to the neighborhood and allowing them to understand the dimensions of protection of environment. Students are also sensitized during the Swachhata Abhiyan conducted in rural areas such as Khed in Ahmednagar district.

IndSearch organizes lectures on socially relevant subjects such as drug abuse, HIV, AIDS, Blind-belief which sensitize students about their responsibility towards society. The bio-diversity campus preserves several plants, insects, reptiles of rare species. The principle of 'Seeing is believing' builds the awareness of students towards conservation of nature.

The sensitivity towards nature and society is strongly reflected in the cultural programs arranged by the students during the annual fests of the institute which include environmental protection, urban pollution, agriculture, cleanliness, health and hygiene etc.

Various NGOs are invited regularly at our institute for conducting social programs. The students and faculty of IndSearch respond these activities positively, with full enthusiasm. IndSearch frequently collaborates with following NGOs–

1. JagrutiSeva Sanstha, Pune
2. Mukkam Post Pune
3. AASHNAA Foundation, Pune
4. Rotary Club of Pune Metro
5. Door-Step NGO
6. The Indian Association for Blind
7. Deenanath Mangeshkar Hospital, Pune;
8. Rashtrapita Mahatma Gandhi College, Khed, Ahmednagar.

IndSearch actively participates in the programs run by Central and State Government such as SwachhataPakhawada, International Yoga Day, Rashtrabhasha Divas, Swachha Bharat Abhiyan, Ek Bharat Shreshta Bharat Abhiyan, SmajikEikyapandhrawda etc.

File Description	Document
Upload Any additional information	View Document
Paste link for additional information	View Document

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 last five years

Response: 0**3.6.2.1 Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.**

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

File Description**Document**

Number of awards for extension activities in last 5 year

[View Document](#)**3.6.3 Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years****Response: 34****3.6.3.1 Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years**

2020-21	2019-20	2018-19	2017-18	2016-17
5	12	7	7	3

File Description**Document**

Reports of the event organized

[View Document](#)

Number of extension and outreach Programmes conducted with industry, community etc for the last five years

[View Document](#)**3.6.4 Average percentage of students participating in extension activities listed at 3.6.3 above during the last five years****Response: 41.1****3.6.4.1 Total number of students participating in extension activities listed at 3.6.3 above year-wise during the last five years.**

2020-21	2019-20	2018-19	2017-18	2016-17
171	221	170	155	63

File Description	Document
Reports of the event	View Document
Average percentage of students participating in extension activities with Govt or NGO etc	View Document

3.7 Collaboration

3.7.1 Number of Collaborative activities per year for research/ faculty exchange/ student exchange/ internship/ on –the-job training/ project work

Response: 74.6

3.7.1.1 Total number of Collaborative activities per year for research/ faculty exchange/ student exchange/ internship/ on –the-job training/ project work

2020-21	2019-20	2018-19	2017-18	2016-17
2	130	117	70	54

File Description	Document
Number of Collaborative activities for research, faculty etc	View Document

3.7.2 Number of functional MoUs with institutions of national, international importance, other institutions, industries, corporate houses etc. during the last five years (only functional MoUs with ongoing activities to be considered)

Response: 10

3.7.2.1 Number of functional MoUs with institutions of national, international importance, other Institutions, industries, corporate houses etc. year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
4	1	1	2	2

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	View Document
Details of functional MoUs with institutions of national, international importance, other Institutions etc during the last five years	View Document
Any additional information	View Document

NAAC

Criterion 4 - 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 equipment etc.

Response:

IndSearch has excellent facilities and Physical Infrastructure for curricular, co-curricular, extra-curricular and extension activities. The Institute has two campuses one is located at a prime locality on Law College Road and the campus at Bavdhan which has a rich biodiversity. Both the Bavdhan campus and Law College Road campus premises have spacious classrooms, workshop or tutorial rooms, Seminar halls and auditoriums, with audio-visual aids.

The library contains more than 30000 contemporary volumes and subscribes to over 37 top journals published in India and abroad.

IndSearch has well-equipped Computer Laboratories with modern application software, computers connected with a local area network (LAN) or Wi-Fi. Internet connectivity is with 50 MBPS, Leased Line at the Bavdhan campus and 20 MBPS at the Law College Road Campus. Other facilities include Printers and Scanners. The Institute has a Smart Class room with all the necessary equipment. The LCDs, TV and Photocopiers are used effectively for teaching-learning. The facility for Internal Communications between faculty members and students is through Microsoft Exchange Server 2003/2007/2010 and Document Sharing and Website for each course facilities are provided with Microsoft SharePoint Server 2007/2010. Internet browsing facilities are provided in the Computer Lab / Digital Library for students and faculties with unlimited download with 60 Computers at a time. UPS Power Supply 20 KVA and Genset 62.5 KVA provides uninterrupted power supply. Thus, IndSearch has adequate infrastructural facilities to fulfil the requirements of AICTE and DTE and Savitribai Phule Pune University.

Medical Facilities – Institute conducts medical checkup of all the students once in a year. Institute has a MoU with a local hospital for providing emergency medical care including a doctor on call. First aid boxes are also kept ready for emergency situations. Sick room is available in the campus.

Bio-diversity Campus -The IndSearch Biodiversity Campus, situated a few meters from PG Campus on the hills, is the home to several diverse life forms consisting of several indigenous species of flora and fauna that require protection for regeneration. The Biodiversity Campus is essentially developed as a centre for various activities related to sports and creativity. The courts for games like Basketball, Volleyball and the like, gymnasium, Jogging Track etc., for the use of students are available. An Amphitheatre has been constructed using a natural slope, which is used by students for extra-curricular and cultural activities.

IndSearch has always been sensitive towards social and environmental issues. The concept of a biodiversity campus is just a natural extension of this concern. IndSearch is dedicated and committed to developing management professionals who will contribute to building a vibrant economy and caring society. Bio-diversity campus takes this concept one step further by making the students environmentally sensitive, which is the need of the hour.

This campus is a balm for the body, mind and soul and provides holistic education and nurture the overall

development of the students.

File Description	Document
Upload Any additional information	View Document
Paste link for additional information	View Document

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

Response:

Sports Facilities and Cultural Facilities: With a view to enhance holistic development of the students, the Institute encourages students to participate in sports, co-curricular as well as extra-curricular and cultural activities. The Institute has a gymnasium where students are encouraged to work out to maintain fitness. Under the Fit India initiative of government, the Institute has recently started online fitness sessions for all students every week.

Facilities available for Sports and Cultural Activities:

Sr. No	Facility	Number	Size (Approx in Sq. Meter)
1	Indoor Sports/cultural Facility		800 Sq. Meter
	Table Tennis Tables	3	
	Carrom Boards	4	
	Chess Boards	2	
	Racquets	2	
	Gymnasium	1	150 Sq.Meter
	Auditorium with audio visual equipment	1	238 Sq meter
2.	Outdoor Sports/cultural Facility		
	Football/Volleyball/Cricket Ground	1	6000 sq meter
	Volleyball	1	
	Football	1	
	Basketball	1	
	Open air Amphi Theatre	1	2000 sq meter

Sports: Every year two in-house sporting Events are conducted. One is the IndFest and other is the BioFest. Matches are held between the student teams.

The outstanding sports persons are given certificates and medals. Students are provided with sports equipment by the Institute for their practice. All equipment are maintained regularly.

The Institute also conducts Yoga sessions to encourage students to take up Yoga and maintain a healthy lifestyle.

Cultural Events: IndFest – Every year IndSearch organizes the annual cultural festival, IndFest. In

IndFest students exhibit their talents. They perform in various fields like dance, drama, music etc.

Srujananubhav (*An alliance with creativity*) – This is a cultural club. Under this club various luminaries in the field of performing arts are invited to perform at IndSearch. Also the students are encouraged to participate and perform in various programmes.

Students of IndSearch regularly participate in cultural events organized by other colleges as well as other cultural forums. For example, Vinoduttam Karandak is a competition for Comedy plays in which IndSearch students participate regularly.

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

4.1.3 Percentage of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc. (Data for the latest completed academic year)

Response: 89.47

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 17

File Description	Document
Institutional data in prescribed format	View Document
Paste link for additional information	View Document

4.1.4 Average percentage of expenditure for infrastructure augmentation excluding salary during the last five years (INR in Lakhs)

Response: 7.85

4.1.4.1 Expenditure for infrastructure augmentation, excluding salary year-wise during last five years (INR in lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
4.00166	6.07630	1.68909	1.92111	18.50326

File Description	Document
Upload Details of Expenditure , excluding salary during the last five years	View Document
Upload audited utilization statements	View Document
Upload any additional information	View Document

4.2 Library as a Learning Resource

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

Response:

Library Management System –

IndSearch Library uses the Koha system which was installed in 2018. The book issue and receipt is online. There is an email integration so that students and faculty get email alerts.

Koha – Version :latest version (18.11.09.000)

Year of Automation – 2018

Koha system is maintained by M/s. FirstRay through an AMC

The system enables -

- a. Cataloging of books
- b. Issue of books
- c. Return of books
- d. Online Reservation of books
- e. Search and Advanced Search facility
- f. Reminder for late return
- g. Various MIS reports
- h. Stock taking
- i. Online view access to patrons

Use of Technology –

- Library has a computer lab with five computers exclusively for students at the Bavdhan campus and 4 computers at the Law College road campus.
- These are used by students for accessing e-books, Research Journals, research articles, various subject specific CDs (650+) and other online educational material.
- Library provides services for photocopying, printing etc. for students
- Library area is completely under wi-fi network with open access for students
- Institute has 50 MBPS bandwidth at PG Campus and 20 MBPS bandwidth at UG Campus for internet.
- e-Database subscribed – J-Gate
- Member of National Digital Library
- Member of Marhatta Chamber of Commerce, Industries and Agriculture (MCCIA)

Reading Room –

- A Pleasing and quiet ambience with a seating capacity of 85 at the Bavdhan campus and a seating capacity of 45 at the law College road campus
- Journals Reading Section with subscribed 37 reputed journals including 4 international journals available.
- Leading 7 English and 3 Marathi newspapers subscribed everyday.

e-Content Development by Faculty

e-Content is developed by our faculty for 284 sessions and can be accessed from library.

Book Bank –

- A collection of 1000+ books is dedicated for Book Bank activity for all MBA students.

File Description	Document
Upload any additional information	View Document
Paste Link for additional information	View Document

4.2.2 Institution has access to the following: 1. e-journals 2. e-ShodhSindhu 3. Shodhganga Membership 4. e-books 5. Databases 6. Remote access to e-resources

Response: A. Any 4 or more of the above

File Description	Document
Upload any additional information	View Document
Institutional data in prescribed format	View Document
Details of subscriptions like e-journals, e-books , e-ShodhSindhu, Shodhganga Membership etc	View Document

4.2.3 Average annual expenditure for purchase of books/ e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)**Response:** 4.29**4.2.3.1 Annual expenditure of purchase of books/e-books and subscription to journals/e-journals year wise during last five years (INR in Lakhs)**

2020-21	2019-20	2018-19	2017-18	2016-17
2.96597	5.04917	5.13714	4.92759	3.37072

File Description**Document**

Details of annual expenditure for purchase of and subscription to journals/e-journals during the last five years

[View Document](#)

Audited statements of accounts

[View Document](#)

4.2.4 Percentage per day usage of library by teachers and students (foot falls and login data for online access) during the latest completed academic year**Response:** 25.69**4.2.4.1 Number of teachers and students using library per day over last one year**

Response: 102

File Description**Document**

Details of library usage by teachers and students

[View Document](#)

Any additional information

[View Document](#)

4.3 IT Infrastructure**4.3.1 Institution has an IT policy covering wi-fi, cyber security, etc., and allocated budget for updating its IT facilities****Response:****IT Hardware and Facilities**

The Institute places a lot of importance on leveraging technology for teaching learning. In line with this, the IT facilities at the Institute have been updated from time to time. Further, we are also maintaining the

IT infrastructure by our dedicated faculty with the help of AMC.

The Institute has dedicated Internet leased lines of 50 MBPS and 20 MBPS capacity for Bavdhan and Law College Road campuses respectively. The entire IT infrastructure is provided with an uninterrupted power supply to ensure all time availability of the Web applications of the Institute.

The IT infrastructure is efficiently maintained to support the academic and research activities carried out in the Institute. In order to ensure uninterrupted power supply to the computers, we have a 20 KVA UPS and 62.5 KVA Diesel Generating Set, well maintained by competent agencies. Thus, we assure that the lectures and lab sessions are not affected in case of power failures. We have also signed the Campus Agreement with Microsoft for use of licensed software for all our needs.

The following table summarizes the Annual Maintenance Contracts signed with various agencies for maintaining and supporting our infrastructure:

Sr.No.	Name	From	To	Agency name
1	UPS (On Rental Maintenance)	26-Apr-20 31-May-21	25-Apr-21 30-May-22	UPS Rental
2	Diesel Generator Maintenance (KOEL make)	9-Jan-19	31/08/2022	Omkar Engineers Pvt. Ltd.
3	Domain charges and website hosting charges for indsearch.org website	18-Mar-20	17-Mar-21	Dimakh Consultants
4	Domain charges for indsearch.ac.in website	9-May-18	8-May-27	Ernet India Pvt. Ltd.
5	Microsoft Campus Agreement for use of licensed products, including Office365 E-Mail services	20-Feb-20	31-Mar-21	Genie Infotech
6	Cyberroam Firewall License	1-Sep-19	1-Sep-22	Genie Infotech
7	Seqrite (Quckheal) anti virus license	27/12/2019	26-Dec-21	Genie Infotech
8	Tata Lease Line (50 MBPS) Maintenance and Support	28/09/2020	27-Sep-21	Tata Tele Services

9	Domain charges for indsearch.edu website	9-May-18	8-May-27	Ernet India Pvt. Ltd.
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IndSearch IT Policy

IndSearch IT Policy helps in governing responsible usage of all users of the Institute's information technology resources. Every member of the Institute is expected to be familiar with and adhere to this policy. Users of the campus network and computer resources ("users") are responsible to properly use and protect information resources and to respect the rights of others.

The IT Policy applies to all faculty, staff and students and all others using the IT resources, whether personal or Institute owned, which access, transmit or store various types of related information. The aim of the IT policy is to ensure proper upkeep and usage of the IT infrastructure for supporting and enhancing teaching-learning, research, and administrative activities of the Institute. Detailed IndSearch IT Policy is attached as attachment.

The institute has signed an Annual Maintenance Contracts with various agencies for maintaining and supporting infrastructure:

File Description	Document
Upload any additional information	View Document

4.3.2 Student - Computer ratio (Data for the latest completed academic year)

Response: 2:1

File Description	Document
Upload any additional information	View Document

4.3.3 Bandwidth of internet connection in the Institution.

Response: 250 MBPS

File Description	Document
Details of available bandwidth of internet connection in the Institution	View Document

4.3.4 Institution has the following Facilities for e-content development

1. Media centre
2. Audio visual centre
3. Lecture Capturing System(LCS)
4. Mixing equipments and softwares for editing

Response: E. None of the above

File Description	Document
Upload Additional information	View Document
Institutional data in prescribed format	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Average percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component during the last five years

Response: 20.04

4.4.1.1 Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component year wise during the last five years (INR in lakhs)

2020-21	2019-20	2018-19	2017-18	2016-17
9.04449	29.04508	13.45184	29.66268	8.80831

File Description	Document
Upload any additional information	View Document
Details about assigned budget and expenditure on physical facilities and academic facilities	View Document
Audited statements of accounts	View Document

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

Response:

IndSearch offers one of the best learning environments for the students and other stakeholders. The infrastructure and facilities are well maintained, modern, clean and always functional. The Institute's Dean Student Welfare has been entrusted with the responsibility to monitor proper utilization and maintenance of all the assets. IndSearch's beautiful sports complex in the Biodiversity campus is a place of attraction

for all the students. It is maintained by professional horticulturist.

Libraries are kept clean with regular dusting and vacuum cleaning. Computer Laboratories are extensively used for classes as well as online tests and tutorials. All the computers use licensed softwares obtained under Microsoft Campus Agreement.

All the classrooms are well ventilated and with adequate light.

IndSearch Infrastructure Policy

Preamble:

IndSearch Infrastructure Policy helps in governing responsible usage of all users of the Institute's physical and academic resources. Every member of the Institute is expected to be familiar with and adhere to this policy. Users of the physical and academic resources are responsible to properly use and protect them from any damages.

Scope:

The Infrastructure Policy applies to all faculty, staff and students and all others using the Institute's resources. It excludes IT resources which are covered under the IT policy.

Objectives:

1. Each user of the Institute's physical and academic resources must ensure that it is used for promoting the mission of the Institute towards teaching, learning, research, and administration.

2. Usage of physical and academic resources:

a. The users of the Institute shall make effective usage of library, classrooms, furniture and fixtures, canteen, faculty rooms, administrative offices, gardens, sick room, lifts etc.

b. Security and Integrity - The users must ensure safe usage of the equipment and refrain from causing any damage to the equipment.

c. Asset Management - The Institute has a well-developed mechanism and proper procedures for managing the purchase, deployment, maintenance, utilization, and disposal of equipment installed within the Institute.

3. Implementation of Policy: For implementation of this policy, the Institute prepares necessary rules from time to time.

4. Review and Monitoring: The Policy has a flexibility to decide a suitable frequency for reviewing the policy so as to meet the pace of the advancements in relevant fields.

The infrastructure is efficiently maintained to support the academic and research activities carried out in the Institute. In order to ensure uninterrupted power supply to the computers, the Institute has a UPS and Diesel Generating Set, well maintained by competent agencies. Thus, the lectures and lab sessions are not

affected in case of power failures.

There is a maintenance agreement for the lift which plies from basement to the 4th floor. Also the KOHA license for the library is kept updated regularly. These maintenance agreements are listed in the table below.

Sr.No.	Name	From	To	Agency name
1	UPS (On Rental) Maintenance	26-Apr-20 31-May-21	25-Apr-21 30-May-22	UPS Rental
2	Diesel Generator Maintenance (KOEL make)	9-Jan-19	31/08/2022	Omkar Engineers P
3	Lift Maintenance (Bavdhan and Law College Road Campus)	2020 21-12-2020	2023 20-12-2022	Schindler Kone
4	KOHA license for Library	1-Nov-20	31-Oct-21	First Ray Consultan

Apart from these maintenance services, other items such as furniture, sports equipment and facilities are repaired or maintained on need basis. The institute premises are cleaned on daily basis in order to maintain hygienic conditions

File Description	Document
Upload any additional information	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during last five years

Response: 22.77

5.1.1.1 Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)

2020-21	2019-20	2018-19	2017-18	2016-17
81	124	122	68	37

File Description

Document

upload self attested letter with the list of students sanctioned scholarships

[View Document](#)

Institutional data in prescribed format

[View Document](#)

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution and non-government agencies during the last five years

Response: 0.16

5.1.2.1 Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)

2020-21	2019-20	2018-19	2017-18	2016-17
3	0	0	0	0

File Description

Document

Number of students benefited by scholarships and freeships besides government schemes in last 5 years

[View Document](#)

Institutional data in prescribed format

[View Document](#)

5.1.3 Following Capacity development and skills enhancement activities are organised for improving students capability 1. Soft skills 2. Language and communication skills 3. Life skills (Yoga, physical fitness, health and hygiene) 4. Awareness of trends in technology

Response: A. All of the above

File Description	Document
Details of capability enhancement and development schemes	View Document
Any additional information	View Document
Link to Institutional website	View Document

5.1.4 Average percentage of students benefited by career counseling and guidance for competitive examinations as offered by the Institution during the last five years.

Response: 74.33

5.1.4.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
333	354	325	227	164

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	View Document

5.1.5 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases 1. Implementation of guidelines of statutory/regulatory bodies 2. Organisation wide awareness and undertakings on policies with zero tolerance 3. Mechanisms for submission of online/offline students' grievances 4. Timely redressal of the grievances through appropriate committees

Response: A. All of the above

File Description	Document
Upload any additional information	View Document
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View Document
Details of student grievances including sexual harassment and ragging cases	View Document

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Response: 72.02

5.2.1.1 Number of outgoing students placed year - wise during the last five years.

2020-21	2019-20	2018-19	2017-18	2016-17
65	129	103	163	124

File Description	Document
Upload any additional information	View Document
Details of student placement during the last five years	View Document

5.2.2 Percentage of student progression to higher education (previous graduating batch).

Response: 11.05

5.2.2.1 Number of outgoing student progressing to higher education.

Response: 20

File Description	Document
Details of student progression to higher education	View Document

5.2.3 Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT-JAM/CLAT/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.)

Response: 20

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: IIT/JAM/ NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations, etc.) year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
1	0	0	0	0

5.2.3.2 Number of students appearing in state/ national/ international level examinations (eg: IIT/JAM/ NET / SLET/ GATE/ GMAT/CAT,GRE/ TOEFL/ Civil Services/ State government examinations) year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
1	0	0	0	0

File Description	Document
Upload supporting data for student/alumni	View Document
Number of students qualifying in state/ national/ international level examinations during the last five years	View Document

5.3 Student Participation and Activities

5.3.1 Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter-university/state/national / international level (award for a team event should be counted as one) during the last five years.

Response: 3

5.3.1.1 Number of awards/medals won by students for outstanding performance in sports / cultural activities at inter-university / state / national / international events (award for a team event should be counted as one) year - wise during the last five years.

2020-21	2019-20	2018-19	2017-18	2016-17
3	0	0	0	0

File Description	Document
Number of awards/medals for outstanding performance in sports/ cultural activities at inter-university / state / national / international level during the last five years	View Document
e-copies of award letters and certificates	View Document

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

Response:

As per Maharashtra Public Universities Act 2016, IndSearch Institute has constituted Students' Council. The main objective of this Students' Council is to look after the welfare of the students and to promote and co-ordinate the extra-curricular activities for better life.

IndSearch believes in youth empowerment through quality education. Students of the Institute have given enough freedom to organize, arrange various co-curricular, extra-curricular and cultural activities under the guidance of teaching and non-teaching staff members. IndSearch is proud to mention that the IndSearch students are actively participating in the social activities. To name the few during flood situation in Pune, students helped the displaced community, participation in Community Services, Women Enterprise Development Program.

This active participation by students is helping them in developing qualities required in the competent management professionals such as – planning, organizing, communication, direction, motivation, control, teamwork, leadership. This gives an opportunity to students to apply the theory of management, which they learn in the classroom, leading to development of holistic personality of students enhancing their employability and entrepreneurial abilities.

Student Representatives help and motivate fellow students for arranging and participating various events such as Republic day, Independence day, Srujananubhav, Yoga day, SwachattaPakhawada etc. The student's representatives ensure to maintain the discipline in the Institute by encouraging students to follow the campus conduct rules and regulations. Students are actively involved in overall development of the Institute.

The details of representation of students on various activities –

·**Role of Students in Academic & Administrative Bodies** : Student representative(s) are an integral part of canteen, library, placement (CDC), extra-curricular, co-curricular, sports, disciplinary, anti-ragging, sexual-harassment committees, to name a few. Besides each class has atleast one boy and one girl student representative.

Library Committee: Student representatives review usage of library and provide time to time suggestions for purchase of new books and journals and related academic activities to be conducted in the library. To name a few – Marathi Bhasha Diwas – Book exhibition, Making paper bags out of old news papers, etc.

·**Placement Activities:** The student coordinators in the placement cell help in making calls, visits to companies, arranging the data and helping in coordinating when companies come on campus.

·**Co-curricular Activities:** The coordination in receiving the guests, making stage arrangements, taking registrations, and compering is done by students for any co-curricular activity, like prize distribution functions, seminars, conferences.

·**Extra-curricular Activities:** For extra-curricular activities like Film Making, the college annual function, Srujananubhav- an alliance with creativity, the faculty is assisted in all the activities- right from stage arrangement, technical help, crowd management, parking.

· **Sports:**The appointed sports coordinators collect names of participants for the events, arrangement of schedule, referee, etc. to name a few. The sports activities- matches for cricket, football, badminton, table tennis, chess are enthusiastically conducted by students under the guidance of the faculty.

Actions taken on student suggestions:

- Exchange of books between Law College Road campus and Bavdhan Campus
- Sports competitions as per suggestions from council.
- Organizing committees for cultural events.

File Description	Document
Upload any additional information	View Document

5.3.3 Average number of sports and cultural events / competitions organised by the institution per year

Response: 4.2

5.3.3.1 Number of sports and cultural events / competitions organised by the institution year - wise during the last five years.

2020-21	2019-20	2018-19	2017-18	2016-17
2	5	4	6	4

File Description	Document
Report of the event	View Document
Number of sports and cultural events / competitions organised per year	View Document

5.4 Alumni Engagement

5.4.1 The Alumni Association / Chapters (registered and functional) contributes significantly to the development of the institution through financial and other support services.

Response:

IndSearch Alumni Association

As a part of the Alumni initiatives, the Institute is consistently trying to reach out to as many alumni members as possible. In the past Alumni meets have been conducted in Pune, Mumbai & Bangalore, to enable connecting with alumni.

The Alumni Association at IndSearch is famously known as “Ind-Ex” which is non-registered entity of the Institute.

Some of the objectives of “Ind-Ex” are:

- To encourage, foster and promote a close relationship among alumni and the Institute
- To let the alumni to share their knowledge with the Institute as Speakers for workshop or seminars or guest session
- To involve the alumni in guiding the students through the placement preparedness programme for conducting mock interviews, aptitude tests, and holistic grooming of the students.
- To make available the expertise and experience of the alumni for the development of research and educational activities of the Institute.
- To guide the students with developing a network for professional and academic enrichment.
- To seek input from the alumni for curriculum design and development

The Institute believes in a continuing relationship with alumni, and strengthening the Alumni Network. As an integral part of this activity, Alumni Meet is organized regularly where teaching, non-teaching staff

members interact with the Alumni.

Alumni Participation	Type of Event	No. of Events /Activities	No. of Alumni
2019-20	As Industry Expert in International seminar	1	4
2019-20	Workshop for students	Prasanna Sthalekar 1	1
2019-20	Cultural Event	1	5
2019-20	Guest Lecture on fitness	1 (Hrishikesh Kanade)	1
2019-20	Alumni Meet	1	30
2019-20	Career Counselling	2	2
2019-20	Industry visits – Philips and Mapro	2	2
2018-19	Induction Program	1	1
	Guest Lectures	Ravindra Utgikar+ RinitaLaskar + Aniruddh Limaye + Omkar kukade	4
2018-19	Industry visit	Philips 1	1
2018-19	Alumni Meet	3	40+
2017-18	Guest Lectures	Rinitalaskar	1
2016-17	Guest Session	Uma Pillai	1
	Industry Visit	Emerson (RinitaLaskar)	1
2015-16	Workshop	Manjeet Singh	1
	Cultural Program (Srujananubhav)	Alumni invited	10

The table above shows a very functional alumni association with the Institute. The students and institute both reap benefits of alumni engagement. A significant part of our placements and internships happens at the companies where IndSearch alumni work.

File Description	Document
Any additional information	View Document

5.4.2 Alumni financial contribution during the last five years (in INR).

Response: C. 5 Lakhs - 10 Lakhs

File Description	Document
Any additional information	View Document

NAAC

Criterion 6 - 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

Response:

IndSearch Vision

Develop world-class management professionals to meet the diverse and challenging demands of business, industry, and society.

IndSearch Mission -

Provide international knowledge environment that will enthuse and encourage students and faculty to develop sustainable competencies in emerging global business scenarios.

Nature of Governance –

The Institute is governed by the statutory bodies i.e. The Governing body supported by the Academic Council and the Board of Studies. The quality policy of the Institute is the guiding document and the quality cell is the main driver of all activities at the Institute. The statutory bodies are supported by various committees which are represented by teachers, students and alumni.

Director of the institute with the help of statutory bodies implements policy decisions in the larger interest of the stakeholders. All the decisions of the institute ensure quality enhancement initiatives and its effective use for the students.

Perspective Plan – The Institute's perspective plan is developed in line with the Goals and Objectives consisting of -

- 1. Designing and offering skill-based programmes** to develop managerial and analytical skills that are necessary in the corporate world. Internship/field projects are mandatory part of our programs. Additionally, skill-based courses such as programming, Business Analytics, Python, etc. are introduced as per the requirement.

In line with the skilling India initiative, IndSearch launched more skill-based undergraduate programmes, with practical inputs which in turn gainfully useful to the students.

- 1. Internationalization of Management Education:** IndSearch has collaboration under MOU with the University of Wisconsin, Parkside, USA for student and faculty Exchange. Under this programme, within last five years, 22 students have been to Wisconsin either for a summer exchange or to pursue a Master's degree after completion of MBA from IndSearch. 11 faculty members from University of Wisconsin Parkside, USA have visited IndSearch so far to interact with faculty and students and to conduct courses such as Strategic Corporate Social Responsibility, Cloud Computing, Technology and Operations Management, Business Information Security.

2. **Industry and alumni feedback** is regularly sought with regards to the curriculum and their expectations from our output, to keep it in line with the ever-increasing needs of the industry. As a part of the perspective plan, IndSearch is developing a project-based learning module for the faculty to partner with the industry and develop Management Development Programmes.

1. IndSearch has been promoting **community engagement** for the students and faculty. Various activities like blood donation, tree plantation, going to schools and teaching to students in rural area, donating to NGO's etc. are conducted regularly.

2. To sensitize the students to respect diversity, IndSearch conducts lectures and workshops for the students in this regard.

Participation of teachers in the decision-making bodies – The statutory bodies i.e., the Governing Body, the Academic Council, the Boards of Studies and the Finance Committee all have the representation of faculty members who significantly contribute for student centric decisions.

Apart from the above, the conduct of all the academic, co-curricular and extra-curricular activities is done in consultation with all the faculty members thereby ensuring wholehearted participation.

File Description	Document
Any additional information	View Document

6.1.2 The effective leadership is reflected in various institutional practices such as decentralization and participative management.

Response:

The Institute promotes a culture of participative management, which reflects in all its activities. Our Director General and Director ensure and promote participative management through curricular, co-curricular and extra-curricular activities. SOPs are developed to undertake and administer such activities. After detailed discussion and deliberations and views expressed by different stakeholders, SOPs are developed for implementation. Once policy decision is taken, respective committees are empowered to execute the activity. For monitoring such activities various committees representing, teaching, non-teaching and students are constituted. The outcome of effective leadership, decentralization and participative management are visible in our “Athang” – Intercollegiate activity, which has been now become a practice to showcase talent of youngsters. Various colleges from Pune participate in this event. Complete organization and management of this event is one of the testimony of decentralization and participative management at IndSearch

The Institute encourages participative management for all its decisions. Every decision is based on deliberations and inputs from the concerned stakeholders.

- There are regular faculty meetings, both formal and informal, where the inputs given by the faculty are considered and immediate decisions are taken on important issues. The examples for such faculty meetings include vital activities such as deciding academic calendar, creating the time tables, subject allocation, organizing any national or international events and cultural or co-curricular activities.
- Regular meetings are conducted to take a quick review of the progress of the work done. The feedback is discussed with the concerned Deans and immediate action is taken. Some concerns are further taken up to the Deans, Director and Director General.
- The students provide feedback regularly through the meetings of the student council. The matters raised by the students are urgently attended by the Director. Students also are part of various committees and their inputs are equally considered.

File Description	Document
Any additional information	View Document
Link for strategic plan and deployment documents on the website	View Document

6.2 Strategy Development and Deployment

6.2.1 The institutional Strategic / Perspective plan is effectively deployed

Response:

Strategic Plan/ Perspective Plan – The Institute’s strategic Plan/perspective plan is developed in line with the Goals and Objectives. The plan focuses on:

1. **Development and Deployment of ICT** – The Institute has adopted the technology to improve the teaching learning and transparent evaluation processes. IndSearch has made a successful attempt to use ICT in its administration and student-centric services. Besides, its successful execution in monitoring students’ academic progress since their admission to placement. One of our faculty member Prof. Upendra Lele has developed IndSearch Information System (IIS) which is duly recognized with copyright and deployed successfully for the benefit of stakeholders. This system is upgraded to the tune with time and requirement of stakeholders, including pandemic Covid-19. IIS has helped in maintaining majority of our academic records in the digital form and thereby saving loads of papers in last three years.
2. **Curriculum enhancement**-IndSearch has been taking feedback from the industry and alumni regularly with regards to the curriculum to keep it in line with the current needs of the industry.
3. **Inculcating Universal Human Values** - IndSearch has been insisting on community services for the students and faculty and conducting activities like blood donation, tree plantation. IndSearch emphasizes on building strong human values and therefore the subjects such as Human Values and Business Ethics are mandatory part our MBA, BMS and MMS programs. In addition to inculcate the values such as non-violence, faith, trust, helping others, honesty, and equality, eminent speakers

are invited to sensitize students on these values. Going to schools in rural area and teaching the children there, is one of the example of bridging the urban-rural gap. As a part of the perspective plan and with the objective of creating caring citizens, IndSearch is partnering for more community services programmes with the neighboring schools, villages NGO's and Government bodies.

4. **Fostering Research Culture** – To encourage a research culture, the Institute has introduced new schemes to help faculty and research scholars undertake minor and major research projects and publications in SCOPUS/UGC Care listed journals from Academic year 2020-21
5. **Designing and offering more skill-based programmes** - From AY 2020-21, the Institute has planned to launch One year Post Graduate Diploma Programmes to provide an avenue for working professionals to enhance and upgrade their skills. Also, the Institute plans to launch the Undergraduate programme in e-commerce and supply chain and Computer Applications and Business Analytics as these are the emerging areas in which students can find good employment opportunities from AY 2021-22
6. **Collaborating with Institutes of International Repute**-As a part of the perspective plan, IndSearch plans to have MoU's with International Universities to enhance the -International exposure to faculty and students through the exchange programmes. Given the current Pandemic situation, the Institute is also planning to partner with International Universities to enable our students to take some courses in online mode from the Academic Year 2022-23.

Overall, the Institute strives to ensure the satisfaction of all the stakeholders by continuously enhancing and upgrading the systems, processes, and methodologies.

File Description	Document
Any additional information	View Document
Link for additional information	View Document
Link for Strategic Plan and deployment documents on the website	View Document

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

Response:

The institutional bodies such as Governing Body, Academic Council and Board of Studies are instituted as per UGC guidelines. The institute has a well-defined organization structure and their roles and responsibilities. The positions in the organization support these institutional bodies to ensure effective and efficient decision making and the execution. Documented policies ensure smoother and decentralized functioning.

Authority and distribution of administrative and academic work:

Sr.	Name of the authority	Distribution of work
-----	-----------------------	----------------------

1	Director General	Dr. Ashok Joshi, the founder Director of IndSearch has an eminent academic field and has held several prominent positions in international bodies like AIMS, AMDISA, SAARC. Backbone of planning and implementation. Academic advisor of the institute.
2	Director	Academic, Administrative and financial planning, strategic development, Industry connects and corporate relationships Performance management, teaching and teaching staff, etc.
3	IQAC	Implementing quality initiatives, seeking feedback of stakeholders and corrective/preventive actions. Ensure compliance to the policies and documentation.
Academics		
4	Dean PG and UG Programs	Academic Administration, release and adherence of academic calendar, allocation, monitoring of mentorship, teaching plans and internal evaluation
5	Dean Quality & Research	Overall quality in education and the institute. Drives various quality initiatives, ensures compliance to the quality standards set by the Institute and improvement. Dean Quality also has a responsibility to administer the Quality Centre at the Institute.
5	Dean Students Welfare	Student-centric programs, Holistic development of students
6	Controller of Examinations	Conduct/monitor continuous, comprehensive evaluation of the students internal and external examinations.
Administration		
7	Registrar	Overall administration and monitoring administrative processes, welfare of non-teaching staff and maintaining the records.
8	Accountant	Fees related matters, purchases, payment and receipts, bank reconciliation, accounting and provide information support to CA
9	Sr. and Jr. Clerk	Scholarship related matters, PNS, AISHE Survey etc. Exam form preparation, payment of exam fee challan, collection and results, correspondence with university, DTE Admissions, AICTE.
Computer Lab		
10	Computer Lab Assistant	Maintaining computer lab dead stock register, maintaining computer assets, initiate new procurement and disposal of used/old equipment
Library		
11	Librarian	Issue and collect books, Operate Koha system, Purchase books, maintain records and bills, Journal subscriptions, Maintenance and housekeeping in library
Placement		
12	Placement Officer	Internship and Placement of students, arranging value added programs, strengthening the placement of the students, Visit to Industry, institute, Executive education programme

File Description	Document
Any additional information	View Document
Link to Organogram of the Institution webpage	View Document
Link for additional information	View Document

6.2.3 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Screen shots of user interfaces	View Document
Institutional data in prescribed format	View Document
ERP (Enterprise Resource Planning) Document	View Document
Any additional information	View Document

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development/ progression

Response:

The Institute places utmost importance on the welfare of the teaching and non-teaching staff. The welfare schemes available for teaching and non teaching staff in the Institute are as follows:

1. Medical Insurance- We have the facility of medical insurance up to 1 lakh of rupees for the faculty members and cashless hospitalization up to Rs.25000. So far 11 faculty members have availed the facility of medical insurance in the last 5 years. Over and above, in certain situations the institute provides additional help to employees to overcome any medical emergencies. One of the recent examples was one of our non-teaching staff had a medical emergency and the expense was very high. All the employees voluntarily contributed and IndSearch contributed with 50% of the amount.
2. Primary Medical Assistance – Primary Medical Assistance is provided to teaching, non-teaching staff and students of the Institute. The Institute has a tie-up with a near-by hospital to provide such medical assistance to our employees.
3. Research endowments – Funds are made available for Research assignments on the demand of the

faculty member as per the recommendations by research committee of the Institute. Faculty members are benefited in the form of reimbursement of registration fees and conference expenditure.

4. Subsidized transportation/ free transportation – Transport reimbursement is provided to non-teaching staff.
5. Two pairs of uniforms are provided to non-teaching staff every year.
6. Priority admission and Fee concession for employees, and their children – Concession in fees is provided to admitted employees and their children. 3 employees have benefited of this during last five years.
7. EPF – There are average 13 employees who are eligible for the benefits of this scheme.
8. Group Insurance – Currently 2 employees in the Institute are covered under this scheme.
9. Canteen facility is provided at 20% less than the market rate for non-teaching staff.
10. Gratuity – 10 employees have been given gratuity in the assessment period.
11. Leaves – In addition to the statutory leaves such as Casual Leave, Sick Leave and Privilege Leave, in case of medical emergency or unusual circumstance like death of a family member, faculty are allowed to take additional leave and adjust it against their privilege leave later. Maternity leave as per the norms can also be availed by the lady faculty members.

File Description	Document
Any additional information	View Document

6.3.2 Average percentage of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the last five years.

Response: 18.86

6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
0	6	2	9	2

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

6.3.3 Average number of professional development / administrative training Programmes organized by the institution for teaching and non-teaching staff during the last five years.

Response: 14.4

6.3.3.1 Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
17	28	7	10	10

File Description	Document
Institutional data in prescribed format	View Document

6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).

Response: 4.74

6.3.4.1 Total number of teachers attending professional development Programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
03	02	00	00	00

File Description	Document
IQAC report summary	View Document
Institutional data in prescribed format	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

The primary objective of the institutional financial audit is to review the balance sheet and income and expenditures accounts. Audited financial statements are a source of confidence to the management and allow the management to take actions to promote institutional growth. IndSearch Institute of Management Studies & Research has a well-established and transparent financial system in the institutions. The Institute

follows a well-defined process of auditing .

Internal Audit-

The Institute has a proper system of internal checks and balances to ensure that all transactions are properly checked and recorded. At the beginning of every year, a budget is prepared and approved by the Management. The Finance committee defines and monitors the limits of the budget. All the activities are planned and budgeted; for e.g. salary (teaching and non-teaching staff), infrastructure augmentation etc. All the activities are conducted as per the approved budget. An internal approval system for all expenses is in place. Accordingly, a bill/voucher is prepared by the accountant. It is checked and approved by the Director and management. The payments are made by cheque or in cash as per the requirement of the vendor. Tally Software is used to keep a proper record of all the receipts and expenses.

For every activity, the proposal is prepared by the coordinator, submitted to the Director, after careful verification the Director submits the proposal of the activity for final sanction or approval to the management mainly to Hon. Secretary

External Audit -

An external auditor is appointed by the Management of the Institute. The Auditor is a practising Chartered Accountant who carries out the financial audit as per the statutory requirements

The auditor, as a part of an audit, reviews financial transactions and expenditure records. The external audit includes verification of income and expenditure, receipts and payments, fees collections, payment of professional tax, provident fund, income tax, finalization of audit, and preparing audit report. Finalization of the account is completed and audited statements are prepared duly signed by the Chartered Accountant and members of the Management. In this way, the Institute maintains proper accounting and auditing mechanism by conducting financial audits regularly.

The Institute does conduct internal and external financial audits regularly and has a mechanism for internal and external audit.

- a. The Institute carries out an internal audit with the inhouse staff.
- b. External audit is carried out by a practicing Chartered Accountant after the end of the financial year as per statutory provisions.

The accounts have been audited regularly by a qualified auditor duly appointed. There have been no major audit objections. The audit reports are placed before finance committee regularly for compliance of minor procedural remarks.

File Description	Document
Any additional information	View Document

6.4.2 Funds / Grants received from non-government bodies, individuals, philanthropists during the last five years (not covered in Criterion III and V) (INR in Lakhs)**Response:** 0**6.4.2.1 Total Grants received from non-government bodies, individuals, Philanthropers year-wise during the last five years (INR in Lakhs)**

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

File Description	Document
Institutional data in prescribed format	View Document

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources**Response:****Sources of Funds -**

Major sources of funds are from students' fees, interest on deposits, Consultancy and training charges, donations from alumni. The institute facilitates government scholarship to students. However, a constant follow-up is done with government departments for the timely re-imbusement.

Every year efforts are made to have full admissions as per sanctioned intake.

Revenue collected in the beginning of the academic year is prudently invested in Fixed deposits.

The Institute also organizes Management Development Programs for the corporate executives. Additionally, based on the response from students, Institute conducts part-time certificate courses, diploma programs for working executives.

Optimal utilization of funds is ensured through following steps / practices –

1. All major purchases are procured through seeking at least 3 quotations for eligible vendors. Institute gets competitive quotes for the purchases. For example, the appointment of canteen contractor was initiated through a tender requirement published in local newspaper.

2. Standard accounting practices are followed in keeping track of various expense heads.
3. All the equipment including computers, hardware, UPS, Batteries, Generator, Lift, Solar System etc. are under annual maintenance contract so that institute avoids breakdowns and related costs.
4. Optimal utilization of faculty members to have minimal dependence on visiting faculty.
5. Budgetary control and cost control measures are concurrently applied for decision making.
6. There is tight control over the management of petty cash. For this purpose accounts are scrutinized by appropriate authorities periodically.
7. Most of the revenue is collected either by DD, Cheque or net banking. Online Digital transactions are facilitated.
8. Monthly cash flow is reviewed once in a fortnight and controlled tightly.

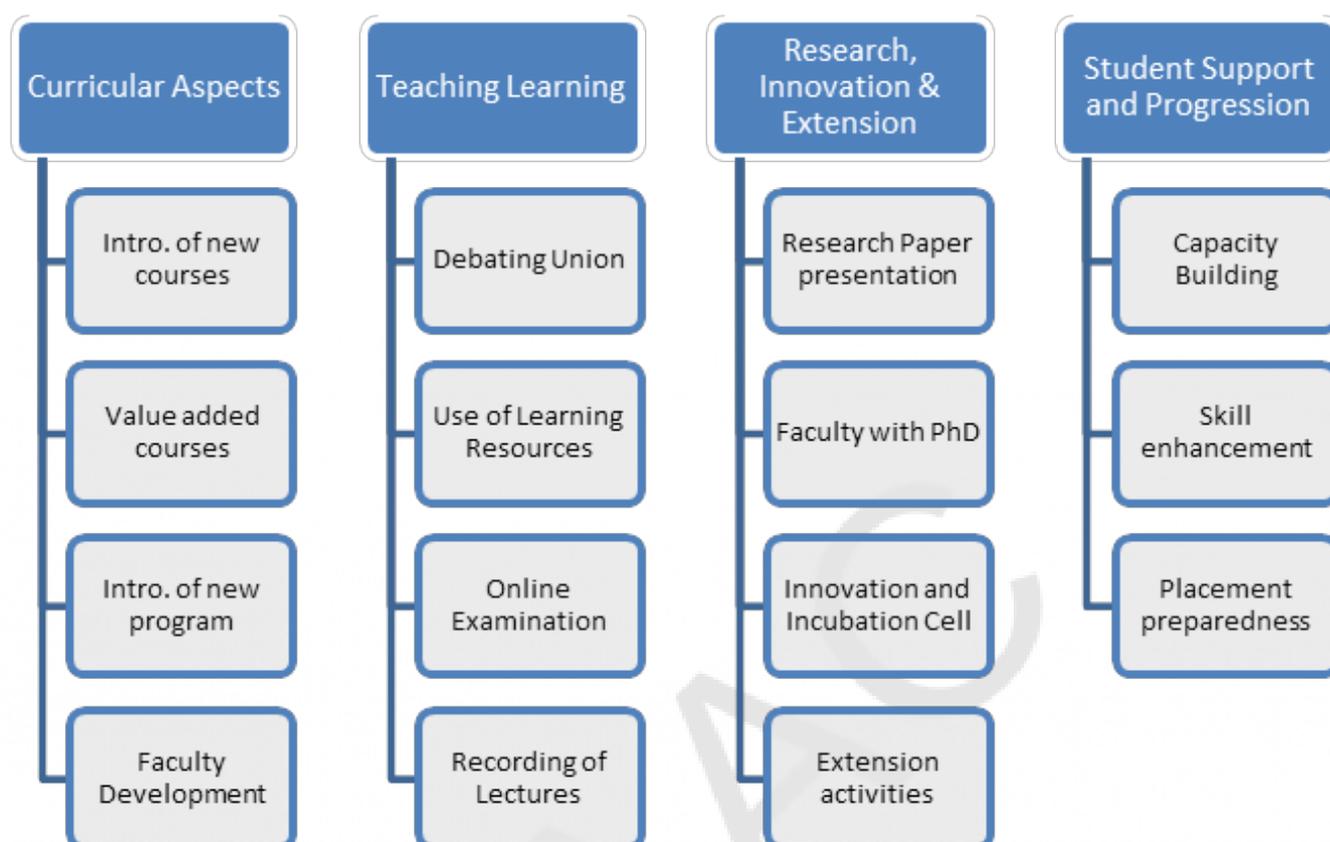
6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes visible in terms of – Incremental improvements made for the preceding five years with regard to quality (in case of first cycle) Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives (second and subsequent cycles)

Response:

The Institute is now being assessed by NAAC for its third cycle. Based on the inputs received during the second cycle, the IQAC which is the main driver of all the activities at the Institute, has evolved several improvement measures which have been adopted to enhance and sustain the quality of education imparted at the Institute.

Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives (second and subsequent cycles)



A table below highlights the initiatives lead by IQAC within the Institute for institutionalizing the quality assurance strategies and processes. The table below compares the progress made by the institute over last five years i.e. post last NAAC cycle.

Sr.No.	IQAC Initiative	Incremental Improvements made in last 5 years	Before Cycle	this Cycle
1	Introduction of New Programs	<ol style="list-style-type: none"> 1. BMS 3 year UG program introduced from 2016-17. Dual specialization for BMS introduced from 2018-21 Batch 2. Operations and Supply Chain specialization introduced in MBA. 3. Certificate courses 	No UG	Progr
2	New Courses	Total 110 new courses were introduced for MBA,BMS,MMS and PG Diploma Programs during this cycle.		
3	Value-added Courses	<ol style="list-style-type: none"> 1. Personality Development 2. Tally 3. MS Excel and Power Point 4. Advanced Excel 5. Business Communication 6. UWP Course on Information Security 7. Wealth Management 8. Six Sigma <p>During this cycle of accreditation, the value-added courses are of minimum 30 hours duration. The value added courses which were mentioned in</p>	36 Value add	of short durat

		previous NAAC accreditation such as Supply Chain Mgmt, Foreign Language and subject specific value added courses are now incorporated in the syllabus.		
4	Introduction of Debating Union	To improve public speaking and general awareness on current affairs	Not Applicable	
5	Use of Information Technology	<ol style="list-style-type: none"> 1. Use of Learning Resources – A repository for e-Resources 2. Use of online mode for concurrent evaluation 3. Video Recording of lectures 4. Introduction of IndSearch Information System (IIS) which is an in-house developed ERP system 5. Smart Board in Seminar hall 6. Wi-Fi and LAN for all classrooms and Library. 	1.	Not A
1. 6	1. Promotion of Research, Innovation and Extension activities	<ol style="list-style-type: none"> 1. 54 Faculty development programs on Research Methodology, Skill development, quality initiatives 2. Participation and paper presentation in conferences 3. 5 Faculty were awarded Ph.D. 4. 5 Faculty registered for Ph.D. 5. So far 134 research students received their Ph.D. from SPPU 6. 30+ Extension activities with a significant students' participation every year. 	Till this research received the	from SPPU
7	Capacity Building and Skill Enhancement	<ol style="list-style-type: none"> 1. 55 Capacity Building and Skill Enhancement activities conducted 2. Placement Preparedness sessions for final year students resulting in near 100% placements 3. 50+20 Mbps line for internet connectivity is available at Bavdhan + Law college road campus respectively for skills enhancement. 4. A television set is installed for giving latest information to students. 	<ul style="list-style-type: none"> • Limit • Lesse • 2 Mbp 	<ul style="list-style-type: none"> • Limit • Lesse • 2 Mbp

File Description	Document
Any additional information	View Document

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations

and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Response:

The Quality Policy of IndSearch Institute of Management Studies & Research has been framed by IQAC and the IQAC works towards adherence to the same by ensuring the involvement of all the stakeholders. The role of the IQAC is central in reviewing and enhancing the teaching-learning process, structures as well as methodologies of operations.

The IQAC works on the following premises

1. The need for a student-centric approach
2. The feedback obtained from the stakeholders
3. The guidelines provided by the UGC, The State Government, and the University.
4. The expert opinions during interactive meetings.

Based on the information received from various sources, the IQAC has intervened in the teaching-learning processes bringing about the following incremental improvements

1. With a view to adopt Outcome-based Education (OBE), the IQAC introduced of adoption of Bloom's Taxonomy. Accordingly, the question bank prepared by the Faculty is mapped with the Course outcomes for each subject
2. With a view to enhancing the use of ICT in teaching-learning and evaluation, the IQAC initiated the in-house development of the IndSearch Information System for recording daily sessions and conducting Online exams
3. To ensure updated and latest knowledge, the IQAC through the syllabus revision has introduced 110 new courses across various programmes in the last five years.
4. Introduction of Debating Union as a skill development process included as part of regular timetable. This has helped students to To improve public speaking and general awareness of current affairs
5. Syllabus Upgradation as per the current requirements. For e.g. The syllabus for the full credit paper Indirect Taxes was required to be changed, due to the introduction of GST. As per the processes set by the IQAC, the Dean PGP in consultation with subject experts adopted the revised syllabus.
6. Similarly, the IndSearch Study Abroad Programme (ISAP) was being conducted as an elective from the Academic Year 2014-15. Although the programme provided good inputs to the students, very few students

could afford the elective. To ensure that there was no discrimination amongst the students, it was decided to recommend to the Academic Council to convert this elective to fieldwork where domestic tours can be arranged and more students can participate. This was then taken up in the Board of Studies and the Academic council.

7. Another current instance is the shifting from face to face classroom sessions to online sessions. Given the pandemic situation, the IQAC through its regular review was able to anticipate the lockdown situation and enable the switch from face to Face classes to online classes on Microsoft teams without sacrificing a single day.

File Description	Document
Any additional information	View Document

6.5.3 Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements
2. Collaborative quality initiatives with other institution(s)
3. Participation in NIRF
4. Any other quality audit recognized by state, national or international agencies (ISO Certification)

Response: 3 of the above

File Description	Document
Upload e-copies of the accreditations and certifications	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document
Paste web link of Annual reports of Institution	View Document

Criterion 7 - 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 last five years.

Response:

The Institute believes and promotes gender equity through various activities and precautionary measures within the campus. Accordingly, an action plan is prepared every year. Some of the major initiatives included in these plans are –

Institute tries to inculcate gender sensitivity through academic programs. Under the subject 'Business Values and Ethics' our faculty member ensures that gender sensitivity is inculcated through various curricular and co-curricular activities like group discussions, PowerPoint presentations, case studies, debate competitions etc.

The institute organizes various seminars and workshops for students and faculty wherein equal opportunity is provided to represent, to lead and to manage the concerned activity.

Safety & Security:

- 24X7 professional security is made available at both campuses
- Both the campuses are under CCTV surveillance, prominent locations are monitored regularly.
- Intercom connectivity is provided at the main gate alongwith connectivity at each floor as precautionary measure to deal with unauthorized entry.
- Vehicles are restricted to be parked in the parking slots during office hours.
- Students are allowed to enter the premises with their identity cards.
- The Fire Fighting system is installed at both the campuses and is operational.
- Under MOU in case of emergency medical assistance is made available along with first aid box.
- The institute has established Anti sexual harassment Committee for Prevention of Sexual Harassment.
- The Institute has functional Women's Grievance Cell.
- The Institute has Grievance Redressal Committee to resolve and ensure effective solution to any grievances of faculty and students.
- The institute also has Anti-Ragging Cell consisting of representative of all the stakeholders.

Counselling: Besides mentorship, Counselling facility is made available to the students. We have a professional counsellor coming to the campus for every week, meeting with the students on a one-on-one basis. This is helpful to resolve issues relating to anxiety, exam phobia, stress, homesickness, and social / emotional issues.

Gender Sensitivity Workshops/Lectures and Gender Sensitivity Drive : The Institute conducts workshops on gender sensitivity to sensitize the students. A Gender sensitivity drive is conducted regularly every year as a part of induction program.

Separate Common Rooms for Girls & Boys: We have provided separate Girls common room and boys

common room with adequate washroom facilities.

Equal Opportunity Employer – The Institute is an Equal Opportunity Employer. Among the faculty, we have always had a greater number of women faculty members as compared to the male faculty members.

We practice gender equity in all our initiatives. Every committee irrespective of its nature and functioning, has a good number of women's active participation.

File Description	Document
Annual gender sensitization action plan	View Document
Specific facilities provided for women in terms of: a.Safety and security b.Counselling c.Common Rooms d. Day care center for young children e. Any other relevant information	View Document

7.1.2 The Institution has facilities for alternate sources of energy and energy conservation measures

- 1.Solar energy
- 2.Biogas plant
- 3.Wheeling to the Grid
- 4.Sensor-based energy conservation
- 5.Use of LED bulbs/ power efficient equipment

Response: B. 3 of the above

File Description	Document
Geotagged Photographs	View Document
Any other relevant information	View Document

7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- Solid waste management
- Liquid waste management
- Biomedical waste management
- E-waste management
- Waste recycling system
- Hazardous chemicals and radioactive waste management

Response:

- 1.Solid Waste Management –

1. The sources of solid waste includes office, computer laboratory, canteen and construction work. To minimize the problems of waste disposal, there are dust bins which are placed at various places like corridors, wash rooms and in the canteen area.
2. We have also installed a **sanitary pad incinerator** in one of the Ladies washroom for disposal of the sanitary pads in an environment friendly manner.
3. The dry waste such as old newspapers are given to the vendor periodically whereas tree leaves are allowed to decompose naturally.
4. The students have implemented various cleanliness drives within and outside campus. The students are helping others through NSS drive to maintain the cleanliness.
5. The wet waste generated in the canteen and on the campus is converted into vermicompost located at the campus. This compost is utilized at the campus for gardening purposes later.
6. At Biodiversity campus of the institute, faculties, students with the help of gardener and contractor maintain the bio-diversity in its natural form.

2. **Liquid Waste Management** – The institute being a Management department, does not generate any liquid waste.

3. **Bio-medical Waste** - These types of wastes are not generated in the institute.

4. **E-waste Management:** The e-waste includes used computers, CDs, Keyboards, UPS systems and electronic items, non-repairable and non-usable. For disposing E-waste the institute has identified certified e-waste management agency. Such e-waste is stored in a room where the accounts person and IT person jointly inspect the condition of the material. The institute obtains quotes from the registered E-Waste disposal agencies and from them we select one agency for disposing of the E-waste. Currently our e-waste is disposed off by Poona E-Waste Solutions.

5. **Hazardous waste management:** Used oil from diesel powered gen-set is taken care of by the AMC contractor. Similarly, inverter batteries are returned to the supplier for recycling. No other hazardous waste is generated on campus.

6. **Waste Recycling:** Institute promotes conservation of the environment and natural resources. As stated above, institute recycles e-waste, dry waste, wet waste in an environment-friendly manner while specific dry waste is reused and recycled.

File Description	Document
Geotagged photographs of the facilities	View Document
Any other relevant information	View Document

7.1.4 Water conservation facilities available in the Institution:

1. Rain water harvesting
2. Borewell /Open well recharge
3. Construction of tanks and bunds
4. Waste water recycling
5. Maintenance of water bodies and distribution system in the campus

Response: A. Any 4 or all of the above

File Description	Document
Geotagged photographs / videos of the facilities	View Document

7.1.5 Green campus initiatives include:

1. Restricted entry of automobiles
2. Use of Bicycles/ Battery powered vehicles
3. Pedestrian Friendly pathways
4. Ban on use of Plastic
5. Landscaping with trees and plants

Response: A. Any 4 or All of the above

File Description	Document
Geotagged photos / videos of the facilities	View Document
Any other relevant documents	View Document

7.1.6 Quality audits on environment and energy are regularly undertaken by the Institution and any awards received for such green campus initiatives:

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

Response: A. Any 4 or all of the above

File Description	Document
Reports on environment and energy audits submitted by the auditing agency	View Document
Certification by the auditing agency	View Document
Any other relevant information	View Document

7.1.7 The Institution has disabled-friendly, barrier free environment

1. Built environment with ramps/lifts for easy access to classrooms.
2. Divyangjan friendly washrooms
3. Signage including tactile path, lights, display boards and signposts
4. Assistive technology and facilities for Divyangjan accessible website, screen-reading software, mechanized equipment
5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of

reading material, screen reading

Response: A. Any 4 or all of the above

File Description	Document
Policy documents and information brochures on the support to be provided	View Document
Geotagged photographs / videos of the facilities	View Document

7.1.8 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).

Response:

The Institute promotes a culture of tolerance and harmony. Several initiatives are taken to provide an inclusive environment.

During the last five years several drives and activities towards cultural, regional, linguistic, communal socioeconomic and other diversities were organized.

- Sadbhavana day is celebrated every year on 20th August.
- Samajik Eikya Pandharwada was celebrated in the year 2019-20.
- Matrubhasha Diwas was celebrated.
- To promote local linguistic activity an elocution competition was organized on the occasion of Marathi Bhasha Diwas and during Marathi Bhasha Pandharwada. 1 minute speech, extempore speech activities are conducted during 2019-20.
- As per the notifications from AICTE Ek Bharat Shreshtha Bharat Programme- Activities were conducted in the Institution in digital format in view of COVID-19 . Various activities were organized on the campus, a cultural club was organized in the view to celebrate, to promote and establish and build cultural bond between the state of Maharashtra and Odisha, Video about culture of Odisha was screened and on website the activity Eka Vakya were placed everyday, where the institute uploaded one sentence in English and its translation in Odiya language. During the visit of the UGC committee for extension of Autonomous status, the students of IndSearch, dressed in the traditional attire welcomed the experts.
- To bridge the socioeconomic gap in the society the institute has developed various activities such as lab to land, WEDP from the year 2000. During the year 2017-18, the students and faculty members visited NGO called “Door-step” in Pune which is working for construction site workers children.

Diversity	Program	Year	Date
Cultural	Ek Bharat Shreshtha Bharat	2019	15th Jan. 2020
Regional	Ek Bharat Shreshtha Bharat – Maharashtra	2019	15th Jan. 2020

	Odisha		
Linguistic	1. Matru Bhasha Diwas	Every year	21st February
	1. Marathi Bhasha Pandharwada	2019	1st to 15th Jan. 2019
	1. Elocution Competition	2019	8th Jan. 2019
Socioeconomic	1. Sadbhavana Diwas	Every year	20th August
	1. Woman Entrepreneurship Development Program	Every year	N.A.
	1. Samajik Aikya Pandharwada	Every year	N.A.
	1. Visit to NGO	2017	14th Nov. 2017

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

7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).

Response:

The Institute is committed to nurturing socially responsible citizens. With this aim to sensitize students and employees, toward their duties as mentioned in the constitution, the following initiatives are taken:

1. Celebration of the National days like **Republic Day and Independence Day**
2. Special guest sessions on **150th Birth Anniversary of the father of the Nation Mahatma Gandhiji**. Slogan writing competitions based on Mahatma Gandhi's principles is also conducted. This helps inculcate in students the values that our National Leaders and Freedom Fighters fought for.
3. Celebration of the **Ekta Diwas**. The faculty Staff and students, take the ekta pledge to foster a spirit of Unity and harmony
4. Guest sessions on gender Diversity to sensitize students towards the issues of diversity
5. Activities under the **Ek Bharat Shreshta Bharat Abhiyan** to orient students to our rich cultural heritage
6. Activities like **Ban of single use plastic** to ensure preservation of the natural environment and have an environmentally friendly attitude

7. With a view to promote harmony and religious tolerance, activities are conducted under the aegis of the **SamajikEikyaPandhrawda**

8. **Guest sessions on value systems, ethics, work culture** are organize to ensure a holistic development of students as responsible citizens of the country.

9. Apart from this the IndSearch Library organizes an **exhibition of various books** related to the theme of values, ethics, morals, unity, and tolerance.

File Description	Document
• Details of activities that inculcate values; necessary to render students in to responsible citizens	View Document
Any other relevant information	View Document

7.1.10 The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.

1. **The Code of Conduct is displayed on the website**
2. **There is a committee to monitor adherence to the Code of Conduct**
3. **Institution organizes professional ethics programmes for students, teachers, administrators and other staff**
4. **Annual awareness programmes on Code of Conduct are organized**

Response: A. All of the above

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

7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).

Response:

The Institute is enthusiastic in celebrating all National and International Commemorative days and events.

Faculty members are assigned to coordinate the events and ensure student engagement.

The Independence day and the Republic day of our Country is celebrated by the institute every year on the 15th of August and 26th of January respectively. Every year the flag hoisting ceremony is conducted with students participating and putting up some small cultural show.

Other Commemorative Days: The institute also commemorates the birth and death anniversaries of various national leaders to promote the national spirit within the students. This includes August Kranti Day, International Yoga Day, Hutatma Day, National Unity Day etc.

30th SAARC Charter Day Celebration - The South Asian Association for Regional Co-Operation (SAARC) 30th Charter Day was celebrated at IndSearch on **Monday, 28th December 2015**.

August Kranti Day - On 8th August 1942, Mahatma Gandhi and other prominent freedom fighters launched quit India Movement. The then British government responded to this by arresting Mahatma Gandhi and his disciples on 9th August. This day is marked as August Kranti Divas in India's independence struggle. Every year, Students at IndSearch celebrate this historic day by taking an oath to whole heartedly contribute to built a new progressive India. The teachers and students together pledged for clean, Poverty free, corruption free, communalism free and castism free India.

International Yoga Day – 21st June -Every year on the 21st of June, the Institute celebrates the International Yoga Day by conducting Yoga session for all faculty and staff. Students are generally not on campus during this period. Hence Yoga workshops for students are conducted during the academic year.

Celebration of 70th National Constitution day -On 26th November 2019, IndSearch celebrated the 70th Anniversary of the Indian Constitution Day on 26th November 2019.

Surgical Strikes Commemoration Day 29th September - Every year guest sessions are arranged to commemorate the Surgical Strike Day on 29th September. IndSearch had organized a guest lecture of Col. Sarvottam Hasabnis for MBA students in the year 2018. Col. Hasabnis made this session more interesting by sharing his experiences as a soldier and answered questions related to Surgical Strike. The guest session cultivated Pride for Indian Armed Forces in the minds of audience and will surely help the students in having successful career path and achieving desired goals

Apart from above, various events promoted by the state as well as central Government are organized. During these events the institute conducts competitions, exhibitions, cultural activities or sometimes arranges guest sessions. A detailed list of events conducted is attached.

File Description	Document
Geotagged photographs of some of the events	View Document
Any other relevant information	View Document
Annual report of the celebrations and commemorative events for the last five years	View Document

7.2 Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Response:

IndSearch Institute of Management Studies and Research has introduced several best practices.

Best Practice 1

Title of the Practice - “Women Entrepreneurship Development Program” of IndSearch

Objective of the Practice - To empower women from underprivileged section of the society through enterprise

Description of Best Practice:

IndSearch has taken keen interest in Empowerment of Women coming from weaker sections of the society. According to the NATIONAL POLICY FOR THE EMPOWERMENT OF WOMEN (2001), The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women.

To implement the principle of gender equality and as a part of social Community service and outreach programme drive at IndSearch, the Institute has started a community development women empowerment program titled “**Women Entrepreneurship Development Program**” (WEDP) from the academic year 2000-2001.

In line with the objectives of the National Policy for the empowerment of women, equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office etc., IndSearch has recognized that Empowering women is the need of the society. Also it is one of the thrust areas of Rotary. IndSearch organizes a training program every year for ‘Empowering women through Enterprise’. These workshops are one of the activities of IndSearch, which helps in training of Women from the underprivileged group section of the society. The women attending the workshop had a strong will to start / sustain their own tiny businesses. JagrutiSeva Sanstha (an NGO) and Rotary Club of Pune Metro supports

IndSearch in this project. IndSearch is very proud to mention that this annual program is has been conducted every year, without any fail from the year 2000. Due to pandemic situation and lockdown in Pune, IndSearch did not conduct WEDP in the year 2020.

A brief summary of WEDP during last five years is as follows:

Year	Date of the Program	Chief Guest	No. of Participants
2015	October 1 & 2, 2015	Rtn. Kiran Kumbhar, President, Rotary Club of Pune Metro.	26
2016	September 22 & 23, 2016	Rtn. Shardul Gandhi, President, Rotary Club of Pune Metro.	20
2017	October 7 & 8, 2017	Rtn. Madhav Tilgulkar, President, Rotary Club of Pune Metro.	30
2018	October 20 & 21, 2018	Rtn. Bhavana Chahure, President, Rotary Club of Pune Metro.	23
2019	October 19 & 20, 2019	Rtn. Mukund Chiplunkar, President, Rotary Club of Pune Metro.	19
Total Attendance :			118

Benefits Realized:

The overall outcome of this program can be summarized as:

- Development of self-confidence in the minds of attendees
- Understanding the importance of marketing in any tiny business
- Role of finance/accounting in business

Best Practice 2

Title of the Best Practice - Debating Union

The objective of the Best Practice - The objective of this practice is to make students aware of the current business scenario as well as help them improve their communication skills. Many of the students coming from vernacular backgrounds are shy of speaking in front of their peers. This practice helps them

overcome their shyness and stage fear as well

Description of Best Practice:

Debating union is one of the flagship personality enhancement activity of IndSearch. Personally looked over the Director General of the Institute, Debating union is a dynamic program that not only helps in making the student more confident and interactive but also makes him/her aware of the current affairs which are of utmost importance in today's competitive world. With articles from recognized journals, newspapers and research papers, students are made to have a debate on the topic.

This activity is monitored and is placed in a timetable of MBA course. The evaluation is based on the performance of the student during debate or discussion. Marks of Debating union is considered as 5 internal marks of each full credit course subject.

Benefits Realized:

- Improvement in students reading habits
- Overall good general knowledge helped students for their placement interviews
- Students are experimenting with positive change in them due to debating practice.

Best Practice 3

Title of the Practice: IndSearch Information System (IIS), a web-based application

Objectives:

1. To facilitate ease of academic administration
2. To ensure anytime-anywhere availability of information and sharing of learning resources
3. To improve the evaluation process in terms of quality and speed

The Context

Academic administration requires planning and record-keeping of lectures, students & faculty information, attendance, examinations, results, students' internships, and placements. Before 2018, the information was managed using MS Excel on different computers. Therefore, the need for having an integrated web-based information system was felt.

The Practice

IIS is a web-based system for academic administration and reporting. This system emulates some of the commercially available LMS and is maintained by the Institute's faculties. It is fully dedicated only to IndSearch's requirements and hence it is unique in all respects.

visit:http://indsearch.ac.in/user_login.php?action

Benefits Realized :

- IIS modules are being added from time to time.
- System is used by faculty members for academic administration and managing placement data.
- The learning resources are used by students and faculty.
- The current usage shows that there are around 800 users logging into the IIS everyday with an average duration of around 5 minutes per user.

Best Practice 4

Title of the Practice -Online examination and online declaration of result during Covid-19 pandemic situation

Objective -

The best practice was introduced to combat the COVID 19 pandemic situation. During the pandemic, it was not possible for students to come to the campus to attend the exams.The System helped conduct the exams in online mode and also declare results online

Description of Best Practice:

Due to unique COVID – 19 pandemic situation and the lockdown announced by the state and the central government, students were not able to attend the institute physically. The institute has successfully organized an online examination using MS Teams platform. The batch of 15 students was created and assigned to the faculty who was in charge of that group. The students were instructed to keep their audio and video on. They were not allowed to move during the examination. As per time table the paper was uploaded on the LMS portal indsearch.ac.in. Students were expected to download the paper and answer/solve the paper. The supervision was done by the faculty member. After writing the examination paper, students were asked to scan the paper and upload it on the LMS Portal indsearch.ac.in. After receiving a consent from the faculty in charge, students were permitted to log out from the MS Teams platform. The institute has successfully implemented this system for final year students and the results were declared in 7 days after the last date of examination. The students were able to download the result using their login credentials.

Benefits Realized:

- All students were able to attend the examination using online mode.
- Final result were declared within 7 days from the last day of examination.
- Due to in-house system, students were able to download the result without visiting the campus.

File Description	Document
Best practices in the Institutional web site	View Document
Any other relevant information	View Document

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Internationalization of Education by providing an international knowledge environment to develop global competencies.

Internationalization of IndSearch Students: In line with the Vision and Mission, IndSearch strives to provide international exposure to the students through various initiatives. One such initiative which is a distinctive practice is the MoU with the University of Wisconsin, Parkside, USA for Student and faculty exchange

Memorandum of Understanding with University of Wisconsin, Parkside, USA

On the 20th of May 2009, Chancellor of University of Wisconsin, Parkside USA –Dr. Lane Earns and Director IndSearch, Dr. Ashok Joshi, in a ceremony at the University of Wisconsin Parkside USA campus, signed the MoU for educational cooperation towards faculty and student exchange, and other mutually collaborative areas, initially for a period of three years.

Under this MoU a student completing his MBA from IndSearch can get direct admission to the Master's programme at the University of Wisconsin, Parkside USA. i.e. the student is not required to undertake GMAT, GRE or TOEFL

Further, since the syllabus of the MBA programme at IndSearch is aligned with International Syllabi, Students going to Wisconsin after completing their MBA, get a credit waiver for a few subjects. This enables them to complete their Master's programme at Wisconsin, in lesser period.

Students can also go to Wisconsin as a part of the Summer Exchange programme and study a few subjects in their summer school.

So far 33 students have visited Wisconsin under this initiative.

Table giving the names of students who visited University of Wisconsin, Parkside, USA under the MoU and year of visit

Sr. No	Student Names	Visited in
1	Ketan Patil	2010
2	Ashlesha Pawar	201,02,011

3	Abhishek Deshmukh	2010
4	Rajashree Machikar	2010
5	Sadanand Ranbhor	2010
6	Snehal Bagadiya	2011
7	Kartik Bijapurkar	2011
8	Bhavartha Dekhane	2011
9	Rugvedita Shelar	2011
10	Shraddha Pradhan	2011
11	Shivani Aserkar	2011
12	Aniruddha Rasal	2011
13	Rohit Purandare	2011
14	Tanveersingh Patil	2012
15	Parikshit Karandikar	2012
16	Ranjit Patil	2012
17	Ashwini Mehendale	2013
18	Sayali Patil	2013
19	Abhishek Deshmukh	2013
20	Prajay Prayag	2013
21	Vedant Nighojkar	2014
22	Anand Ranade	2014
23	Pushkar Joshi	2014
24	Chandrakant Rathod	2014
25	Omkar Deshmukh	2014
26	Rohan Panse	2016, 2017
27	Pranav Lawate	2016
28	Mohit Pantawne	2016, 2017
29	Bharat Kumar	2017
30	Sonakshi Borkar	2021
31	Pradnya Apte	2021
32	Adwait Tambekar	2021
33	Siddhi Deshpande	2021

Faculty and students from University of Wisconsin Parkside, USA visiting IndSearch – So far 13 faculty members from the University of Wisconsin Parkside, USA have visited IndSearch.

1. Professor Jayavelu Sounderpandian, Dean School of technology and Business, University of

Wisconsin, Parkside (UWP), made a presentation on 26th December 2005, highlighting future activities, which were undertaken after signing the MOU.

2. Prof. Stu Hansen visited IndSearch on 22nd October 2008

3. Prof. Suresh Chalasani, Department Chair, School of Business and Technology, University of Wisconsin Parkside conducted a course at IndSearch from 20th July to 25th July 2009s on “Managing Technology in turbulent times” for MBA IT part II students. Students were awarded a certificate of participation.

4. Prof. Fred Ebeid Interim Provost and Vice Chancellor, University of Wisconsin-Parkside, visited IndSearch from 9th January 2013 to 13th January 2013.

5. Prof. Parag Dhumal visited the Institute from 6th to 10th of January 2014 and again visited the Institute in June 2014 and interacted with the students and faculty members

6. Dr. Michele Gee- Interim Associate Dean, and Director of Graduate Programs, College of Business, Economics, and Computing at the University of Wisconsin, Parkside USA, visited IndSearch from 12th January 2015 to 18th January 2015. Professor Michele Gee conducted sessions on “Strategic Corporate Social Responsibility” for students of the MBA programme. 38 students completed the course successfully and were awarded certificates

7. Prof. Parag Dhumal and 5 students from University of Wisconsin, Parkside, USA visit IndSearch – Prof. Parag Dhumal and 5 students from the University of Wisconsin-Parkside visited IndSearch from the 19th December to the 22nd of December 2015. The students were given a campus tour and interacted with all the faculty members and students. The five students from University of Wisconsin-Parkside were Mr. Matthew Weiher, Mr. Michael Novak, Mr. Robert Slagle, Ms. Ashley Young and Ms. Sierra Regazzi

8. Prof. Dirk Baldwin Dean University of Wisconsin, Parkside, USA visited IndSearch from 11th to 13th of January 2017. He was accompanied by his family and Professor Parag Dhumal.

9. Provost and Vice Chancellor, University of Wisconsin, Parkside, USA - Professor Robert Ducoffe accompanied by his wife Professor Sandy Ducoffe and Professor Parag Dhumal USA visited the IndSearch Bavdhan Campus on Wednesday, the 16th of August 2017.

10. On 3rd of January 2018, Chancellor Dr. Deborah Ford from University of Wisconsin, Parkside visited IndSearch. She was accompanied by Dr. Michelle Gee, Prof. Parag Dhumal, Prof. Abey Kuruvilla. Chancellor Ford interacted with the faculty and students of IndSearch.

11. Vice Provost Prof. Tammy McGuckin, Admissions Director Mr. Troy Moldenhauer and Associate Professor Dr. Susan Lincke from University of Wisconsin, Parkside, USA visited IndSearch on 14th and 15th of January 2019.

12. Professor Susan Lincke, Associate Professor, Computer Science, University of Wisconsin-Parkside, USA visited Indsearch from 15th to 18th January 2019 at IndSearch, Pune. She conducted a module on “business Information and Security.

The student of BMS and MBA participated in this course

Table - Faculty Members _UWP visiting IndSearch

Sr. No	Names	Visited in
1	Prof. Jayvelu Sounderpandian	2005
2	Prof. Stu Hansen	2008
3	Prof. Suresh Chalasani	2009,2014,2019
4	Prof.Fred Ebeid	2013
5	Prof. Parag Dhumal	2014,2015, 2017,2018
6	Prof. Michele Gee	2015,2018
7	Prof.Dirk Baldwin	2017
8	Prof. Robert Ducoffe	2017
9	Prof. Deborah Ford	2018
10	Prof. Abby Kuruvilla	2018
11	Prof. Tammy McGuckin	2019
12	Prof. Troy Moldenhauer	2019
13	Prof. Susan Lincke	2019

Faculty from IndSearch visiting University of Wisconsin, Parkside, USA - Director General Dr. Ashok Joshi and Dean Dr. Sunita Joshi have visited University of Wisconsin several times in the past few years, to strengthen the Memorandum of Understanding between the two institutions.

File Description	Document
Any other relevant information	View Document
Appropriate web in the Institutional website	View Document

5. CONCLUSION

Additional Information :

IndSearch Institute of Management Studies & Research is one of the oldest Management Institutes in Pune. The Director General Dr. Ashok Joshi is the pioneer of Management education in Pune. He is the Founder Dean, Faculty of Management, University of Pune, the former President, Association of Indian Management Schools, and the former President of Association of Management Development Institutions in South Asia (AMDISA)

IndSearch has highly qualified and experienced faculty members and state of the art infrastructure including computer labs and a separate language laboratory . A beautiful bio-diversity campus in the green environs of Bavdhan reflects the commitment of the management toward sustainability.

Social commitment is also woven into the IndSearch culture. The NSS activity, blood donation camps, tree plantation activities, Women Entrepreneurship Development programme are all a part of the regular events at IndSearch

The State level research paper competition under the aegis of the Pramod Parkhi Center for Finance, Banking and Insurance is an annual feature at IndSearch to encourage young minds and motivate them to undertake research.

The sustainability round table is an initiative of IndSearch that brings together luminaries from the field of sustainability and corporate social responsibility and provides a platform for debate and discussion on various important issues related to sustainability.

At IndSearch , along with the programme curriculum, Guest lectures and interaction with Industry experts are conducted to help students stay ahead of the learning curve. In addition, activities like “Athang” – an intercollegiate festival organized by the students of the Undergraduate programme, provide an opportunity to students to hone their leadership and managerial skills

The career development cell at the IndSearch assists students in finding placements and also works for grooming students to get Industry ready.

Overall the Institute has today grown to become a leading center for Management Studies.

Concluding Remarks :

IndSearch Institute is an autonomous Institute from the year 2007. For four decades now IndSearch has been devoting itself to the cause of Management Education in Pune.

In line with its vision and mission, IndSearch has set itself apart by promoting Internationalization through student and faculty exchange. The MoU with the University of Wisconsin Parkside USA, that has benefited more than 30 students is testimony to this fact.

IndSearch is committed to bringing about social change and one of its best practices is the Women Entrepreneurship Development Programme (WEDP) that the Institute has been conducting successfully for the

past 20 plus years to empower women from the underprivileged section of the society through enterprise.

IndSearch has a very proactive approach to education. When the lockdown was announced in March 2020, the Institute was able to switch to online classes on the Microsoft teams platform for all the programmes without losing a single day.

The IndSearch Information System (IIS), a homegrown ERP system was effectively and efficiently used for conducting online exams and declaration of results during the pandemic.

The last one and half year has been a little difficult in terms of conducting events due to absence of students on the campus. However, despite these difficulties the Institute and faculty have availed every possible opportunity to conduct online events as well as attend online Faculty development programmes.

In conclusion, the Institute is a forward looking institute and has always moved ahead despite the challenges and difficulties faced, striving to make education a level playing field, respecting the right of every Indian a decent education

NAAC

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																				
1.1.2	<p>Percentage of Programmes where syllabus revision was carried out during the last five years.</p> <p>1.1.2.1. Number of all Programmes offered by the institution during the last five years. Answer before DVV Verification : 11 Answer after DVV Verification: 5</p> <p>1.1.2.2. How many Programmes were revised out of total number of Programmes offered during the last five years Answer before DVV Verification : 6 Answer after DVV Verification: 5</p> <p>Remark : DVV has made the changes as per IIQA.</p>																				
2.3.3	<p>Ratio of students to mentor for academic and other related issues (Data for the latest completed academic year)</p> <p>2.3.3.1. Number of mentors Answer before DVV Verification : 20 Answer after DVV Verification: 10</p> <p>Remark : DVV has excluded temporary teachers and those left the collage from shared report by HEI.</p>																				
3.3.2	<p>Number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR),entrepreneurship, skill development during the last five years.</p> <p>3.3.2.1. Total number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR),entrepreneurship, skill development year-wise during the last five years.</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>9</td> <td>4</td> <td>6</td> <td>5</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Remark : DVV has not consider less than 5 days workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR),entrepreneurship, skill development shared by HEI.</p>	2020-21	2019-20	2018-19	2017-18	2016-17	4	9	4	6	5	2020-21	2019-20	2018-19	2017-18	2016-17	0	0	0	0	0
2020-21	2019-20	2018-19	2017-18	2016-17																	
4	9	4	6	5																	
2020-21	2019-20	2018-19	2017-18	2016-17																	
0	0	0	0	0																	
3.6.2	<p>Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government recognised bodies during last five years</p>																				

3.6.2.1. Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
0	1	1	1	0

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

Remark : DVV has not considered Expression of Gratitude.

4.2.4 Percentage per day usage of library by teachers and students (foot falls and login data for online access) during the latest completed academic year**4.2.4.1. Number of teachers and students using library per day over last one year**

Answer before DVV Verification : 132

Answer after DVV Verification: 102

Remark : DVV has made the changes as per shared report by HEI.

4.3.4 Institution has the following Facilities for e-content development

1. Media centre
2. Audio visual centre
3. Lecture Capturing System(LCS)
4. Mixing equipments and softwares for editing

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: E. None of the above

Remark : DVV has not consider shared report by HEI.

5.3.1 Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter-university/state/national / international level (award for a team event should be counted as one) during the last five years.**5.3.1.1. Number of awards/medals won by students for outstanding performance in sports / cultural activities at inter-university / state / national / international events (award for a team event should be counted as one) year - wise during the last five years.**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
3	1	1	0	1

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
3	0	0	0	0

Remark : DVV has not consider shared certificate of participation and honor shared by HEI.

6.3.4 **Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).**

6.3.4.1. **Total number of teachers attending professional development Programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes year wise during last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
20	27	24	18	21

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
03	02	00	00	00

Remark : DVV has not consider less than 5 days by HEI.

2.Extended Profile Deviations

ID	Extended Questions																				
1.1	<p>Number of programs offered year-wise for last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> </tr> </thead> <tbody> <tr> <td>9</td> <td>4</td> <td>6</td> <td>10</td> <td>8</td> </tr> </tbody> </table> <p>Answer After DVV Verification:</p> <table border="1"> <thead> <tr> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>5</td> <td>5</td> <td>5</td> <td>5</td> </tr> </tbody> </table>	2020-21	2019-20	2018-19	2017-18	2016-17	9	4	6	10	8	2020-21	2019-20	2018-19	2017-18	2016-17	5	5	5	5	5
2020-21	2019-20	2018-19	2017-18	2016-17																	
9	4	6	10	8																	
2020-21	2019-20	2018-19	2017-18	2016-17																	
5	5	5	5	5																	
2.2	<p>Number of full time teachers year-wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> </tr> </thead> <tbody> <tr> <td>20</td> <td>27</td> <td>24</td> <td>18</td> <td>21</td> </tr> </tbody> </table>	2020-21	2019-20	2018-19	2017-18	2016-17	20	27	24	18	21										
2020-21	2019-20	2018-19	2017-18	2016-17																	
20	27	24	18	21																	

Answer After DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
20	23	23	18	21

3.2 **Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years**

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
219	140	140	164	332

Answer After DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
175	110	110	129	261