



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

Accreditation - (Cycle - 4)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
RAYAT SHIKSHAN SANSTHA'S RADHABAI KALE MAHILA
MAHAVIDYALAYA, AHMEDNAGAR
C-41306**

**Ahmednagar
Maharashtra
414001**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

Section I: GENERAL INFORMATION

1.Name & Address of the institution:	RAYAT SHIKSHAN SANSTHA'S RADHABAI KALE MAHILA MAHAVIDYALAYA, AHMEDNAGAR Ahmednagar Maharashtra 414001	
2.Year of Establishment	1989	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	13	
Programmes/Course offered:	22	
Permanent Faculty Members:	20	
Permanent Support Staff:	9	
Students:	1013	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Institution maintains good infrastructure including IT and sports facilities 2. A grant in aid college for rural women providing DST-FIST supported laboratories 3. There is a Digital herbarium in the Dept. of Botany and a Museum in the Dept. of History.	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 04-06-2025 To : 05-06-2025	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. RAVINDER NATH ANISETTI	Vice Chancellor,Central University of Kashmir
Member Co-ordinator:	DR. ASHA CHOUBEY	FormerProfessor,MJP Rohilkhand University
Member:	DR. BADAL KUMAR SEN	FormerPrincipal,TINSUKIA COMMERCE COLLEGE
NAAC Co - ordinator:	Dr. Shyam Singh Inda	

Section II: Metric and Criterion Analysis

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

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	<p>The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment</p> <p>Affiliated to Savitribai Phule University, Radhabai Kale Mahila Mahavidyalaya, Ahmednagar adheres to a pre determined syllabus.. The CBCS system was followed till 2022-23 and NEP was implemented in 2023-24. Day to day record of the transaction of curriculum is documented in Teachers Diary.</p> <p>The entire process of curriculum transition is monitored by Head of Department, IQAC and Principal. Academic and Administrative Audit (AAA) is done for the review of the curriculum transition by internal and external mechanism.</p> <p>ICT enabled classrooms with LCD projectors and campus wide wi-fi promoting an engaging learning environment.</p> <p>The institution emphasizes well-defined Programme and Course Outcomes to foster essential competencies among students. Academic processes are organized with an academic calendar, timetable and course diary aligned with the University schedule. Supported by ICT the college provides infrastructure facilities like a library, a well equipped central computer lab. Faculty actively participate in faculty development programs, and seminars to ensure continuous improvement in teaching quality. Students engage in internships, field projects, or cross-disciplinary projects aimed at skill development and employability.</p>
1.3	Curriculum Enrichment
1.3.1 QIM	<p><i>Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum</i></p> <p>Professional Ethics, Gender, Human Values and Environment and Sustainability are addressed in the curriculum along with Institutional vision, mission and core values. Affiliating university offers compulsory credit courses for UG and PG Programmes, such as Democracy, Elections and Governance, Introduction to Indian Constitution, Human Rights, Introduction to Cyber Security, Environmental Awareness.</p> <p>Professional ethics are imbibed and nurtured during Student Induction Programme. The code of conduct for students is published in the prospectus.</p> <p>The college offers certificate courses in personality development and communication skills.</p> <p>The curriculum substantially represents topics on gender issues and 22 courses addressing the issue. The institute has exclusively designed Skill Based Certificate Courses for Women. Various women empowerment activities are carried out under Savitri Maitreyi Forum, such as a Cancer Awareness Programme, Nirbhay Kanya Abhiyan, Self Defence Programmes, and Guest lectures on Health and Women's Security.</p>

Institutional certificate courses in beauty care, aari art and fashion designing are organised.

Human Rights course is compulsory for PG part I students.

The institute conducts Gandhi Vichar Sanskar Pariksha in collaboration with Gandhi Research Foundation, Jalgaon .

Institute celebrates the National festivals, anniversaries of freedom fighters, observation of Vigilance Week, 'National Youth Day', 'International Women Day', 'Voter Awareness

Day' etc. are being practised. The institute introduced NCC unit from AY 2021-22. A total of 54 courses addressing the issues of Environment and Suatanability. Department of Botany Developed a Digital Herbarium. The college has adopted two villages and cleaning and tree planation drives are conducted in theses villages on a regular basis.

Qualitative analysis of Criterion 1

The college is affiliated to Savitribai Phule Pune University and follows the curriculum prescribed by the university. IQAC prepares the Academic Calendar in the beginning of each academic year. Record of the transaction of curriculum is documented in Teacher's Diary. The curriculum is made available at the institutional website under the tab of respective department and is shared to students on Whats app groups. IQAC conducts academic audit. The academic calendar includes the tentative dates for internal assessment.

A feedback system is in place for all stakeholders. The feedback is analyzed and necessary action is taken thereafter. The feedback analysis report is made available on the institutional website.

The curriculum also addresses key societal issues like environmental sustainability, professional ethics, human values, and gender equality. A mentor-ward system provides personalized guidance to students, while the library attempts to offer resources

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)

2.3 Teaching- Learning Process

2.3.1 QIM **Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT-enabled tools including online resources for effective teaching and learning process**

The institute uses a variety of innovative approaches including experiential learning, participative learning and problem-solving methodologies. Experiential learning involves hands-on experiences. Science students participate in experiments and projects that allow them to explore scientific concepts in a practical and engaging manner apart from this, we use Field visits, on job training, movie screening, model making and use of models kits, demonstration in practicals, hands on training, model bank, mock interviews, survey and ICT enabled teaching. Teachers plan interactive lessons that promote group discussions, seminar, role play/drama, exhibitions, street plays and rallies, expert talks, workshops, debates and group work. It helps the students to develop essential life skills. Students are encouraged to think critically and develop innovative solutions to the real-world problems. Mathematics and Chemistry students participate in problem solving competitions such as National level Madhava Mathematics Examination and CHEMIAD Examination that challenge them to apply mathematical and chemical concepts to practical scenarios. Projects, QA sessions, writing articles in college magazine Mai, case study, quiz,

assignments, tutorials and brain storming session.

Teachers use ICT tools such as Google classroom, online quiz, N List, Knowledge bank YouTube videos, Zooms, Google meet, e books and software's like ChemDraw (Chemistry), IDLE, Anaconda, Jupiter online, maxima, tex studio (Mathematics), tally (Commerce) Xampp Server, Visual Studio 2010, NetBean, Turbo C++, Java Jdk 8, Adobe Dreamweaver, MS Office 2010 (Computer Application). During COVID 19, curriculum transaction was by online mode using Zoom and Google meet platforms.

2.5 Evaluation Process and Reforms

2.5.1 QIM **Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient**

The institute has formed an Examination Committee. Workload allotment is done by appointing supervisors. Password protected Question papers are sent through the online mode. For this QPD login is available to the college.

The University appoints flying squads which visit the college without intimation, to check the examination process. The internal squad ensures that no unfair means are used. University holds district wise Central Assessment Programme.

The online and time bound programme for rechecking and revaluation is followed by university through student's login portal of university. The photocopy of assessed answer sheet is provided to the students on demand.

College Examination Officer and the Examination Committee conduct the internal examination smoothly and resolve grievances related to examination. The Examination Committee frames the time table of internal exam as per the academic calendar. The marks of internal exams are filled by the teachers through university online mark entry system. The institution conducts Central Assessment Programme (CAP) for all the first year. The grievances are resolved by the Examination Committee through proper mechanism and framed students grievances policy to solve the grievances in a time bound manner. The IQAC reviews the evaluation process by taking feedback from students. The institute is selected as a CAP center for Humanities streams by affiliating university.

2.6 Student Performance and Learning Outcomes

2.6.1 QIM ***Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website***

The Pos and COs) for all Programmes offered by the institution are stated and displayed on website. Programme Outcomes which reflect the core and prime objectives of the institution to mould the graduates. Programme Specific Outcomes describe the skills that the graduates will possess after undergoing each programme. Course Outcomes focus on the objectives of each course in all the programmes and they are drafted appropriately and presented in the detailed curriculum structure.

The BoS of Savitribai Phule Pune University, Pune finalize the programme specific outcomes of each programme and course outcomes of each course as well. IQAC exercises its powers carefully to examine and finalize the Programme Outcomes, Programme Specific Outcomes and Course Outcomes of all the programmes in the college which then are made available to all the faculty members and the students and made available on the college website as well.

Summary of Programme Outcomes (POs) are as - 1. Knowledge 2. Critical Thinking 3. Problem-Solving 4. Communication 5. Teamwork, and the Summary of Course Outcomes (COs) are stated as- 1. Subject Knowledge 2. Analytical Skills 3. Application Skills 4. Communication Skills 5. Critical Thinking Skills

The institute has implemented CBCS System from the AY 2019-20 for UG and NEP 2020 from AY 2023-24 for PG and from AY 2024-25 for UG. The COs and POs are defined by the affiliating university. For only certificate courses, the respective departments of the institute define the COs. Activities are planned to cater to the POs, and COs.

2.6.2
QIM

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

The institute evaluates the level of performance of students in accordance with its programme outcomes and course outcomes through teaching-learning and evaluation methods. The POs and COs are attained and the attainment is evaluated through a defined course outcome analysis format. The indirect methods of evaluating POs and COs are: Performance in Co-curricular activities, Extra-curricular activities, Extension activities, various competitions like Exhibitions, Trade Fair, Overall quality of conduct, Awards and Prizes to students.

Assessment Methods used are: Continuous Internal Evaluation (Formative Assessment) : Internal test, Assignments, Oral, Seminar and Tutorials evaluate students' understanding of the subject matter. 2. End-Semester Exams (Summative Assessment): Semester end examinations assess students' knowledge and application skills at the end of each semester. 3. Project-Based Assessments: Students work on projects which blends their theoretical and practical knowledge. It demonstrates their problem-solving skills. 4. Students present their project and defend their project which shows their communication and critical thinking skills.

The teacher is a continuous observer and key factor in Continuous Internal Evaluation. The performance of our students in the Semester end examinations is one of the evidences of attainments of POs and COs. The PO mapping is done by respective departments:

Apart from this the participation of students in sports and cultural activities, progression to higher studies and the students placements reflect the attainments of POs and COs. The feedback received from students is considered important evidence while assessing the attainments of POs and COs.

Qualitative analysis of Criterion 2

A variety of innovative approaches including experiential learning, participative learning and problem-solving methodologies are practised. Experiential learning involves hands-on experiences, Field visits, movie screening, model making, demonstration and hands on training. Model bank, mock interviews, survey and ICT enabled teaching are used. Interactive lessons are transacted using ICT tools such as Google classroom, online quiz, N List. University sends password protected question papers. Examination committee resolves grievances through proper mechanism according to the students grievances policy. IQAC reviews the evaluation process by taking feedback from students. Programme-wise POs and COs displayed on website. POs, and COs are attained and the attainment is evaluated through a defined course outcome analysis format

of all the courses. Academic performance of the students is reflected in the academic results of the college. The college has proven its academic success through the rankers in different subjects in the University exams.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.2	Innovation Ecosystem
3.2.1 QIM	<p>Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident</p> <p>College is registered with the Institution Innovation Council (IIC), MHRDC, Govt. of India . It has formed Research and Development Cell to promote research. The cell organizes Avishkar Research Competition every year for the students and teachers. The institute has increased the support of seed money to 5 lakhs .</p> <p>Department of Chemistry organizes a Chem-Fest every year. College is supported by DST under FIST. Various certificate courses are offered to the students. MoUs are signed with industries and NGOs for transfer of knowledge.</p> <p>Department of Mathematics arranges Madhava Mathematics Competition. The course in IKS is introduced from the AY 2024-25 as per NEP 2020. The institution maintains a Historical Museum. A certificate course on Modi Lipi is offered by Department of History. The Department of Botany had run the certificate course in Ayurvedic and Herbal Preparation. The Innovation, Incubation and Entrepreneurship Committee arranges various workshops and seminars.</p> <p>A total of 08 patents are granted, 11 published and 1 filed, 04 seeds money projects are funded by the institute, 05 students awarded with Ph.D and 01 innovative idea of students is selected for seed money amount of Rs 1 Lakh. A good number of research papers in the UGC- CARE listed journals have been published.</p>
3.4	Extension Activities
3.4.1 QIM	<p>Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.</p> <p>Institute is engaged in extension activities in the neighborhood community. The NSS unit of the institute undertakes variety of extension activities which includes Organization of blood donation and Health check-up camps for the local community Participation in Swachh Bharat Abhiyan and Cleanliness Drive. As much as 100 students participate in NSS camp annually. National Cadet Corps (NCC) The NCC also takes part in various notable activities, such as - Poster Competition on Prevention of Food Waste,Cleanliness Drive of Tarakpur Bus Stan, Arranges Blood Donation Camp. In NCC Drill Intercollegiate Competition, college received the first prize. Electoral Literacy Club is established.The club organizes voter awareness programs promoting electoral participation. Conducting lectures on electoral literacy and democracy.</p> <p>Observation of voters' Day was held.The institute conducts Gandhi Vichar Sanskar Pariksha in collaboration with Gandhi Research Foundation, Jalgaon .Department of Commerce has organized trade fairs to promote entrepreneurship among the students. The Department of</p>

	<p>Economics does the socio economics survey at village and organize Bank visits. Extension Activities by Committees and Clubs For holistic development were held. Social Awareness Programme at 'SAWALI' Orphanage, Crowd Funding for Disaster Relief to sensitize social responsibility and Heritage Walk at 'Kharda Fort' to conserve the Historical places were held.</p> <p>Electoral Literacy Club is established. The club organizes voter awareness programs promoting electoral participation and conducting lectures on electoral literacy and democracy.</p>
3.4.2 QIM	<p>Awards and recognitions received for extension activities from government / government recognised bodies</p> <p>The institute received many awards and recognitions for extension activities from government / government recognised bodies. The institute received 41 awards and recognitions for the extension activities from government/ government bodies. Some of them if pointed out are as - In NCC Drill Intercollegiate Competition, college received first prize organized at Pad. Vikhe Patil Arts, Commerce and Science College, Pravaranagar in 22-23. Letter of Appreciation was received from SPPU, Pune for the activities conducted by Student Development Cell in 22-23. Along with the above recognitions from various agencies, college also received appreciations for Blood Donation, Excellent Administration award, Mahatma Jyotiba Phule Best Teacher National Award, Aamhi Savitrichya Leki, Young Scientist and Young Researcher Award . College received first prize for College Magazine given by SPPU, Pune in 21-22.</p> <p>Recognition received as Social Entrepreneurship, Swachhta and Rural Engagement Cell (SES REC) Institution by Mahatma Gandhi National Council of Rural Education, Department of Higher Education, Ministry of Education, Government of India for the activity of Sanitation and Hygiene, Waste management, Water management, Energy conservation and Greenery post COVID-19 in 20-21 and appreciation for blood donation. Along with this college also received Best Researcher Award, Life worker, Best Short Term Course Coordinator and many more.</p>

Qualitative analysis of Criterion 3	
	<p>College is registered with the Institution Innovation Council (IIC), MHRDC, Govt. of India. It has formed Research and Development Cell to promote research. The cell organizes Avishkar Research Competition, every year. Various workshops are organized to fill the gap between the academics and industry like Intellectual property rights (IPR); Research Methodology, “National Education Policy-2020”. The college is supported by DST under FIST by which the science laboratories have been upgraded and improved. Various certificate courses are offered to students. MoUs are signed with industries and NGOs for transfer of knowledge. A total of 08 patents are granted, 11 published and 1 filed. A good number of research papers in the UGC CARE listed journals have been published. As much as 100 students participate in NSS camp annually. The NCC also takes part in various notable activities. Electoral Literacy Club organizes voter awareness programs.</p>

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	<p>The Institution has adequate infrastructure and other facilities for,</p> <ul style="list-style-type: none"> • teaching – learning, viz., classrooms, laboratories, computing equipment etc • ICT – enabled facilities such as smart class, LMS etc. <p>Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)</p> <p>The college has adequate infrastructure and physical facility for teaching learning, computing equipment, sports, cultural and yoga. The facilities comprises of Eco-friendly Campus .The campus is spread into a 5.135 acres land with a built-up area of 9592.206 sq mt comprises of ICT enabled 22 well ventilated classrooms, 02 seminar halls ,hostels, botanical garden, playgrounds etc. All laboratories are equipped with necessary equipments. A Research lab with sophisticated equipments is developed by the support of DST-FIST.</p> <p>Library is consisting of information resource center, book issue counter, reading halls and reference books sections. There are sufficient Number of computers including 20 laptops. The college developed a basketball court in the year 2018 by the support of UGC. One(01) Open Stage for Yoga and Cultural 22’x30’with 25 seats on stage and 1500 seats in front of stage. Outdoor Games facilities include Athletics, Volleyball courts, Kabaddi , Badminton, Basketball; Indoor Games include Wrestling, Weight Lifting, Multigym, Treadmills etc. In the multigym,a set of Station Gym Machines, Cycling Machine, Bench Press Bar, Bench Press Plate etc are there.</p>
4.2	Library as a Learning Resource
4.2.1 QIM	<p><i>Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students</i></p> <p>Library is a vital learning centre. It is designed to support the curriculum and research needs of the college community. The institutional library is automated using Integrated Library Management System (ILMS) developed by Maharashtra Knowledge Corporation Ltd, Pune. At present, the library is stocked with 28643 Books and 46 Periodicals. All the books are barcoded. The students and teachers ID cards are prepared with barcode for user tracking system. Library provides access to INFLIBNET N-LIST. Each student is issued 1 text book and 2 reference books for 7 days, on renewal basis. For economically weak and needy students Book Bank Scheme is available. Institutional library has various memberships of other nearby institutional libraries through Inter Library Loan. Library also serves to outside users under Library for Society Scheme.</p> <p>Books Exhibition is organized. Digital Depository in the form of Knowledge bank at https://www.rkmmanr.org/knowledge-bank. The library offers a range of services to support the academic needs of the college community. The library has a range of facilities to support the academic needs of the college community, including Reading Hall, Internet browsing center, A computer lab with internet access, Reprography facility, Online Public Access Catalogue, it has Open access to e-resources including books and journals..</p>
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

The institution has formed an IT Facility Committee. It updates the IT facilities in the form of computers. Dell Intel Core i3- 52, 08 printers with scanners, Face biometric system, NIKON D750 DSLR camera with lens, 10 Pen tablet, 12 CCTV, smart board, leased line, Photo copy machine, website domain. Internet bandwidth is upgraded to 200 mbps in the assessment period by AIRTEL leased line. Zoom was subscribed to provide online teaching learning facility during COVID 19. The institutional website is upgraded and made more users friendly by White Code agency. The maintenance of IT infrastructure is ensured by doing Annual Maintenance Contract. All the Departments are provided with computers, laptop, and printer with internet facility. The computers are protected by NPAV antivirus installation. All the classrooms have projector facility. E-Learning classroom is formed with the support of DST-FIST. Face Reading Biometric System is installed during COVID 19.

The college has upgraded the ETH software with ERP software. Institution has invested heavily in providing IT facilities. Campus is equipped with a Wi-Fi network which provides students with seamless internet connectivity in the campus. Teachers develop e-content for teaching and learning purposes. There are two separate internet connections ensuring fast internet access. IT facilities are regularly upgraded and maintained to ensure that they remain relevant and to date. Institute has Wi-Fi campus and has subscribed to N-List. It makes them employable in the job market. IT Infrastructure Up gradation is regularly done

Qualitative analysis of Criterion 4

The college has adequate infrastructure and physical facility for teaching learning, computing equipment, sports-indoor and outdoor, cultural and yoga. The facilities comprises of Eco-friendly Campus. It comprises of ICT enabled 22 well ventilated classrooms, 02 seminar halls , laboratories, library, playgrounds etc.

Laboratories are equipped with necessary equipments. A Research lab with sophisticated equipments is developed by the support of DST-FIST. The institutional library is automated using Integrated Library Management System (ILMS). All the books are barcoded. Library provides access to INFLIBNET N-LIST. It has Open access to e-resources. The institute updates the IT facilities. Internet bandwidth is upgraded to 200 mbps. Zoom was subscribed to provide online teaching learning facility during COVID 19. The maintenance of IT infrastructure is ensured by doing Annual Maintenance Contract. The college has upgraded the ETH software with ERP software.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.4	Alumni Engagement
5.4.1 QIM	<p>There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services</p> <p>Alumnae association of the institute is registered under Institute Registration Act, 1860 (21) on 28/02/2018. The institutional website has a dedicated page of alumnae association where alumnae can register online. The Objectives of the Alumni Association are as follow:</p> <p>1.to connect with each other and with the institution,2. to raise funds to support the institution, 3. to provide support in the form of mentorship, internship placement assistance and 4.to promote the institution's reputation in the society</p> <p>The association's efforts have helped to promote the institution's reputation that resulted in attracting more students and faculty. The association has helped to increase alumnae engagement. The association's mentorship and placement assistance has helped to improve student outcomes. The association's fund raising efforts have provided significant financial support to the institution, through which the education of poor girls is possible. The alumnae donated 262 books of Rs. 71,444 to their respective Departments in the assessment period. The alumni donated 11 fans to the Institute. The annual committee of the college has representation of alumnae in various committees. Alumnae Association organized Haldi Kumkum Program on the occasion of 'Makar Sankranti' on 27th January 2023. On the occasion of 'World Cancer Day', alumnae association organized 'Cancer Awareness Programme' on 4th February 2023 for all the staff and students. A guest lecture on 'Women Empowerment' was arranged on the occasion of International Women's Day on 8th March 2023 by Alumnae Association. Besides alumnae also participated in 'Trade Fair' organized by the college.</p>

Qualitative analysis of Criterion 5

Alumnae association of the institute is registered under Institute Registration Act, 1860 (21) on 28/02/2018. The institutional website has a dedicated page of alumnae association where alumnae can register online. The association's mentorship and placement assistance has helped to improve student outcomes. The association's fund raising efforts have provided significant financial support to the institution, through which the education of poor girls is possible. The alumnae donated 262 books of Rs. 71,444 to their respective Departments in the assessment period. The alumni donated 11 fans to the Institute. Alumnae Association organized Haldi Kumkum Program on the occasion of 'Makar Sankranti' on 27th January 2023. On the occasion of 'World Cancer Day', alumnae association organized 'Cancer Awareness Programme' on 4th February 2023 for all the staff and students. A guest lecture on 'Women Empowerment' was arranged on the occasion of International Women's Day on 8th March 2023 by Alumnae Association.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	<p><i>The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.</i></p> <p>The institution is governed by Rayat Shikshan Sanstha, Satara which is one of the leading educational institutions in Asia since 1919. The parent institute establishes the General Body, Managing Council, with a democratic spirit. The college is managed by College Development Committee (CDC) which looks into the management of financial and infrastructural decisions besides realising the vision and mission of the institute.</p> <p>The NEP is effectively implemented under the guidance of IQAC from the AY 2023-24 for PG and from AY 2024-25 for UG Programs in the institution.</p> <p>Principal holds the day to day academic and administrative responsibilities. The work is decentralized by appointing Vice Principal, Faculty in Charge, Heads of Departments, Chairpersons of various committees and administrative staff.</p> <p>IQAC instrumental in preparing Institution Perspective Plan</p>
6.2	Strategy Development and Deployment
6.2.1 QIM	<p><i>The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc</i></p> <p>Institutional Perspective Plan clearly depicts the holistic growth of the institute and also define the functions of various administrative and monitoring bodies. The institution makes policies to comply with the regulatory body circulars and notifications besides management committee directions of the society with respect to appointment, service rules and other procedures in managing the institution.</p>
6.3	Faculty Empowerment Strategies
6.3.1 QIM	<p>The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression</p> <p>The Institute adheres to the UGC directions with respect to FDP and nominated for orientation and refresher courses and participation in conferences/seminars/workshops/trainings.</p> <p>Rayat Sevak Cooperative Bank Ltd, Satara is a scheduled bank of employees of parent institute Rayat Shikshan Sanstha, Satara. It offers various loans and saving schemes like guarantee loan, personal loan, car loan, gold loan, housing loan, educational loan, pension scheme and fixed deposit schemes</p> <p>In case of member employee's death Kutumb Kalyan Yojana offers nominee an emergency aid of Rs. 30,000/- In case of hospitalization, emergency aid of Rs. 50,000/- is given to employee. Laxmibai Bhaurao Patil Shikshanottejak Pathpedhi provides monetary funds for education of employees' meritorious wards. Suraksha Vima assured to the employee in case of accidental death or disability Advance is given to needy staff members.</p> <p>The institute has a Staff Welfare Committee which organizes various activities and felicitates</p>

	teachers and non-teaching staff on different occasions for their achievements. For promoting research culture a Research Club is formed to felicitate teachers doing quality research work.
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	<p>Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)</p> <p>To apply for various schemes of Govt. agencies the IQAC plays an important role in approaching such agencies. The college receives grant of Rs. 70 Lakhs from DST under FIST scheme and Rs. 17, 21,925 from UGC GDA XII plan</p> <p>The funds are utilized in proper head as in estimate budget. The internal audit is conducted by the parent institute on regular basis in every six months. The parent institute has established an independent Audit Department that conducts financial audit of the affiliated colleges twice in a year. An audit team from the parent institute visits the college for its auditing in a year. Institute has maintained a transparent and trustworthy culture in its financial conduct.</p>
6.5	Internal Quality Assurance System
6.5.1 QIM	<p>Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities</p> <p>Institute has well established IQAC and acts as a catalyst in institutionalizing the quality assurance strategies and process in the following ways. It Prepares academic calendar at the commencement of every year; It Meets four times in a year and chalk out the action plan. It Constitutes of Academic Monitoring Committee to monitor Teaching Learning Process, arranges training programs for teachers as per the need analysis.</p> <p>The other important activities performed by IQAC are to improve research culture a Research Club is formed, Effective students mentoring program and introduction of Teachers at Door, Participation in NIRF and AISHE, Academic and Administrative Audit (AAA), Feedback collection and analysis, Workshops on IPR and NEP, Promotes departments for doing MoUs and Collaborations by sharing templates and provide guidance.</p>

Qualitative analysis of Criterion 6

1. The College has Well established Governance Model under Sponsoring Society to realise the Vision, Mission and objectives of the institution. They prepared well conceived perspective plan for its sustainable growth and well-being of its stakeholders.
2. It has an appropriate Performance Appraisal System in Place in accordance with the UGC Regulations and also FDP and Welfare measures are in place for retention and career progression.
3. It is able to garner quite good number funds through Extra Mural Research Funding, besides institutional management support. However, it needs to be improved further by exploring more options of resources.
4. A well established IQAC is in place with defined functions and roles. However, it need to organize periodic meetings for implementation and monitoring of NEP-2020.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	<p>Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.</p> <p><i>Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words</i></p> <p>The institution has actively promoted gender equity and sensitization through various measures and initiatives since its inception. The institution fully concentrates on the education and development of women, particularly those from underprivileged minority communities. Gender equity and sensitization in curricular and co-curricular activities ensure equal opportunities and inclusive environments for all students, regardless of gender.</p> <p>The College offers various courses on gender equity which include topics like, Contemporary Issues of women in India, Women and Society in India, Women Psychology, Human Rights, Population growth and sex ratio, Indian Women Writers, Representation of Gender and Sexuality in Literature, etc. The College promotes gender sensitization through co-curricular activities like workshops, conferences, seminars, guest lectures, street plays, wallpaper publications, poster exhibitions and counselling etc.</p>
7.1.4 QIM	<p>Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)</p> <p>College adheres to cultural diversity of the institute through organization of various cultural activities like Jagar Stree Shakticha, Shiv Dindi, Shiv Jyot, Garba, Lezim playing, Yoga Day, Traditional Day and similar activities during college annual gathering. College organizes Trade Fair in which food items of different region are sold. Linguistic diversity of India is promoted through competitions, poster exhibitions, poetry recitations; expert lectures organized during language-weeks such as Hindi Pakhwada, Marathi Bhasha Gaurav Din, Vachan Prerna Din. For the inclusiveness, college organizes lectures to create awareness about the issues of minority communities such Minority Day, Constitutional Day and celebration of death and birth anniversaries of great Indian personality. Earn and Learn scheme is implemented effectively which not only supports the students economically but also reflects the dignity of labour. Nutritious food, shoes, and stationery were distributed to the tribal students and pregnant women's. The spirit of patriotism, national integration and freedom are reflected in the celebration of Independence and Republic Day. The celebration of various days like Sadbhavana Din, Non-Violence Day etc. are found useful to inculcate the values like love for nature, scientific temper, respect for individuals and self-respect. Blood donation camp was organized in association with NSS and NCC, Rotary Club, Civil Hospital.</p>
7.2	Best Practices
7.2.1 QIM	<p>Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual</p> <p>Best Practice-1: Empowering Women through Skill Enhancement</p> <p>To empower individuals with the skills, knowledge, and attitudes necessary to develop and maintain positive self-esteem. To imbibe skills for employability and self-employability.</p>

Institute is successfully conducted several skill based certificate courses for giving professional training and inculcating practical approach among the students. All the necessary infrastructure, expertise and financial provisions have been availed by the institute for successful implementation of these courses.

The outside trainers as well as teachers from institute has been imparting various skills through these courses. Fashion Designing Soft toys and Micron Operation, Repairing and Maintenance of Home Appliances, Basic Computer and Cyber Security, Flower Making and Imitation Jewelry, Taxation, Spoken English and Communication Skill ,Beauty Care Creative Writing Dairy Sciences, etc.

Best Practice - 2: "Savitri-Maiteryi Forum: A symbiosis for fearless, self- reliant and self-esteemed women":

To provide platform to speak out and share the problems through forum. Helping, promoting and solving the problem mutually. The symbiosis "Savitri-Maiteryi Forum" gives equal opportunity to individuals to share their problems. It has paved a way to share and interact with the experts especially from the field of health, legal, social, psychology etc.

7.3	Institutional Distinctiveness
7.3.1 QIM	<p>Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words</p> <p>The College is focusing on Science, Commerce and Management Education and also performing better in this aspect provide better academic inputs with research outputs and training outcomes. Developing Scientific Temperament among Students is the 20th century has witnessed an explosion of scientific knowledge. Our society is currently grappling with implementing and embracing the changes brought about by scientific knowledge. Thus, the institute has emphasized the growth of the science discipline through the involvement and contribution of women in this dynamic area. The institute has gained momentum in the last 7 years, achieving both horizontal and vertical growth in the faculty of science in the following domains, with the aim of strengthening the scientific culture. It has established physical facilities Instrumentation Facility, Incubation center, Research Center besides Institutional structures such as R & D Cell, IPR Cell, Innovation Cell etc. It is also organising various science events tthrough guest lectures, fairs, competitions etc., hroughout the year to motivate and inspire the young generation. Further, it focused on commerce and management education to provide better employment opportunities by imparting specialized skill courses besides offering communication, soft and computer skills.</p>

Qualitative analysis of Criterion 7
<p>1. It is imparting the Academic Honesty, Research Integrity and Entrepreneurship/ Leadership Values besides promoting Women Education and Empowerment Activities.</p> <p>2. The two best practices launched by them focusing on women led development activities.</p>

Section III:Overall Analysis based on Institutional strengths.Weaknesses,Opportunities & Challenges(SWOC)
Overall Analysis
Strength:

- 1. Well-maintained infrastructure including IT and sport facilities.**
- 2. Catering to the needs of unprivileged group of rural areas.**
- 3. Fully automated library with updated software.**
- 4. Wi-fi campus facility with internet provision.**
- 5 . A Proactive and a Visionary management catering to the needs of the employees.**

Weaknesses:

- 1. Limited Communication skills of students, as most of the students are from rural areas.**
- 2. Lack of adequate research fund and its mobilization.**
- 3. Lack of sufficient number of UGC-Scale Pay staff.**
- 4. Lack of adequate research among teaching faculty.**
- 5. Lack of placements and job opportunities as required.**

Opportunities:

- 1. Scope for strengthening the industry institute interaction at a larger scale.**
- 2. Introducing rural, agriculture and language based certificate courses.**
- 3. Encouraging the research activities in the teaching fraternity**
- 4. Strengthening of more Alumni support.**
- 5. More funds mobilisation can be made.**

Challenges:

- 1. Placement and academic progression of more students is essential.**
- 2. Development of entrepreneurial ability of students.**
- 3. Promoting effective research and research publications with a view to attract more funding from outside agencies.**
- 4. Elevating the institution to Autonomous status.**
- 5. Introducing more research oriented subjects leading to Ph.D.**

Section IV: Recommendations for Quality Enhancement of the Institution

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

- Make the alumni association more proactive in generating funds for the development activities and prescribe one time alumni registration fee at the time of admission and organise annual alumni reunion meets regularly.
- Management to provide a good pay scale to the Teaching, Non-teaching non-government staff, as well as other welfare facilities.
- Redressal system (anti-ragging, anti-discriminatory, ICC) needs to be planned in a structured manner.. It being a women's college, as per UGC norms a day care centre needs to be established.
- There should be a Training and Placement Cell to take care of Educational, Employment and Entrepreneurship needs.
- A review committee may be established to promote Quality of Research Publications by the faculty members.
- Transition from CBCS to NEP must be well thought out.
- College should explore attracting more funds from external agencies, philanthropy, alumni, CSR etc.

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

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. RAVINDER NATH ANISETTI	Chairperson	
2	DR. ASHA CHOUBEY	Member Co-ordinator	
3	DR. BADAL KUMAR SEN	Member	
4	Dr. Shyam Singh Inda	NAAC Co - ordinator	

Place

Date