



YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1. Name of the Institution

Vivekanand Educational Society's
Institute of Management Studies &
Research

- Name of the Head of the institution **Dr. Vijay Raisinghani**
- Designation **Director**
- Does the institution function from its own campus? **Yes**

- Phone no./Alternate phone no. **02267893000**
- Mobile no **9892182969**
- Registered e-mail **director.vesim@ves.ac.in**
- Alternate e-mail **pradip.mitra@ves.ac.in**
- Address **Hashu Advani Memorial Complex,
495/497, Collector's Colony,
Chembur, Mumbai - 400 074**
- City/Town **Mumbai**
- State/UT **Maharashtra**
- Pin Code **400074**

2. Institutional status

- Affiliated /Constituent **Affiliated**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status **Self-financing**
- Name of the Affiliating University **University of Mumbai**
- Name of the IQAC Coordinator **Dr. Pradip Kumar MITra**
- Phone No. **9099073959**
- Alternate phone No. **02267893000**
- Mobile **8879941462**
- IQAC e-mail address **iqac.vesim@ves.ac.in**
- Alternate Email address **pradip.mitra@ves.ac.in**

3. Website address (Web link of the AQAR (Previous Academic Year))

<https://vesim.ves.ac.in/images/aqar-22-23.pdf>

4. Whether Academic Calendar prepared during the year?

Yes

- if yes, whether it is uploaded in the Institutional website Web link:

https://vesim.ves.ac.in/images/ACADEMIC-CALENDAR_2023-2024-AY.pdf

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 2	A	3.24	2024	30/06/2024	29/06/2029
Cycle 1	B+	2.56	2018	03/07/2018	02/07/2023

6. Date of Establishment of IQAC

10/07/2015

7. Provide the list of funds by Central / State Government

UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Vivekanand Education Society Institute Management Studies Research	Ministry of HRD, ICSSR Project	Ministry of HRD, ICSSR Project	December 2023 - 1 month	50,000

8. Whether composition of IQAC as per latest NAAC guidelines **Yes**

- Upload latest notification of formation of IQAC [View File](#)

9.No. of IQAC meetings held during the year **3**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**
- If No, please upload the minutes of the meeting(s) and Action Taken Report No File Uploaded

10. Whether IQAC received funding from any of the funding agency to support its activities during the year? **No**

- If yes, mention the amount

11. Significant contributions made by IQAC during the current year (maximum five bullets)

IQAC team successfully worked on the following areas. 1. preparation for NBA accreditation of 3rd cycle and submission of a self assessment report. 2. preparation for NAAC accreditation of 2nd Cycle and submission of self-study report 3. Conducted Green audit for the Academic year 2021-22 for the first time 4. A Detailed Report for NIRF Ranking submitted 5. A Reward Policy for research publication has been approved and implemented 6. Revenue Sharing policy on Consulting assignments, FDPs and MDPs has been revised and implemented.

12. Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

Plan of Action	Achievements/Outcomes
Academic tie up with well known institutions	MOU signed with TISS Mumbai and IIM Mumbai.
Preparing for the visit of NBA & NAAC accreditation	received NAAC & NBA accreditation
Conducting international conference TIES 2024	conducted the same successfully with 107 paper presentation across domains
Bringing better canteen facilities for the students	fully functioning canteen facility is now available with better infrastructure and seating capacity
implementation of new research and appraisal policy for faculty	quality publications and projects received.
Application for 2F	Received eligibility for financial assistance from the UGC under sec 2F.
Encouraging faculty for patents and copyrights	Two patents were successfully received by VESIM faculty
Planned a session on IPR	Session on IPR was successfully conducted

13. Whether the AQAR was placed before statutory body? Yes

- Name of the statutory body

Name	Date of meeting(s)
IQAC	07/12/2024

14. Whether institutional data submitted to AISHE

Part A

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• Name of the Head of the institution	Dr. Vijay Raisinghani
• Designation	Director
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• Alternate e-mail	pradip.mitra@ves.ac.in
• Address	Hashu Advani Memorial Complex, 495/497, Collector's Colony, Chembur, Mumbai - 400 074
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NAAC guidelines		
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<ul style="list-style-type: none"> Name of the statutory body 	
Name	Date of meeting(s)
IQAC	07/12/2024
14.Whether institutional data submitted to AISHE	
Year	Date of Submission
2023-24	26/11/2024
15.Multidisciplinary / interdisciplinary	

The primary objective of curriculum design at the Department of Management is to ensure that learning strategies, materials, and experiences are in accordance with the program outcomes as specified by the University of Mumbai. The HOD of the Department of Management chairs the meeting with stakeholders to guarantee that the core courses, electives, value-added courses, and lab-based courses are balanced and that the assessment pattern is appropriate. The program structure and course curriculum are guaranteed to satisfy the most recent industry standards and quality benchmarks. The BOS at our institute contains the recommendations. The curriculum has been developed in accordance with the comprehensive guidelines of the relevant statutory bodies of Mumbai University, ensuring that it is pertinent to the local and global industries, employable, and relevant. The university has implemented the Choice-Based Credit System (CBCS) to enhance the employability skills of students and provide them with greater academic flexibility, in accordance with their personal and professional goals. Furthermore, the institution promotes the enrolment of students in MOOC courses and other professional certification courses. The curriculum is well-structured, featuring a balanced mix of core courses, electives, industry internships, community initiatives, master's theses, and open electives (without credit). Core Courses: All courses that are mandatory for students to take during the first and second semesters of the program. Elective Courses: All courses that are offered by the program as choice-based courses are arranged in a container according to the specializations of the students, such as finance, marketing, human resource, and operations. Industry apprenticeship: The Summer Internship Project, also known as the industry apprenticeship, is a critical component of the program. It is an endeavour to establish a connection between the corporate world and academia. After the second semester, all MMS students are required to complete a summer internship assignment in the industry for a duration of 4-6 weeks. The students who are under the supervision of the management participate in both summer and winter internships. This provides them with direct experience and exposure to corporate culture. They engage in both on-the-job training and a project. During their management apprenticeship, they are afforded the opportunity to create domain-specific projects, which facilitates the conversion of their specialization knowledge into actual projects. Community Initiative: The community initiative is a critical component of the program that establishes a connection between the students and the socio-economic issues that require the attention of households, academia, and the industry. This enables the students

to acquire the qualities of humanity that will be necessary for any leadership positions they may assume soon. The students are required to collaborate closely with an NGO, orphanage, old age home, or social enterprise, such as waste recycling units, as part of this assignment. Their objective is to comprehend the organization's philosophy and contribute to the resolution of operational issues. The students in the second semester of the program are responsible for the completion of this endeavour under the supervision of their academic mentor.

16.Academic bank of credits (ABC):

Considering the significance of important digital initiatives in the education sector, the University of Mumbai has sent necessary instructions to our college for creation of ABC ids of students. Accordingly, we have sent the notification to the students that as per national Education Policy 2020 Academic Bank of Credits (ABC) is now mandatory for us. The ABC platform is a virtual repository or credit database built along the lines of the National Academic Depository, created and maintained by the Ministry of Electronics and Information Technology, that would "store" the credit scores obtained by students in an online platform. All the students have opened their Academic Bank Account with their required details like their name, address, certificates, course details, etc. A unique ID & password has been created from where students can log in at any given point to check their earned credits. Following that we have created the batchwise ids of students and submitted to University of Mumbai.

17.Skill development:

The institute has taken a conscious approach to enhance the soft skills of students and has recruited a dedicated contractual faculty. The following were the major focus areas for the development. Introducing the Life Skills Program Interview Skills and Online Image Building for creating a strong impression online and sustaining online credibility. Self-Awareness (Know Your personality) Personal Grooming (Right Attire and Right Habits) Right body language for a professional environment Handling an interview a group discussion Creating a strong profile and developing a good resume Enhance Corporate Readiness Values (Introduction to enhance values in a corporate environment) At the end of the training, an open house session was kept with the students where they can ask their queries and doubts related to careers, placements, interview preparation, resume building, communication, skills, etc. Professional Education is for developing the students' full human personality so that they are

able to participate meaningfully not only in their profession but also in their family, society, and their natural environment - ultimately leading to a society that is just and equitable. Every commission on education has articulated the need for human values in education and we believe in it. Hence our Teaching, Non-teaching including students have undergone the Universal Human Values program. Two of our faculties have completed UHV Refresher programme. The institute has also established the UHV cell to inculcate positivity amongst the learner that will develop humanistic, ethical values. To become familiar with the ethos and culture of the new surroundings, induction is held to make students know about the vision & mission of the institute. To develop bonding with peers, seniors, faculties, and staff we introduce everyone during the induction program (Parichay) to the department head and cell head including non-teaching staff. To develop awareness, sensitivity, and understanding of our students they participate in " Yuva for Seva" where every student undergoes training from NGOs for 21 days. To develop an ethical and professional discipline soft skill training is also conducted by HR faculties. To connect and appreciate the diversity of cultures we also conduct various events like cultural programs, traditional days' celebrations, and celebrations of festivals. To develop the skills beyond their courses we conduct workshop week every academic year where every student has to sit for any of the available workshops and has to complete 36 hours spent on these workshops.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

VESIM continues to shape future leaders who excel in their careers while staying deeply connected to India's cultural roots. The 9th edition of the VIVEKANAND Literature Festival, held on February 9-10, 2024, showcased this commitment by weaving the Indian Knowledge System into its sessions. The festival serves as a platform to inspire students with India's rich literary and cultural traditions while encouraging leadership, creativity, and innovation. This year's theme, "Swa/???", emphasized self-awareness, cultural identity, and national pride. The festival brought together industry leaders, authors, filmmakers, and academics to reflect on India's past, present, and future. Each session was carefully designed to highlight values, language, and cultural insights from the Indian Knowledge System. The inaugural session, "Swa: Arambh - The Mantra for New Bharat," featured Shri Ramlal Ji, Adah Sharma, and Vipul Amrutlal Shah, who spoke about how India's cultural heritage can inspire self-reliance and

progress. They discussed how individuals and organizations could draw strength from traditions to create a resilient and forward-looking society. In the session "Swa: Bharat @2047 - Will We Be the Vishwaguru?", speakers like Dr. Kamal Taori and Sharad Sagar explored how India can become a global leader by blending traditional wisdom with modern advancements. The discussion centered on using cultural knowledge to address global challenges. "Swa: New Women of New Bharat" celebrated the achievements of empowered women. Speakers like Ashwini Iyer Tiwari and Nupur Tewari shared how their cultural and spiritual roots shaped their journeys, inspiring students to embrace diversity and innovation. The session "Swa: Face the Fearless" focused on overcoming challenges through self-belief and resilience. Speakers such as Sudipto Sen and Indira Tiwari shared how principles from Indian philosophy can guide individuals through adversity. The festival ended with "Swa: Retelling Bhartiya Stories Through Cinema," where experts like Chandraprakash Dwivedi and Abhishek Sharma discussed how storytelling and cinema can preserve and celebrate India's cultural heritage. They emphasized the power of reimagining traditional narratives for modern audiences. Beyond the sessions, students gained valuable skills in leadership, communication, problem-solving, and teamwork by actively organizing the festival. This hands-on experience also taught them the importance of collaboration and cultural sensitivity. The VIVEKANAND Literature Festival 9.0 demonstrated how the Indian Knowledge System can be integrated into education, helping students connect with their roots while preparing for a globalized world. It reflects VESIM's dedication to preserving India's heritage and nurturing future-ready leaders. This holistic approach emphasizes the importance of integrating the rich heritage of the Indian Knowledge System into the educational experience which gets reflected through:

Cultural Identity: By incorporating aspects of the Indian Knowledge System, students may develop a stronger sense of cultural identity. This can contribute to a more well-rounded and grounded perspective as they navigate the global business environment.

Global Competence: Balancing traditional values with global competence can be advantageous for managers in an increasingly interconnected world. It allows them to draw on diverse perspectives and adapt to different cultural contexts while maintaining a sense of self.

Ethical Leadership: Integrating traditional values can also contribute to the development of ethical leadership. Managers who are rooted in their cultural values may be more inclined to make decisions that align with principles of social responsibility and sustainability.

Long-Term

Success: Companies that embrace cultural diversity and inclusivity tend to be more successful in the long run. Managers who are well-versed in both global business practices and their cultural heritage may be better equipped to lead in diverse and dynamic environments. **Innovation:** Cultural traditions often contain valuable insights and knowledge that can inspire innovation. Managers who appreciate and understand their cultural heritage may be more likely to think creatively and find unique solutions to business challenges.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

Program outcome ensures attainment of certain graduate attributes. At our institute, we emphasize 5 domain-specific program outcomes provided by NBA. These outcomes are attained through the various courses imparted to the students. Outcomes are measured by analyzing the level of attainment of program outcomes. Institute follows two types of assessments -Direct and Indirect Assessment. Direct assessment consists of internal assessment and end-term examination. The internal assessment carries 40 marks and external assessments carry 60 marks. Internal assessment is done on a continuous basis through the evaluation of student's projects, presentations, internal tests, and internship programs. MMS students must complete two internship programs of 2 and 3 months respectively. Feedback from the students on the teaching pedagogy and teaching quality helps management to evaluate the quality of teaching. In case gaps are found in the attainment of program objectives, faculty members attempt to fill these by making appropriate changes in the teachinglearning process and workshops, certifications, etc. The assessment process comprises Formative and Summative approaches. Both the formative and summative assessment adds to the quantitative attainment of the Program outcome, which happens twice a Semester. While Indirect attainment is obtained through 4 different types of feedback a) Student feedback conducted as an exit survey b) Alumni feedback taken during alumni meets c) Corporate Feedback is taken from our employer d) Parent feedback is taken during final degree distribution. Each faculty includes Course Outcomes and assessment criteria in their course outline. The course outline is designed in such a way that it is capable to map the CO with the PO and arrive at the attainment level. Targets of attainment are set based on the previous year's actual attainment. Attainment levels are decided based on the last three years' historical average. The faculties use MS Excel for calculating CO-PO attainment after the relevant semester is over. The Program Head evaluates the Program Outcomes at the end of

each Semester. The evaluation of each Program Outcome is carried out once a year at the end of that particular year. The Course Outcome for each Course is measured for the attainment of the respective Program Outcome on a scale of 3 where: a) High Correlation (H) = 3 b) Medium Correlation (M) = 2 c) Low Correlation (L) = 1 P Direct attainment of a PO is determined by taking the average across all COs in that Course corresponding with that PO. Fractional numbers indicate the attainment level between the two lower and upper-range values. For example, In the Course Operations Research, if the CO1 attainment level for PO 2 is 3 and the CO2 attainment for PO2 is 1 then the average attainment level of PO2 through the course Operations Research is 2. The attainment obtained from this direct evaluation contributes 80% of PO attainment and 20% comes from indirect assessment. Final Attainment: All the attainment PO-wise is averaged for all the courses which is the final figure for direct attainment. 80% of direct attainment and 20% of indirect attainment are then considered for final attainment.

20.Distance education/online education:

The vocational courses are not a priority, as the institute offers a professional course such as MMS. However, we strongly encourage students to enrol in short-term certificate courses that are recognized by the industry. For instance, the Securities Market NISM Modules. In the institute, we employ a variety of technological instruments to facilitate the learning and teaching process. The classrooms are equipped with the most recent technology to facilitate lectures and presentations. Modern technology and infrastructure are present in all classrooms. Classrooms are equipped with amenities such as ceiling fans, lights, and projectors. Speakers for Smart Boards Desks and chairs that are permanently installed. AC Desktop computers Portable Wi-Fi Mike System Furthermore, all classrooms are equipped with Smart Boards, and they are well-ventilated, free of noise and air pollution. Six classrooms are designed in the Amphitheatre style and are supported by acoustics (soundproof technology). In addition to the prior E-resources, the IFB Maxhub 75, an interactive panel system for conference rooms that includes a microphone and speaker for online classes, has been installed. In anticipation of the Institute's expansion, desktops and laptops have been acquired for the faculty and staff. Turnitin Feedback Studio, a plagiarism detection software, is acquired. EBSCO, the database utilized for research, and the Library Management System (SLIM 21) have also been updated to facilitate the development of the Institute's Library. In an

effort to facilitate blended learning, the institute has implemented Google Classroom, which allows students to access all course-related materials and assignments that are transmitted by their professors. In addition, each classroom is adequately equipped to facilitate hybrid courses. Interactive installations have been installed in all classrooms, enabling students to submit inquiries online and faculty members to respond accordingly.

Extended Profile

1. Programme

1.1	70
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	372
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	43
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	185
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic	
3.1 Number of full time teachers during the year	22
File Description	Documents
Data Template	View File
3.2 Number of sanctioned posts during the year	22
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	14
4.2 Total expenditure excluding salary during the year (INR in lakhs)	371
4.3 Total number of computers on campus for academic purposes	160
Part B	
CURRICULAR ASPECTS	
1.1 - Curricular Planning and Implementation	
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process	
<p>The Masters in Management Studies (MMS) program of VESIM is an affiliated program of Mumbai University approved by AICTE. It is aimed at fulfilling the needs of the modern corporate and creating highly skilled managers who have strong competence in Management.</p> <p>It is offered as a two-year full-time program and encompasses Core Management courses that help to build a strong base in General Management as well as Electives that build skills in specific domains of Management.</p>	

In order to provide more in-depth knowledge and establish a strong theoretical base, the Institute has introduced a Qmester system in the First Year. Both Ist & IInd semesters are divided in two parts QI & QII with 50% syllabus taught in each Qmester. The IInd year follows a semester system which deals with practical aspects of management learning. The Program develops the right Knowledge, Skills, and Attitude so that the student can lead the organizations in an efficient and effective manner. It builds a solid base in General Management so that the student is capable of grasping the workings of any Corporate in any industry with a global perspective.

please refer attachment for further details.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

Students are informed about the pattern of continuous assessment and evaluation process through written communication in their Student's Resource Book. This book comprehensively informs about the entire evaluation system. They also go through a session with the Dean - Academics and the Controller of Exams to clear their doubts and apprehensions. A combination of continuous assessment and end-term assessment is used to test if the Learning Outcomes have been achieved.

The Continuous Assessment consists of Class Participation, Assignment, Presentations, Reports, and Class Tests. Through these methods, a faculty closely monitors a student's

performance in the class. Class Participation encourages the student to interact in the classroom with peers and the faculty.

The End Term assessment is a written Paper and Pen exam to be given by the student. A student has to pass both the continuous assessment as well as end the term exam to be eligible for credits

in that subject. To enhance the quality of the continuous assessment and evaluation process the following steps are taken: Faculties set the questions in the question paper based on the Course Learning Objectives.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://vesim.ves.ac.in/images/ACADEMIC-CALENDAR_2023-2024-AY.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

1

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

5

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

138

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The detailed write up is provided in the attached file.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

70

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

185

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution

A. All of the above

from the following stakeholders Students
Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	https://vesim.ves.ac.in/programmes/masters-of-management-studies-mms/feedback
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://vesim.ves.ac.in/programmes/masters-of-management-studies-mms/feedback

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

187

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

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

12

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

The Institute looks after the growth of its students in a structured and systematic manner. Through CO-PO mapping an analysis of class performance is done which gives a bird's eye view on overall students performance. Taking the class learnings into account, advanced learners are prompted to enroll in various courses that can help them in advancing their core knowledge and give them a boost in their corporate careers. On the other hand slow learners are also identified and more focus is given on their weak areas. Through caselets, assignments and Flip classroom presentations they channelised towards more conceptual clarity and holistic development.

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

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

Number of Students	Number of Teachers
372	22

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

To improve the quality of teaching and learning the Institute

follows the following steps. The idea of all the steps is to keep the curriculum contemporary and in tune with the industry requirements and also ensure that, on a continuous basis, pedagogical best practices are adopted and monitored to deliver the contemporary curriculum. 1. Curriculum Design: The process of curriculum design is already mentioned. 2. Adoption of best pedagogical practices: To ensure a wholesome learning experience, the institute adopts various pedagogical approaches. The various pedagogical tools used by the faculty are as follows: 1. Flipped classroom 2. Use of case study method of teaching 3. Role play for tacit learning 4. Display of Videos 5. Project Assignment and presentation 6. Viva 7. Situation analysis 8. Articles analysis 9. Quiz: to check retention of previous sessions learning 3. Implementation Quality: Feedback from students on teaching quality is collected and such feedback is discussed by the Director and Dean of Academics with the respective faculty. Weaknesses under different heads of the feedback are evaluated and brought to the notice of the concerned faculty. A solution for improvement is suggested, which includes teaching and attending workshops, seminars, and conferences. A detailed report is attached

File Description	Documents
Upload any additional information	View File
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

For online teaching, VESIM uses Google Classroom. It is a free blended learning platform to simplify creating, distributing, and grading assignments. It streamlines the process of sharing files between teachers and students. Google Classroom integrates Google Docs, Google Sheets, Google Slides, Gmail, and Google Calendar into a cohesive platform to manage student and teacher communication. Students are invited to join a class through a private code or automatically imported from a school domain. Each class creates a separate folder in the respective Google Drive, where the student can submit work to be graded by a teacher. Assignments and due dates are added to the Google calendar, where each assignment can belong to a category or topic.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

20

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

22

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

19

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

158

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The mechanism of internal assessment is transparent and robust in terms of frequency and mode. There is complete transparency in the internal assessment. The criterion adopted is as directed by the University of Mumbai. At the beginning of each course, every individual faculty announces the component that would be selected for the particular program. The faculty also announces in the class the probable dates for the evaluation. The Continuous internal evaluation consists of the following parameters for MMS

a. Quiz (MCQs)/Attendance / Class Participation - 10 marks
 b. Class Test - 20 marks
 c. Assignment/ Presentation (Flip Classroom) - 10 Marks.

The Class Test is a very rigorous examination taken by the examination department and conducted Online. Class Test is a mandatory part of internal assessment. Examination Department conducts a class test, in the middle of the semester for the portion covered till that point.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

Continuous Internal Evaluation (CIE) is considered an important aspect of the student at VESIM. With the CIE, faculty continuously monitors student performance at different levels. With the CIE in place, the student is always alert to the demand of the course. At the beginning of the program, every student goes through an induction program. During the program, the student goes through all policies and processes of the Institute. The examination department explains the examination process. During this time clear-cut assessment procedures and evaluation schemes are explained to each student. Complete transparency is thus ensured. The CIE is conducted throughout the Semester. It consists of various components in MMS. The Continuous internal evaluation consists of the following parameters for MMS a. Quiz (MCQs)/Attendance / Class Participation - 10 marks b. Class Test- 20 marks c. Assignment/ Presentation (Flip Claassroom) - 10 Marks. Class Test is a mandatory part of internal assessment. Examination Department conducts the class test, in the middle of the semester for the portion covered till that point.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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.

Teachers make the course pack in which the Programme outcomes for all programmes offered by the institution are stated. The same course pack is then shared with all the students in Google Classroom before the beginning of the particular subject.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://vesim.ves.ac.in/images/updated-programoutcome-course_merged.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Program outcome ensures attainment of certain graduate attributes. At our institute, we emphasize 5 domain specific program outcomes provided by NBA. These outcomes are attained through the various courses imparted to the students. Outcomes are measured by analysing the level of attainment of program outcome. The institute uses two types of evaluations: direct and indirect. Direct assessment consists of internal assessment and the end term examination. The internal assessment carries 40 marks and external assessments carry 60 marks. (For Qmester System in the First year Exams are taken twice and the average of both is taken as final). Internal assessment is done on a continuous basis through evaluation of students' projects, presentations, internal tests, and internship programs. MMS students must complete two internship programs of 2 and 3 months respectively. Feedback of the students on the teaching pedagogy and teaching quality helps management to evaluate the quality of teaching. In case gaps are found in attainment of program objectives, faculty members attempt to fill these by making appropriate changes in the teaching learning process and workshops, certifications etc.

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

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

162

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://vesim.ves.ac.in/images/Exit-Feedback_Batch-2021-23-2.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

467.5

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

5

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

In partnership with the NEN Wadhvani Foundation, VESIM has taken significant strides in entrepreneurship education by training two faculty members to deliver the Entrepreneurship Management curriculum (Foundation & Advanced) as part of the Semester 2 syllabus. To further enhance the innovation ecosystem, VESIM actively organizes panel discussions, webinars, and business plan competitions, creating a vibrant platform for creativity and innovation.

Additionally, VESIM has strengthened its network by signing Memorandums of Understanding (MOUs) with esteemed organizations, including: a. The Southern Gujarat Chambers of Commerce & Industry (SGCCI), Surat b. Riidl - Research Innovation Incubation Design Labs

The VES Trust proudly announces the launch of the Hashu Advani Business Incubation Technology (HABIT) Foundation, an incubation

center dedicated to fostering and supporting innovative ideas and start-ups. This state-of-the-art facility spans an impressive 7-story building, covering approximately 11,377.15 square feet, offering resources, mentorship, and networking opportunities to help entrepreneurs transform their ideas into thriving businesses.

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

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

60

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

2

File Description	Documents
URL to the research page on HEI website	https://vesim.ves.ac.in/research-publications.html
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

16

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

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

13

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Yuva for Seva is an initiative where students work with NGO's and sensitize them about social issues and help them become better management professionals.

Sell-on, a 5-day event where students sell NGOs-made products and help them learn basic skills to negotiate and sell those products. This helps in kindling thoughts for people who are socially deprived. Also, the thought towards inclusive growth is understood by them.

The Green Club of VESIM organises events like green day celebrations, prohibition of single-use plastic bottles in the institution premises, and World Water Day.

The Electoral Club organises Mr. & Ms. VESIM, where the selection takes place via poll, which replicates the election process. The campus resonated with democratic fervour as faculty and students alike committed to making their voices count and actively engaging in the democratic process.

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

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

0

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

5

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

170

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

7

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

27

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

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.

The institution has adequate facilities for teaching - learning. viz., classrooms, laboratories, computing equipment, etc. Institute has a well-developed campus. It is equipped with modern facilities and learning resources to achieve academic excellence according to its vision and strategic objectives. The infrastructure facilities and learning resources are categorized as under: (a) Learning Resources include resources and infrastructure required for library, computer centre, class room teaching, events, meetings and conferences. (b) Support facilities include hostels, canteens, seminar halls, committee rooms, sports grounds. (c) Utilities include safe drinking water and restrooms. Classes are scheduled for optimal utilization of the available physical infrastructure.. The Institute continuously strives to create and enhance infrastructure both in terms of buildings and other facilities to provide a good teaching-learning environment

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

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

It features a heavier ball than the normal football to control the speed on the 60 x 90 ft field with extremely durable and highquality nets with a height of 25 ft to ensure an uninterrupted play area under lights. This is third-generation FIFE 2-Star-rated artificial grass which ensures consistency in bounce and ball control and is widely used by the famous Arsenal Football Club for training purposes. "The non-abrasive fibers and rubber infill make the playfield very safe and offer greater movement to players with the foam-padded rebound walls alongside the pitch," explain partners Danesh Mistry and Ranjan Matthew. "Essentially, the two playfields cater to five-a-side football contests with scope for gully cricket, kabaddi, kho kho, volleyball, and yoga too," points out Danesh.

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

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

14

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

72.25

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

VESIM Library is managed through Koha software Koha is the first free software library automation package. Its development is steered by a growing community of users collaborating to achieve their technology goals. Koha's feature set continues to evolve and expand to meet the needs of its user base. Koha is a true enterprise-class ILS with comprehensive functionality, including basic and advanced options. Koha includes modules for acquisitions, circulation, cataloging, serials management, authorities, flexible reporting, label printing, and multi-format notices. Koha will work for consortia of all sizes, multi-branch, and single-branch libraries. Koha has most of the features that would be expected in an ILS, including: Union catalog facility Customizable search Online circulation Bar code printing Patron card creation Report generation Patron self-registration form through OPAC Koha brings together library users and staff, as both can see various aspects of the system and can work together moreeffectively to achieve each user's goals

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

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	A. Any 4 or more of the above
--	--------------------------------------

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

16.76

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

35

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Wifi Enable Campus -Freedom to access the Internet from anywhere within the signal range and move your devices around without losing the connection. -Connect any mobile device, laptop, tab, etc Smart Classroom with the sound system and all application software that is used with various. -VESIM observes a centralized internet. A separate team of three IT engineers headed by one coordinator is maintained to get all IT-related tasks done in order to improve efficiency facility wherein core level bandwidth is deployed at the trust level and shared across the various institutes of the trust departments, viz. Admission, accounts, course coordination, and examination are authentic and licensed application software.

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

4.3.2 - Number of Computers

160

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and

academic support facilities) excluding salary component during the year (INR in lakhs)

196

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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.

VESIM has its own in-house policy related to annual maintenance contracts, physical infrastructure maintenance, and repair. As per the policy, a periodic check-up, once in a quarter, is carried out for the physical infrastructure and facilities available in the institute. The Purchase Department verifies & ensures that all the air conditioners, lights, fans, Interactive Panel and other teaching aid equipment are in working condition in all the classes, computer labs, meeting rooms, auditoriums, administration cabins, and faculty cabins. Once a week, the Purchase Department verifies & ensures that the entire plumbing network and water purifiers, water coolers, and lifts are working properly. All the LCD, computers, Xerox machines, & computers are under a preventive maintenance contract with suitable, technically competent organizations to prevent any failure during daily operation. Suitable fire prevention systems, including fire extinguishers, etc is maintained to prevent fire. All electrical installations are checked up quarterly for proper functioning. Emergency repairs (clogged toilets, broken windows, heat and hot water problems, etc.) will be completed as soon as possible, usually within 24 hours of notification. Generally, other work orders will be completed within two weeks. Complaint Register has been kept at the Purchase Department where any member of VESIM (Including students, teaching and non-teaching members) can record the complaint and action taken is also recorded in the register. Purchase Department shall also maintain the AMC Tracker.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

191

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

4

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

<p>5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills</p>	<p>A. All of the above</p>
--	-----------------------------------

File Description	Documents
Link to Institutional website	Nil
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

187

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

187

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

<p>5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees</p>	<p>A. All of the above</p>
--	-----------------------------------

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

170

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

3

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

0

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

4

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

At VESIM, we are committed to creating and growing a diverse, equitable, and inclusive culture and community that affords all students, staff, faculty, alumni, and business partners with a

true sense of belonging. Together, we can create, impact, and sustain change. We are dedicated to educating the next generation of business leaders and entrepreneurs who will be the value creators and pioneers of change for business and society. Following are the Committees where students play an active role. Administrative and Statutory Committees ?Women Development Cell ?Anti Ragging Committee ?Discipline Committee ?Attendance Committee ?Grievance Redressal Cell

Students participate in various Co-curricular activities by joining the following cells of College. ?Entrepreneurship Cell ?Alumni Cell ?CSR cell ?Branding Marketing Cell ?Student Welfare Cell ?Finance Cell ?HR Cell ?Operation Cell ?FMB Cell ?Placement Cell ?IncubationCell

Student driven extra-curricular activities to induce creative managerial skills, the Institute organizes the following activities: ?Literature Festival is organized every Year. Authors of books related to business, policy frameworks and current economic environment are invited to take part.

?Ties 2024: International Conference.

File Description	Documents
Paste link for additional information	https://vesim.ves.ac.in/vesim-events/cell-activities/562-international-conference-ties-2024.html , https://www.instagram.com/vivekanandliteraturefestival/
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

7

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

V.E.S.M.A.A stands for Vivekananda Education Society's Management Alumni Association. 'MAA' in Sanskrit stands for mother & V.E.S.M.A.A signifies the foster mother relationship which forms the core of alma mater. VESMAA is a registered body under Society Registration Act 1860 & Bombay Public Trust Act, 1950.

The rich alumni base of VESIM which has completed 30 years, has more than 4000 members who have excelled professionally and have left a permanent mark on the corporate face globally.

VISION

"To serve VESIM Alumni and students, in order to strengthen the bond & encourage their involvement with the institution. To make VESIM a center of excellence for knowledge and establish a lifelong relationship with the Alumni."

MISSION

1. Creating a place for VESIM family which provides professional guidance and knowledge enhancement.
2. Promoting the social & intellectual needs for the mutual benefit of present and future alumni.
3. Promote interaction with & among Alumni.

Objectives

- 1.To create a long lasting association.
 - 2.To inform about the recent changes in institute/activities/policies.
 - 3.To encourage them to visit college as a Guest Lecturer.
 - 4.To help VESIM in Branding Activity.
- please check the attachment for further information.

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

5.4.2 - Alumni contribution during the year (INR in Lakhs)	E. <1Lakhs
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File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

Structure of Governing Body Governing body (GB) is the supreme authority of the institute with full of ambitions and aspirations to provide opportunities increating future leaders. It provides approval for long term business plans, annual budgets related to infrastructure, staffing and R&D and other strategic decisions. The director of the institution executes all decisions approved by the governing body. It monitors the institution's performance against the plans approved and ensures the achievement of the mission and vision of the institutes. Frequency of the meeting is twice a year (January and June).

Responsibilities of the Governing Body: To take decisions regarding the intake and addition or discontinuation of any

program accordingly Recommending the Principal to take formal steps with the affiliating body to put this into action. Fix the fee structure and any charges applicable. Approve the budget and recommend necessary corrections. Review the work plans of different administrative committees like infrastructure, library, purchase, examination, admission etc. Appoint Professors, Associate Professors, Assistant Professors and other academic staff as may be necessary on the recommendations of the Selection Committee Maintain proper accounts and other relevant records and prepare Annual Statements of Accounts including the Balance Sheet for every previous financial year, in such form as may be prescribed by the Regulations/Bye-laws Manage and regulate the finance, accounts, investments, property and all other administrative affairs of the Institute and for that purpose to appoint such agent or agents as it may deem fit.

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

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

The institute believes in imparting its function to adopt the practice of decentralization. This helps in including more heads in the decision-making process and facilitates strengthening internal bonding. Deans Council Deans Council consists of deans and associate deans and is headed by the Director of the institute. The council meets once in a month to discuss both academic and nonacademic issues as recommended by quality assurance cell of the institute. Internal Structure of Deans' Council The deans' council consists of the following members:.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

1. Signing of MoU's with various international universities and business organizations which adds a global perspective to its education system.
2. Creating a vibrant campus so that students can enjoy a vibrant campus life with extracurricular activities, and industry-interaction events.
3. Creating several Centers of Excellence to improve student's knowledge and experience in major management subjects. 4. Offering an energetic setting for education that fosters opportunities to engage with the professional world.
5. Establishing a world-class institution for education and research in the areas of Management and Business Analytics that will provide effective access to learning resources.
6. Creating a strong placement cell to generate various opportunities for the students in various reputed national and multinational organizations.
7. Institute will adopt outcome-based learning to ensure effective transformation of knowledge and increase the employability of its students.
8. Use of Student centric methods, such as experiential learning, participative learning and problem-solving methodologies which will enhance student engagement and better learning experiences.
9. Encouraging teachers to use ICT- enabled tools including online resources for effective teaching and learning process. 10. Organizing guest lectures and seminars by industry experts and scholars to provide insights into current trends, challenges, and opportunities in the business world.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://vesim.ves.ac.in/images/NAAC/criteria6/6.2.1_doc-2.pdf
Upload any additional information	View File

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

Service Rules Teaching Staff: -

- HR Policy is written policy adopted by VES for its Institutes is based on the State Government, DTE, AICTE laid down rules and guidelines. This is well published on the Institute website. Payment of Salaries, Allowances, Incentives, and other financial assistance/provisions for Academic Activities are made available and paid to the employees/faculties as per the policy and rules adopted by Vivekanand Education Society in this HR Policy. University, AICTE and State Govt. rules regarding the pay scales, upward movement of the pay scales, promotions, Currier Advancement Schemes, incentives in synched with and implemented as per the directives of these regulatory bodies which are also forming the part of the HR Policy.
- Copy of the same has been provided to each faculty members.
- Copies have been provided also to Registrar, Accountant and Dean Academics for records and its implementation.
- General services conditions/Rules have been adopted and laid down by VES (Mother Institute), have been made and also provided to each Employees with their Appointment Letter at the time of their appointments and presented in their personal files as a part of their service rules.
- The Personal Files, Service Books and Leave Records are maintained by the Institute as per the State Government and University Rules and Guidelines.
- Statutory deduction from the Employees Salary is made every month and its remittance to the concerned Government Authorities is made regularly as a part of mandatory, statutory compliance.

Kindly refer the attached file for further details.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://vesim.ves.ac.in/images/Org-Chart--VESIM.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	A. All of the above
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File Description	Documents
ERP (Enterprise Resource Planning)Document	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

List of the Welfare Measures: There is well published/defined written HR Policy of the Teaching Staff. Major Welfare measures/facilities are enumerated here below: Medical Health Insurance: Non-Teaching Staff is given the Medical assistance in the form of Medical Health Insurance. Under this policy the NTS has been given the medical coverage of Rs. 50000/- with Oriental Insurance for The premium against this policy is paid by our VES TRUST. Accident Insurance: Coverage. If the insured person sustains any bodily injury solely & directly from accident caused by external, violent and visible means, then the company shall pay to insured or his legal personal representative as the case may be, the sum or sums as per terms / condition of the policy. Benefits. 1) Death occurs due to accident, sum insuredPolicy sum insured (2 lakhs individually) 2)Loss of two limbs / two eyes or one limb and one eye.Policy sum insured(2 lakhs individually) 3)Loss of one limbs or one eye.50% of policy sum insured(1 lakh individually) 4)Permanent total disablement from injuries other than those named above (P.T.D.)Policy sum insured(2 lakhs) 5) Permanent partial disablement (PPD) % of CSI (It varies from 1% to 75%) break up details is mentioned in attached clause form. 6)Weekly compensation for loss of income due to accidental (TTD) injury Rs. 1,000/- per week, maximum up to100 weeks. 7) Terrorism is covered Round the clock. please refer to the attachment for further details.

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

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

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

10

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

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

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

6

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	View File
Reports of Academic Staff College or similar centers	View File
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

11

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Annual Performance Appraisal for teaching staff Performance review is done on well-structured parameters. A copy of the performance appraisal form for teaching staff is attached herewith.

Annual Performance Appraisal for non-teaching staff Performance review is an evaluation method that employers use to measure an employee's contributions to their company, and it has 3 basic functions: 1. Provide adequate feedback to each person on his or her performance 2. Serve as a basis for modifying or changing behavior toward more effective working habits 3. Provide data to managers with which they may judge future job assignments and compensation. Usually the criteria is based on below factors: a. Knowledge b. Decision Making c. Communication d. Teamwork e. Personality f. Human Relations g. Results produced These are some of the important factors that we consider while doing performance appraisals. Faculty Performance, Appraisal and Development System Performance appraisal of faculties is evaluated from three angles in a decisive manner where weights are assigned on key factors. Following are the key performance indicators. Categorywise weightage of activities.

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

We have centralised External Auditor - Shri. Abhijit Deshpande, Chartered Accountant appointed by our trust who conducts audits twice in a year for each of the Institutions. In the audit process all the Cash, Bank accounts are cross checked with the supporting document attached with same. Additionally the process involves the physical verification of Fixed Assets, Stock verification, Fee Reconciliation and review of GST data. Leave Records also verified along with Salary records to ensure accuracy. As part of the audit process, meetings are scheduled to provide guidance on recent changes introduced by the Income Tax Department and the Goods and Services Tax (GST) Department during the financial year. Most of the queries raised by the auditors are solved during the course of audit. Some of the queries that require to be solved by the higher authorities or need some action to be taken and resolved before the completion of the audit. Once the audit is completed, the auditor prepares an audit report where all the observation, suggestions and actions to be taken against

each expense or income head. This report is then submitted to the trust.

please refer attachment for detailed write up.

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

467

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

This Institute is self-financed (Un-aided) Institute and Institute does not get any financial aid/ grant or any assistance from the State Govt. Central Govt. or any Govt. agencies.

Fund resources to run the institute is only the fees received from the students.

MMS course fee is fixed and regulated by FRA appointed by Maharashtra State Govt.

We do not take any Donations/Capitation fees from the students because we have surrendered the Institute level seats (i.e. Management Quota) to the Admission Authority of the State (DTE) and made it open /available to the General Category students in the larger interest of the Society. Hence, only the fees is the

income source.

With the view of the optimal utilisation of the available infrastructure; the manpower, facilities resources and to generate the revenue Institute also conducts certification courses, organise seminars and conferences in addition to the regular courses. This also helps in generating some revenue.

please refer attachment for detailed write up.

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

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

Achievements of IQAC in AY2023-24

Conducted session on IPR in AY2024.

Involved the faculties in the placement activities, where they were regularly roped in to guide the students for better performance in their placement process.

Conducted electoral club and green club activities at different times in the academic year.

VESIM Literature Festival was arranged to promote the youth to recognize literary works, encourage the habit of reading, and increase students understanding across a host of literature areas.

Received 2f for Autonomy at UGC.

More impetus was provided to promote Entrepreneurship Development Cell.

Academic Tie up with Tata Institute of Social science.

A new appraisal and research policy for faculties was prepared and implemented to encourage more contribution towards intellectual capital building.

The International Conference TIES 2024 was conducted to promote sustainability, diversity, and inclusion.

Received NAAC grade A in AY2023-24 for Second Cycle.

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

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

The whole process is driven by a strategically planned structure that comprises understanding the faculty's core capabilities. A competency document would be prepared by each faculty member, identifying their strengths and future scope of work. This would enable management to map faculties capabilities to varied productive activities, which would help in enhancing their domain knowledge and ensuring better ranking. The mapping covering faculty interest areas would be in terms of: a) teaching interests; b) consulting interests; c) areas of research; and d) administrative capabilities. This would be directed to: a) research publications in international peer-reviewed journals; b) case study publications; c) consulting projects; d) research projects; e) the conduct of FDPs & MDPs in campus. The Institute also wants to attract better opportunities for faculties as per their competency documents. Thus, the institute focuses on channeling significant improvement in the faculty's LinkedIn profile. With the right training on updates and establishing the right connection on LinkedIn, the faculty would be able to project their work to the world, which would establish strong connections with Alumni, industry, and researchers. The institute has developed a structured report format to capture all the activities and data periodically, which is floated to all the teaching and non-teaching staff.

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

<p>6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)</p>	<p>A. All of the above</p>
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File Description	Documents
Paste web link of Annual reports of Institution	https://vesim.ves.ac.in/images/Vivekanand-Education-Societys-Institute-of-Management-Studies-and-Research2024.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

As a part of Women's Development Cell and ICC, VESIMSR continuously strives for gender sensitization among students and faculty both. This done as Gender Sensitization is a basic requirement to understand the sensitive needs of a particular gender. Special study room, stair-case, two-wheeler parking, Separate Circulation Counters, Reading Rooms, Ladies Room, Washroom Facility, Sanitary Napkin Vending Machine are provided for the girls. Our college has Anti- Ragging and Discipline Committee, and Anti-sexual Harassment Cell. The girl students are provided opportunities to express themselves under Women Development Cell. Various programs such as leadership talks with Women in leadership positions in Corporate, Literature, Arts and other field have been conducted to expose our students to glass ceilings and how women have managed to break these barriers. Panel discussions regarding POSH Act (The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013) have

been conducted to make students and faculty aware of constituents of the statute. They participated in the discussion to solve all their doubts regarding the Act. Our non-teaching and teaching staff were given training regarding POSH provisions. Students have been sensitized towards gender and gender issues through guest lectures, role plays, theatre, and documentaries.

File Description	Documents
Annual gender sensitization action plan	https://vesim.ves.ac.in/images/Gender-sensitivity_updated.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://vesim.ves.ac.in/mandatory-committees/wdc

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Composting involves mixing yard and household organic waste in a pile or bin and providing conditions that encourage decomposition. The decomposition process is fuelled by millions of microscopic organisms (bacteria, fungi) that take up residence inside the compost pile, continuously devouring any recycling it to produce a rich organic fertilizer and valuable soil amendment the compost produced is purely organic and can be used for internal horticulture. We have conducted an audit at the premises and have found that the quantity of Organic Kitchen Waste generated at Vivekanand college of Pharmacy and Management. Is approximately

25kg per day In order to compost this, you will need to install one brick constructed pit of Internal dimensions 6' X 4' X 2' to process the generated wet Waste.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

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

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

C. Any 2 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

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 200 words).

VESIM is committed to cultivating exceptional managers who excel in both corporate and entrepreneurial endeavors, while remaining deeply connected to their cultural heritage and identity.

The institute seamlessly integrates the rich tapestry of the Indian Knowledge System into its curriculum. Through a variety of sessions, students explore the multifaceted "Idea of India," delving into its historical roots and envisioning its future. This holistic approach emphasizes the significance of blending tradition with innovation.

By incorporating elements of the Indian Knowledge System, VESIM aims to:

- **Foster Cultural Identity:** Students develop a stronger sense of cultural identity, leading to a more grounded and well-rounded perspective in the global business arena.
- **Enhance Global Competence:** Balancing traditional values with global competence empowers managers to navigate diverse cultural contexts and leverage diverse perspectives.
- **Promote Ethical Leadership:** Rooted in their cultural values, managers are more likely to make decisions that align with principles of social responsibility and sustainability.

VESIM's unique approach equips its graduates with the knowledge, skills, and values to become not just successful leaders, but also ethical and culturally conscious global citizens.

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

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

VESIM conducted Mr. and Miss. VESIM contest where students got elected through initial rounds on the basis of their campaign. The elections were conducted with the motive to create an awareness of

'Right to Vote'. Skit was performed to sensitize students on who can vote, rights to vote & importance of voting. The event was a great success for making everyone understand how important it is to vote. The final round was conducted wherein the students elected their favourite candidate of Mr. and Miss Vesim through voting in the form of ballot box. We conducted voting through ballot system. We conducted Mr. and Miss. VESIM contest where students got elected through initial rounds on the basis of their campaign. The elections were conducted with the motive to create an awareness of 'Right to Vote'. Skit was performed to sensitize students on who can vote, rights to vote & importance of voting. The event was a great success for making everyone understand how important it is to vote. Another activity called Wall of democracy was put up where slogan making, and dissemination of importance of voting was encouraged.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://vesim.ves.ac.in/electoral-club
Any other relevant information	<u>Nil</u>

<p>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. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized</p>	<p>C. Any 2 of the above</p>
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File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

The Independence Day Celebration at Vivekanand Education Society's Institute of Management Studies and Research was a momentous occasion that brought together students, faculty, and dignitaries to commemorate the 77th anniversary of India's independence. The event aimed to instill a sense of patriotism, unity, and reverence for the sacrifices made by our freedom fighters.

The celebration commenced promptly at 10:00 AM with the arrival of esteemed dignitaries, faculty members, and students. The atmosphere was charged with anticipation and excitement, as participants gathered to honor the spirit of freedom.

The flag hoisting ceremony marked the pinnacle of the event. As the Indian national flag was unfurled, a wave of national pride swept over the attendees. The tricolor flag fluttered majestically in the breeze, symbolizing the hard-fought freedom that India had achieved.

The cultural segment of the event showcased the diversity and unity of the student community. Students from various disciplines participated enthusiastically, presenting a tapestry of performances that encapsulated the essence of Independence Day.

The event concluded on a resounding note of unity as students from the Degree College came together to sing "Vande Mataram." The powerful rendition of the national song stirred emotions and united everyone in the room, reminding them of their shared commitment to the nation's progress and well-being.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

Sell On Activities

It is a 5-day event. In this, the student goes to NGOs and collects products made by their people, and then they are given basic skills to negotiate and sell those products. The revenue collected is again taken by the students to give to the NGOs. This helps in kindling thoughts for people who are socially deprived. Also, the thought towards inclusive growth is understood by them.

Objective behind Implementation is to make students able to:

Identify and explain customer needs and wants

Apply various selling techniques

Demonstrate public speaking skills

Practice and evaluate team-building skills.

Get close to people from different segments of society and understand the importance of inclusiveness.

Become an empathetic leader

Yuva for Seva

A 21 days on-field project for MMS first-year students that was started in 2014, where students work with various NGOs for above mentioned time duration

The objective behind the implantation of this practice is as

follows:

To develop students as socially responsible business leaders.

To sensitize the social problems and give them solutions through our initiatives and projects.

To associate with NGOs at the Pan India level and to help them achieve their objectives.

File Description	Documents
Best practices in the Institutional website	https://vesim.ves.ac.in/academics/yuva-for-seva
Any other relevant information	https://vesim.ves.ac.in/vesim-events/cell-activities/217-sell-on.html?highlight=WyJzZWxsIiwib24iLCJvbiciLCJzZWxsIG9uIl0=

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

VESIM continues to shape future leaders who excel in their careers while staying deeply connected to India's cultural roots. The 9th edition of the VIVEKANAND Literature Festival, held on February 9-10, 2024, showcased this commitment by weaving the Indian Knowledge System into its sessions. The festival serves as a platform to inspire students with India's rich literary and cultural traditions while encouraging leadership, creativity, and innovation.

This year's theme, "Swa/???", emphasized self-awareness, cultural identity, and national pride. The festival brought together industry leaders, authors, filmmakers, and academics to reflect on India's past, present, and future. Each session was carefully designed to highlight values, language, and cultural insights from the Indian Knowledge System.

The inaugural session, "Swa: Arambh - The Mantra for New Bharat," featured Shri Ramlal Ji, Adah Sharma, and Vipul Amrutlal Shah, who spoke about how India's cultural heritage can inspire

self-reliance and progress. They discussed how individuals and organizations could draw strength from traditions to create a resilient and forward-looking society.

Please refer attachment for further details.

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

7.3.2 - Plan of action for the next academic year

The following are the Major Plans for the AY2024-25.

1. Revamping the placement process will be a major focus this year where we shall try for better industry connections and increase the average placement package for the students.
2. Arrangement of better placement training to be conducted by professional organizations of repute.
3. Application for increasing student intake by 120.
4. Recruitment of more faculties to suffice the increased academic loads due to increase of number of students intake.
5. Arrangement of a greater number of FDPs for the faculties in VESIM.
6. Organizing big events like Industry Conclaves or Seminars for boosting the industry connections.
7. Arranging more workshops for the students so that they develop new skills required by the industry and make them suitably employable.
8. Conducting international conference for launching a suitable platform for both faculties and students to showcase their intellectual capital and for providing an opportunity of networking and knowledge sharing with the various industry professionals and academicians both at national and international level.
9. Planning for building more infrastructure to recoup with the increased intake and provide better facilities for students.
10. Streamlining the examination process for bringing better and transparent assessment system.