



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1.Name of the Institution		Sinhgad Academy of Engineering
• Name of the Head of the institution		Dr.Kishor P.Patil
• Designation		Principal
• Does the institution function from its own campus?		Yes
• Phone no./Alternate phone no.		02067571115
• Mobile no		9545754563
• Registered e-mail		saepricipal@sinhgad.edu
• Alternate e-mail		iqac.sae@sinhgad.edu
• Address		Sr.No.40/4A, Near PMC Octroi, Post, Kondhwa-Saswad BypassRoad, Kondhwa (Bk) ,Pune-41048
• City/Town		Pune
• State/UT		Maharashtra
• Pin Code		411048
2.Institutional status		
• Affiliated /Constituent		Affiliated
• Type of Institution		Co-education
• Location		Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	Savitribai Phule Pune University				
• Name of the IQAC Coordinator	Prof.R.B.Kakkeri				
• Phone No.	02067571116				
• Alternate phone No.					
• Mobile	9960265377				
• IQAC e-mail address	iqac.sae@sinhgad.edu				
• Alternate Email address	rbkakkeri.sae@sinhgad.edu				
3.Website address (Web link of the AQAR (Previous Academic Year))	http://cms.sinhgad.edu/media/535833/aqar%2021-22.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	http://cms.sinhgad.edu/media/535657/academic%20calendar%20a.y%202023-24%20sem%20-1.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 2	A	3.19	2023	24/01/2023	23/01/2028
6.Date of Establishment of IQAC			12/10/2015		
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	
Nil	Nil	Nil	Nil	Nil	
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	4	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> 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	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>1.Best department awards are initiated for the quality assurance and sustenance in the Institute.V-LAB connectivity provided remote-access to simulation-based Labs in various disciplines of engineering which benefited the student's community. 2.The Industry Institute Interface Cell(IIIC), Technology business incubation and Entrepreneurship Development Cell (EDC),have conducted programs for the innovation and Industry-sponsored projects have been made possible for the student. 3.IQAC promotes research and innovation in institutions by encouraging faculty members and students to engage in research, providing support for research activities, and organizing seminars and conferences. 4.In order to bridge the gap between the industrial perspective and the university curriculum, value-added programmes (VAPs), such as Internet of Things (IoT), Machine Learning, Data Science Using Python, Python Programming, Geometric Design and Tolerance, etc., were offered to final-year students in all streams. 5.IQAC collects feedback from students, faculty members and Alumni to ensure their satisfaction with the quality of education and the overall academic environment</p>		
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
Encourage faculty for research activities.	Research activity count is increased in the form of Paper presentation and Attending conferences
Value added Program for Final year students to be arranged and topic for the same to be finalized	Value added program is conducted for final year students for all the branches
National/International conference to be organized for the current academic year	National conference is successfully conducted from 20 and 21 April 23 by Computer department.
R&D cell to arrange seminars on IPR, Research etc and to conduct project competitions	Appreciated the efforts taken by Cell for arranging Awishkar-22 project competition and other activities
Encourage students for the extension activities like social programmes by NSS.	Students Have participated in many extension activities conducted by NSS
Student and faculty workshop conduction is promoted	Workshops for students and faculties have been arranged
Plan of action for the next academic year 23-24 to be prepared.	Action plan for the academic year 2023-24 is prepared.

13. Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
Internal Quality Assurance cell (IQAC)	25/07/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2022-23	14/02/2024

15.Multidisciplinary / interdisciplinary

Sinhgad Academy Of Engineering follows the regulations and rules set by the state government, which are related to its affiliation with SPPU. The institute's parent organization also follows the UGC guidelines when it comes to developing its course structure. The new education policy of the state government requires engineering institutions to adopt an interdisciplinary and multidisciplinary approach. or PG and PhD students, the institution supports interdisciplinary projects and research. While the multidisciplinary and interdisciplinary educational method outlined in the policy will become clearer in the following months, we welcome the shift and are prepared to apply it in our college.

16.Academic bank of credits (ABC):

The Academic Bank of Credit (ABC) is a key component of the New Education Policy (NEP) for higher education, including engineering colleges. The ABC is an online platform where students can store their academic credits earned through courses, projects, internships, and other learning experiences. These credits can be accumulated and transferred across institutions, providing students with flexibility and opportunities for interdisciplinary learning. As per the SPPU guidelines, Institute has collected the ABC of all students.

17.Skill development:

The NEP of 2020 encourages engineering institutions to provide their students with industry internships, apprenticeships, and experiential learning to prepare them for careers. In addition, the policy highlights the importance of engineering education being interdisciplinary, especially when it comes to the use of artificial intelligence, robotics, and the Internet of Things. Through these programs, graduates will be able to transition from job seekers to job providers. The Sinhgad Academy of Engineering followed the same mission as the parent university. It also signed MOUs with various industry organizations to promote work culture. The institute's EDcell, III, has been utilized to develop the potential of its students by organizing various workshops and delivering guest lectures.

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

The NEP also suggested that engineering colleges establish programs in regional languages to make learning more accessible to learners from different linguistic origins. In addition, they should integrate the perspectives and culture of India into the curriculum. The university's cultural and sports committee and the NSS have also been instrumental in organizing various events to promote Indian culture. Their respective magazines also feature sections in Hindi, English, and Marathi to support the development of local languages. This would also allow engineering colleges to collaborate with each other, and with industry partners, to provide students with cutting-edge knowledge and skills. Sinhgad Academy of Engineering is not able to follow this in the curriculum as it is affiliated to SPPU.

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

OBE is an approach to education that focuses on defining the desired learning outcomes of a program, and then designing the curriculum and assessments to ensure that students achieve those outcomes by developing learning outcomes that are aligned with industry requirements and the needs of society. This would help ensure that graduates are well-prepared for the workforce and have the skills needed to contribute to the development of the country. Sinhgad Academy of Engineering adopts continuous assessment and feedback mechanisms to monitor students' progress and ensure that they are achieving the desired learning outcomes. This would help faculty members identify areas where students need more support and make necessary adjustments to the curriculum. The institute has implemented a programme that aligns course objectives with programme results for every subject. The organisation of different curricular activities is based on the mapping of CO and PO. The COs of the courses are mapped with PSO, and departments have additionally established program-specific goals. Internal assessment tools are used to evaluate student performance on unit assessments, assignments, and other course-related activities. Continuous assessment is also applied to assess student progress. Students' achievement on university exams serves as an external evaluation mechanism for CO attainment. Exit surveys are employed in addition to the same methods for PO and PSO accomplishment as an indirect assessment tool. Additionally, the Institute makes use of digital technologies and online platforms to support OBE in engineering education. This would allow for the collection and analysis of data on student performance, which can inform ongoing improvements to the curriculum and pedagogical approaches. Overall, the adoption of OBE in engineering education can help ensure that graduates have the knowledge and skills needed to meet the demands of a rapidly

changing world and make valuable contributions to society.

20.Distance education/online education:

The NEP aims to address various aspects of education, and one of its key focuses is on promoting flexible and innovative modes of learning, including distance education. Sinhgad Academy of engineering is affiliated with regulatory bodies like the All India Council for Technical Education (AICTE) and Savitribai Phule Pune University. The implementation of distance education programs guidelines is not provided by these regulatory bodies.

Extended Profile

1.Programme

1.1 268

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

File Description	Documents
Data Template	View File

2.Student

2.1 2043

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 300

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

File Description	Documents
Data Template	View File

2.3 577

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	138
File Description	Documents
Data Template	View File
3.2 Number of sanctioned posts during the year	126
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	35
4.2 Total expenditure excluding salary during the year (INR in lakhs)	290.39
4.3 Total number of computers on campus for academic purposes	571

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

The Institute uses standard operating procedures to guarantee effective curriculum delivery. It contains three parts, including planning, monitoring, and corrective action during delivery, as well as improvement the following year based on results after delivery.

Planning Phase

At the beginning of each academic year, the University provides an academic calendar as the first step in the planning process. When preparing its academic calendar, the institute adds the dates for several internal exams. By incorporating the events scheduled in the Institute calendar, each department creates its own calendar. Prepared by the faculties are course files. For new disciplines, faculty members participate in faculty development programs.

Delivery phase

The HOD keeps track of teaching plan documents, TG meeting minutes, and student feedback reports to assess how well teachers are doing their jobs. The HOD provides advice to faculty members whose input falls short in specific areas. Informal feedback on specific student issues and group worries can be provided at TG meetings.

Following the delivery throughout the semester, action is done to enhance delivery in coming years.

Feedback about curriculum is taken from stakeholder's viz. students, faculties, alumni & employers.

Result analysis and CO attainments are analyzed and corrective measures in curriculum planning & delivery are suggested and implemented in subsequent academic years.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://cms.sinhgad.edu/media/535289/1.1.1efective%20curriculum%20delivery.pdf

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

All faculty members and students have access to the academic calendar. Faculty create teaching plans using the departmental academic calendar to finish the necessary syllabus prior to internal testing and final exams.

The HOD frequently checks the teaching of the curriculum using the records of the lesson plans. The concerned faculty corrects any deviations in curriculum delivery from the schedule if they occur

due to unforeseeable circumstances by holding additional sessions. The continuous assessment of Practical Term work is done by the faculty on regular basis. These practices oblige students to complete the term work as per the calendar .Attendance of students is observed on daily basis. Those students who are having attendance less than 75% in a month, such students are counseled & parents are informed through the system of teacher guardian. As per the academic calendar, unit tests & prelim exams are conducted. The remedial classes for slow learners for which a separate calendar is prepared by concerned faculty. All students are informed & guided about various online courses such as IIT spoken tutorial, Infosys springboard etc. which they can attend after academic contact hours.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://cms.sinhgad.edu/media/535292/1.1.2%20institution%20adheres%20to%20the%20academic.pdf

1.1.3 - Teachers of the Institution participate in A. All of the above 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

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

6

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)**

3

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

1642

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 vision statement of the Sinhgad Institutes is : "We are committed to produce not only good engineers but good human beings,

also”.

The affiliating University has already blended cross cutting issues into the curriculum for the holistic development of the students, both in credit courses & in audit courses. Some of the credit courses are: Humanities & social sciences, environmental engineering, Code of Conduct, Soft Skills etc. Some of the audit courses are: environmental studies I & II , green construction & design ,social awareness & governance , professional ethics & etiquettes, e-waste management & pollution control, road safety, the science of happiness, stress relief: Yoga & meditation, value education , environmental studies , water management , sustainable energy system etc.

Eight professional ethics courses, one course on gender equality, five courses on human values, and seven courses on environmental sustainability make up the whole University-required curriculum.

The Institute also plans field visits and lectures to provide the students with more information about interdisciplinary topics. The NSS team from our institute participated in events including Yoga Day, Independence Day, and vaccination campaigns.

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

30

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

2976

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 from the following stakeholders
Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://cms.sinhgad.edu/media/535313/1.4.1%20stakeholder%20feedback,analysis,action%20taken.pdf
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

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://cms.sinhgad.edu/media/535313/1.4.1%20stakeholder%20feedback,analysis,action%20taken.pdf

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

404

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

201

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 students are tracked during their academic journey in the

Institute and special efforts are made to enhance the performance of slow learners. Students with good academic background and skills are guided to higher levels of achievement and encouraged towards challenging goals.

Identification of Advanced Learners:

Advanced learners have been identified based on their Academic records, consistency and versatile performance in other co-curricular activities.

Strategies

- Students are encouraged to get the university ranks .
- They are encouraged to complete NPTEL courses.
- Encouraged to do projects under clubs like Robotics, Baja, Supra etc.
- Motivation and guidance provided for higher studies.
- Students are enthused to get industry sponsored/research projects.
- The students take active part in organising various extra and co-curricular, inter/intra departmental, inter/intra college events.
- Faculty members enlist students to work on research projects.

Identification of Slow Learners:

Slow learners have been identified based on their poor academic records, lack of consistency and lack of cognizance.

Strategies

- Special and remedial classes are organized to improve the performances, to clarify the doubts and to the re-explanation on the topic.
- Personal Attention is given.
- Re-test is taken for improvement.
- During counseling, special hints and study techniques are discussed.
- Assignments and solving university question papers.

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
2043	138

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

The Institute practices a teaching methodology which focuses on imparting education through a student centric approach. This methodology helps to transform students from being relegated to the role of passive recipients to active and involved stake holders, apart from boosting their confidence and encouraging independence.

1) Active learning:

By involving students in the learning process

- Brain storming, quizzes, debates, group discussions, role play, games, model making, mini projects, presentations, case studies, and simulations on technical content.
- Animated PPTs for some topics.
- Brief demonstrations.

2) Collaborative Learning:

Students are encouraged to team up with the students to execute different tasks like celebration of Teachers day, Engineers day, Environmental day and other cultural and sports activities by organizing various events through different clubs.

3) Problem-based Learning:

In projects/competitions, participating students are assigned different tasks, assignments, portfolios, and activities in which students engage in challenging problems and collaboratively work toward their solutions by using inter-disciplinary knowledge

4) Experiential learning:

There is an emphasis on field-based experiential learning like internships, Industrial visits and service learning, as well as classroom-based experiential learning like role plays, games and case studies. Students are encouraged to participate for conferences in and outside college in order to get exposed with realistic and industry challenges

5) Project-based learning:

Students work on application of theory learned through projects/model building/simulation in the form of design and fabrication of some systems.

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

Teachers are realizing the changes in the cognition process of students and are using various tools and techniques in the teaching-learning process to deliver the content/knowledge so that students actively participate in it and grasp the ideas quickly.

Teachers attend various faculty development programs for domain knowledge and new skills in educational technology/pedagogy which make their teaching more innovative.

The following are the various ICT tools and techniques used by faculty to make teaching more innovative and student friendly.

1. ICT based teaching-learning through Google classroom, MS

Teams, Moodle, etc.

2. Virtual labs and search engines like Google Search, Google Scholar are used to encourage collaborative learning.
3. Some faculty members have created online digital repositories for lectures on the platforms like YouTube.
4. Digital social learning platforms (WhatsApp, Telegram, LinkedIn etc)
5. Exposure to industry: Interaction of faculty with industry during the internship and Sponsored projects of students
6. Proactive teaching methods (group discussions, role play, games in class like mime, treasure hunting, mimicry, etc.)
7. Project-based teaching-learning

The teaching-learning process is made more novel/attractive to students as it triggers their interest, innovative instincts and inspires them to find a creative solution to complex problems.

File Description	Documents
Upload any additional information	No File Uploaded
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

137

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

138

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
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

20

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

1115

File Description	Documents
Any additional information	No File Uploaded
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 Institute follows SPPU's guidelines for the internal assessment of the theory and laboratory. In addition to that, the Institute has carefully designed and implemented a parallel mechanism to ensure the preparedness of the students. Complete transparency is maintained in all forms of internal evaluations. Three internal examinations, namely Unit Test-1, Unit Test-2 and Prelim in each semester, are planned in the academic calendar and executed as per the schedule. After assessment, answer sheets are distributed and discussed with students for their benefit and to maintain transparency in the evaluation. A retest is planned for students having unsatisfactory performance by giving them sufficient time for preparation. Examination results are displayed on notice boards.

Term work assessment

The performance of each student is recorded in a continuous assessment sheet (CAS). The results of the evaluation are used to determine the student's final TW. Aside from the class tests, the Institute also provides various evaluation tools that are designed to help students improve their performance. These include assignments, internal oral/ practical examination, online tests, case studies, and open book tests.

Project Work Assessment

During the semester, students are given the opportunity to review the progress of their project work and keep track of their evaluation sheets. These reviews allow them to remain focused and confident as they work on their projects.

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

The Institute has adopted a fair and transparent process for the evaluation of students prescribed by the affiliating university. The evaluation process comprises mainly two components: formative assessment and summative assessment. There is a well-defined mechanism for grievance redressal related to the formative

assessment by the Institute and for grievances relating to the summative assessment by SPPU.

To address all examination and evaluation related problems, the Institute has appointed a college examination officer (CEO) as per the directives of SPPU. An aggrieved student makes an application to the CEO and he addresses it as per the stipulated norms of SPPU. The CEO categorizes it either as a grievance related to formative or summative/external assessment.

In the case of formative assessment related grievances, the college examination officer forwards them to the respective department. Whenever a grievance is reported regarding the internal evaluation, the concerned HoD, along with the concerned subject teacher, shows the carefully maintained CAS record to the aggrieved student and tries to resolve the grievance. The enquiries regarding the internal unit tests/mock practical examination or project progress evaluation are addressed by the individual subject teachers.

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.

Program outcomes (PO), program specific outcomes (PSO) and course outcomes (CO) of the all the programs and courses are stated and communicated to the students through Institute website and displayed at prominent notice board of the Institute. The process of CO framing for all courses in all programs is discussed below:

For every course three to six intended learning outcomes are stated as COs. Unit wise course contents from the syllabus forms the basis for framing CO statements. CO statements address appropriate Blooms Taxonomy levels by considering proper abilities and skills to be acquired by the students. The COs are mapped with POs and PSOs

having correlation levels of either 1- Slight (Low), 2- Moderate (Medium) and 3- Substantial (High). The process of mapping of COs with POs and PSOs give CO-PO and CO-PSO matrices respectively.

Mechanism of Communication of POs and COs:

1. Displayed on the notice board of the departments.
2. Published through Institute website: <http://saoe.sinhgad.edu/>
3. Published regularly in Institute brochure, departmental newsletter and collage magazine.
4. Printed on laboratory manuals, project log book, Attendance sheet.
5. Presented during various value added courses, workshops, seminars, induction programs.
6. Conveyed during teaching learning process, TG meetings.
7. Shared to students during first lecture of new semester.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
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.

CO attainment is a combined result of direct and indirect assessment. This in turn helps in PO assessment as each CO is mapped with certain POs and PSOs. Besides this, the exit survey is taken from students for indirect assessment of the PO's. The alumni and employer surveys are taken for indirect assessment of the PSOs.

CO attainment:

Direct Attainment of CO = 80% of CO attainment in the internal assessment + 20 % of CO attainment in the external examination.

COs are mapped with PO and PSO

Each Subject teacher prepares CO-PO and CO-PSO matrix

PO and PSO attainment:

The direct attainment of PO and PSO is obtained by taking into consideration the contribution of each course as shown in Program attainment.

Direct Attainment of PO = Average of attainments of all CO contributing to the specific PO.

Overall attainment of PO = 70% attainment through the direct method + 30% of PO attainment through an indirect method.

Overall attainment of PO = 70% POdir + 30% POindir

File Description	Documents
Upload any additional information	No File Uploaded
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

478

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)

<http://cms.sinhgad.edu/media/535878/2.7%20student%20satisfaction%20survey.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)

0.48 L

File Description	Documents
Any additional information	No File Uploaded
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

05

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

05

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	https://bcud.unipune.ac.in/files/sanshodhan/newsansho.html

3.2 - Innovation Ecosystem

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

SAOE motorsport club The SAOE motorsport club team GO-KART (TEAM TANDAV 2022-23) had participated in the event " Auto India Racing National Championship" held at Ajinkya DY Patil University, Lohegaon,Pune during the period between 25th May to 28th May,2023.The team had won second prize for safety. Team ASTROS The "Robot Workshop" was conducted on 12th December 2022, equipped 47 attendees with hands-on experience in designing, building, and programming robots capable of following designated paths. Astros also hosted an 'Astrothon', a unique problem-solving and hackathon challenge. It was conducted in two stages on 23 rd April and 29 th April, 2023 Team Astros has won 3rd place in the Robo-soccer event at Dy Patil College Fest.It also secured 2 nd place in the Robo-race at JSPM College Fest,The team Astros participated Technoxian a World level robotics championship where it secured 20th rank among 155 teams.

Cypher cell The team member Mr. Avez Qureshi from Cypher team participated in Hacktoberfest 2022 and won the level 4.Also Mr.Sanket Bhanuse participated in National Level Hackathon Competition organized by Department of Information Technology Adv.Baburao Ganpatrao Thakare College of Engineering, Nashik. Mr.Arman Kumar led Team successfully participated in Skill-A-Thon L.0 and Cleared Phase 1.

File Description	Documents
Upload any additional information	No File Uploaded
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

04

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
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

01

File Description	Documents
URL to the research page on HEI website	Nil
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	No File Uploaded

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

112

File Description	Documents
Any additional information	No File Uploaded
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

71

File Description	Documents
Any additional information	No File Uploaded
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

The National Service Scheme (NSS) Unit of Sinhgad Academy of Engineering, Kondhwa, Pune, has successfully organized a Covid Vaccination Drive, ensuring students, staff, and neighboring communities had access to vaccines. The Unit had organized an event to honour and acknowledge efforts of Covid Warriors. On 15th August 2022, NSS Unit celebrated Independence Day with great enthusiasm, instilling a sense of patriotism among participants. On 24 th August 2022 the NSS Unit organized a workshop that provided valuable insights into research pathways and methodologies. The blood donation camp was conducted on 30 th August 2022, promoting culture of voluntary donation and potentially saving lives. In an effort to contribute to environmental conservation, on 24 th September 2022 the NSS Unit organized a tree plantation drive. To promote the importance of cleanliness and sanitation, the NSS Unit conducted a cleanliness drive on 14th October 2022. Reading Day event was organized on 14 th October 2022, to create awareness of reading and gaining knowledge. Displaying compassion and empathy, on 13 th October 2022 the NSS Unit visited an orphanage, spending quality time with the children and providing essential supplies. A camp was

conducted on 28 th November, 2022 to facilitate new voter registrations, empowering young citizens to exercise their voting rights.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

01

File Description	Documents
Any additional information	No File Uploaded
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

31

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
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

2689

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
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

01

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
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

34

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
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 Institute builds and enhances infrastructure in accordance with the standards established by the AICTE, DTE, and Savitribai Phule Pune University (SPPU), and it makes sure that the necessary facilities are made available for effective co-curricular and extracurricular activities.

There are 34 classrooms, 8 tutorial rooms, 47 laboratories, and 1 seminar hall in the physical infrastructure. The Institute also features auxiliary academic and administrative spaces, a central computing lab, and a library. The Institute features largewell-ventilated, and lit classrooms with a blackboard, computer, LCD projectors, Wi-Fi, Internet, and LAN facilities to facilitate effective teaching and learning. The Institute features a contemporary seminar room with air conditioning and audio visual technology. The Central Workshop has a variety of shops for mechanically oriented practicals.

A spacious library with a reading room and a digital library is available at the Institute. A variety of textbooks, reference books, periodicals, and electronic journals are available at the library.

The Institute has a language lab with multimedia systems to support teaching and learning.

The Institute has a good network of 571computers with 100 Mbps Tata Tele speed and 10 Mbps from ACPL, as well as good computing and internet access infrastructure. There are sufficient numbers of printers and scanners in the departments. The Institute includes three servers for efficient operation and a 320 KVA generator for

continuous power generation.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://cms.sinhgad.edu/media/522458/4.1.1.geo-tag%20photos%20of%20classrooms%20and%20labs.pdf

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

The Institute has the following cultural amenities and sports facilities, both indoors and outdoors.

- The auditorium is outfitted with a computer system, aLCD projector, and a sound system. The Auditorium is where alumni gatherings and other cultural events are held.
- Playgrounds for outdoor sports like cricket, football, kho-kho, basketball, volleyball, and kabaddi, among others.
- There is room and the required tools for indoor sports including table tennis, chess, carrom, gym, and yoga.

Cultural Activities: Students are encouraged to take part in and organize various cultural activities in order to reveal their latent abilities and to gain enough exposure to interpersonal skills, teamwork, time management, and responsibility. The students take part in an annual event called Sinhgad Karandak and Techtonic. In addition to these, the students are inspired to take part in state-level cultural competitions like Purshottam Karandak and Firodiya Karandak.

Sports: Various sporting events are held to mould students' personalities, physical fitness, and overall growth in order to foster their talents in a variety of professions.

NSS: There is an NSS unit at the College. NSS students participate in a variety of socially conscious activities, including tree planting, Swachh Aat Abhiyan camps, social awareness camps, blood donation camps, and medical check-up camps.

Yoga: Yoga activities are carried out in order to maintain excellent

health, have emotional and mental stability, integrate moral ideals, and grow in consciousness. The Institute observes June 21 as International Yoga Day each year.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://cms.sinhgad.edu/media/522480/4.1.2%20playground%20geotag%20photographs.pdf

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

35

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://cms.sinhgad.edu/media/522490/4.1.3.tabulated%20list%20of%20class%20rooms.pdf
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)

0

File Description	Documents
Upload any additional information	No File Uploaded
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)

Commercial and open-source software are both used by the institutional library to automate library services. Easylib software, version 06, is used to partially automate the library. Using the Easylib OPAC module, users can browse and search the library collection on the intranet. Easylib assists with the cataloging of books, journals, reports, and serial publications containing information that is crucial to the Institute.

Easylib software provides statistical analysis required for library management system such as weekly transactions. Library web OPAC is provided to students and faculty for renewal of books and searching library materials. Digital library collection, rare books, open-source books, college news are made available for students through opensource software Calibre. This link is available through LAN. The library has subscribed to e-journals and scientific databases from DELNET. Institutional repository which contains handwritten notes, lab manual, study notes, study materials, questions bank, syllabus, college magazine is available online.

The Institute Library has downloaded a number of rare volumes from the Rare volumes Society of India (RBSI).The collection is kept in the digital library program Calibre. Through LAN, professors and students can use these rare books as a source of information to expand their expertise.

Additionally, the library has an impressive number of reference books from reputable publishers like Elsevier, John Wiley, Springer, CRC Press, Blackwell, Cambridge, Britannica, Illustrated Science Ltd., Wordsworth Cengage Learning, Society of Automotive Engineers, McGraw Hill, Kluwer Academic, etc.

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

B. Any 3 of the above

File Description	Documents
Upload any additional information	No File Uploaded
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)

0.77589

File Description	Documents
Any additional information	No File Uploaded
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

15.76

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

The institution has a sufficient IT infrastructure that is regularly updated and modified in accordance with the demands of the curriculum and evolving technology. The college recently made the switch to a high availability network. The SonicWall NSA4600 firewall protects both the network and information. A total of 1000

users may log in at once.

Tata Tele and ACPL are contracted to provide 100 Mbps and 10 Mbps of leased line connection, respectively. The staff and students have access to a total of 110 Mbps of bandwidth throughout the year. The Institute has high-speed internet connectivity and Wi-fi. The switches in a LAN are connected to the access points to the Wi-fi access points. The Institute has a core, distribution, and access-based structured LAN facility architecture. The 10/100 base port connects all end users. With the help of a firewall and related security procedures, the Institute network is protected. All departments have access to ICT resources. The institute has internet and intranet access available in every classroom, lab, and library. Each room has a computer, LCD projector, and internet access.

The Institution has a Language lab to enhance the communication skills of students. The Institute has licensed Microsoft Teams software for conduction of online classes and meetings.

EasyLib, KOHA, and a cloud server facility automate the college library. The library subscribes to electronic books and periodicals through INFLIBNET and DELNET.

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

4.3.2 - Number of Computers

571

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
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)

98.99

File Description	Documents
Upload any additional information	No File Uploaded
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.

The Institute has appointed a team of personnel of all kinds of maintenance staff on the payroll of the college which is duly supervised by the Registrar/ Administrative Officer.

Maintenance of Physical and Support Facilities:

- Need analysis for adequacy of physical infrastructure is conducted at the beginning of the semester based on the statutory requirements of AICTE/DTE and SPPU.
- For repairs and upkeep of the electrical installations, the Institute has hired an electrician. AMC routinely performs generator maintenance.
- General Civil maintenance and upkeep of civil infrastructure is looked after by the Campus Supervisor
- Water is always available on campus and throughout the institute. The responsible campus is in charge of water

storage and distribution. Water is provided by taps and coolers in addition to the Water Softner facility, which has been erected.

- The Campus Supervisor is in charge of maintaining the garden. The institution has hired internal workers to handle the daily cleaning and upkeep of the garden.
- The Institute has appointed housekeeping staff for day to day cleanliness of corridors, classrooms, laboratories, washrooms, hostels, and maintenance of premises.

Maintenance of Academic Facilities:

- The Laboratory In-charge and Technical Assistant (TA) will take the necessary steps to repair and maintain the laboratory machinery, instruments, kits, and equipment as needed.
- The technical assistants handle the routine upkeep, maintenance, and updating of computers and peripherals, the installation of software, and the upkeep and upgrading of hardware. The system administrator oversees and maintains the LAN.
- Assistants in the library maintain the books and periodicals.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://cms.sinhgad.edu/media/535763/4.4.2%20maintanance%20register%20sample.pdf

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

1777

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

35

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

**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**

A. All of the above

File Description	Documents
Link to Institutional website	chrome-extension://efaidnbmnnnibpcajpcglclef indmkaj/http://cms.sinhgad.edu/media/535748/5.1.3%20skill%20enhancement%20activities.pdf
Any additional information	No File Uploaded
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

605

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

605

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

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

A. All of the above

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

154

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

10

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
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

20

File Description	Documents
Upload supporting data for the same	View File
Any additional information	No File Uploaded
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.

7

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
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)

The Institute has established a 'Student Council' in accordance with the guidelines established by the SPPU. President and vice president of each departmental student's association serve on it which plans a

variety of co-curricular and extracurricular activities. Students of the college actively participated in a variety of departmental and college-wide events such as Various Technical Competitions, Teacher's Day & Engineer's Day celebration, National Pollution Control Day, FE induction, Farewell to final-year students etc. Also, they participated in social activities like Orphanage Visit, Tree Plantation etc. All departmental students' associations organized Intra-campus Sports Event ' INFINITO- 2023' wherein students participated and secured prizes in different sports like Cricket, Volley ball, Foot ball, Carrom and Chess.

Additionally, student representatives participate in a number of committees that assist in carrying out administrative tasks, such as the IQAC, ARC, and ICC.

Students actively participate in a variety of campus activities and inter-college / university competitions. Additionally, students are given the duty of training and placement (T&P) coordination. Each class has a Boy and a Girl Class Representative. Also, students organize several initiatives of NSS, Cells like Social Media, Alumni, Cypher, Robotics and Industry Institute Interaction.

File Description	Documents
Paste link for additional information	Nil
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

31

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

There is a registered Alumni Association that contributes significantly to the development of the institution. The 'Alumni Association SAE Kondhwa (Bk.), Pune', registered in 2010 with Registration No. MH/1551/2010/ Pune dated 29/07/2010, is in charge of alumni relations with the Institute. The alumni committee is made up of the Principal, Vice Principal, Institute level staff coordinator, and coordinators from each department. This association operates under a well-defined vision, mission, and objectives.

The Alumni Association offers extensive support through guest lectures, seminars, webinars, Art Circle, robotics club, Cypher cell, workshops, MOUs, Industrial Visits and recruitment activities for the students of the institute. Alumni meet is conducted every year which provides a platform for the interaction between the alumnus. The most recent "10th alumni Meet" was held online on 28th April 2023 at SAE. 134 students were present for the meet.

Alumni share their expertise on key development areas such as Technical, soft-skills development, career growth, management of stress and anxiety and on several other relevant topics. Some of the Alumni's who are entrepreneurs have signed MOU with the Institute. Alumni's help current students in getting internship, project sponsorship and job placement etc.

File Description	Documents
Paste link for additional information	http://saoe.sinhgad.edu/media/535754/5.4.1%20alumni%20engagement.pdf
Upload any additional information	No File Uploaded

5.4.2 - Alumni contribution during the year E. <1Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	No File Uploaded

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

"Education is light. Education is the way to a larger purpose. The ambition to build India into an educational leader in the world. We walk on, with faith, with commitment and with grace.'" Vision: We are committed to produce not only good engineers but good human beings, also.

Mission: "Holistic development of students and teachers is what we believe in and work for. We strive to achieve this by imbibing a unique value system, transparent work culture, excellent academic and physical environment conducive to learning, creativity, and technology transfer. Our mandate is to generate, preserve and share knowledge for developing a vibrant society."

The institute's vision and mission statement describe its distinctive features in catering to stakeholders' requirements. In alignment with AICTE and UGC regulations and consistent with the vision mentioned above and mission, the college administration formed a Governing Body. The Governing Body's constituents play an active role, leveraging their wealth of experience and leadership acumen to foster the institution's advancement. Beyond acquiring academic proficiency, encompassing problem-solving and analytical skills, holistic student development encompasses every facet of students' personal growth and ethical evolution. This encompasses their emotional and moral maturation as individuals.

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 promotes participatory governance, distributing authorities at various levels with well-defined roles and responsibilities for all staff members.

At the institutional level, the Principal serves as the educational overseer, supervising all departments through their respective HODs. Routine meetings commence from semester planning and extend to discussing academic events like Techtonic and Sinhgad Karandak. During these sessions, HODs are encouraged to voice their opinions and innovative ideas, and decisions are reached through collaborative discussions.

HODs also convene meetings with their teaching staff to allocate subjects for the upcoming semester. Similarly, academic portfolios are decentralized, and HODs liaise with non-teaching staff for laboratory assignments. Lab-in-charge conducts meetings with subject instructors and technical lab assistants to coordinate teaching and learning activities within labs and classrooms. This encompasses visits, lectures, seminars, and workshops related to their respective fields. The lab-in-charge delegates tasks as necessary, ensuring seamless and efficient operation throughout the institution.

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

A well-structured technology plan is crucial for guiding an institution's digital transformation, ensuring that new tech

projects align with its objectives. This plan functions as a roadmap for the institution's future vision, outlining the necessary changes and project implementations.

The institution's Strategic Development Plan (SDP) provides a framework for its operations and objectives, ensuring that development is systematic, well-planned, and phased. Successful implementation of the SDP relies heavily on the institution's management and human resources.

To maximize internship opportunities for students in various industries, the institution has established an Internship Cell. This cell collaborates with the Training & Placement Cell and is overseen by the S.T.E.S. central committee, headed by the committee's leader.

Furthermore, the institution has a TG scheme in place, collecting direct feedback from students on both academic and non-academic activities. Various committees have been established to ensure effective policy implementation and monitor their success. Regular HOD meetings are conducted to discuss these policies.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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.

The College's Governing Body serves as the most important administrative authority, committed to translating ambitious aspirations into tangible outcomes through a robust governance framework. This Body endorses the institution's strategic Vision and Mission, long-term business plans, and annual budgets to cater to stakeholder interests. It is responsible for instituting and overseeing control and accountability systems, encompassing financial and operational controls, risk evaluation, and protocols for addressing internal grievances.

Additionally, the Governing Body monitors the institution's performance vis-à-vis approved plans and benchmarks it against peer institutions. The Chairperson provides support to the institution's

head in executing programs. Decentralization and delegation of authority ensure the involvement of all levels in the decision-making process, facilitated by various institutional committees comprising faculty and staff members. The work culture emphasizes transparency, with the institutional rulebook and code of conduct readily accessible to all through the Library, HODs, and the Principal.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	http://cms.sinhgad.edu/media/523327/organogram.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

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Any additional information	No File Uploaded
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

The Institute places a profound emphasis on the well-being and advancement of its faculty and staff, recognizing their pivotal role in the institution's success. Keeping them updated with the latest technological knowledge and skill sets is a priority achieved through the industry-institute interaction cell. To facilitate this, the institute conducts a range of programs including industrial training, short-term and long-term courses, refresher sessions,

seminars, workshops, and similar events.

Furthermore, the institute implements several welfare schemes for its employees, such as reimbursement of sponsorship fees for diverse training programs, policies supporting higher studies, various leave options, EPF and EMBF benefits, staff quarter provisions, gratuity, and health awareness initiatives. The Institute actively encourages its staff to join state, national, and international professional organizations, offering opportunities to participate in webinars that provide insights into recent changes and developments across sectors. Overall, the Institute places the welfare and professional growth of its faculty and staff at the forefront of its priorities.

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

4

File Description	Documents
Upload any additional information	No File Uploaded
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

2

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
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

59

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
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

The Performance Appraisal System for faculty members employs various parameters assessed by different stakeholders.

Part A, completed by the individual faculty member, encompasses self-assessment on qualifications, participation in professional development programs, publications, memberships, consultancy work,

and obtained patents.

Part B, completed by the Head of the Department (HOD), evaluates the faculty member's performance in teaching, research, and community service. The HOD also assesses their involvement in departmental, institutional, and co-curricular activities, as well as their relationships with colleagues and students.

Part C, conducted by the Principal, provides an overview of the faculty member's overall performance.

Part D features remarks by the Accepting Authority on the final review.

The Performance Appraisal System comprehensively covers various aspects of the faculty member's role and their contributions to the institution. This evaluation aids in identifying strengths and weaknesses and offers recommendations for improvement, ensuring transparency and accountability throughout the appraisal process.

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

It's reassuring to learn that the institute conducts regular internal audits bi-annually to ensure the accurate maintenance of all records and documents within the account section. The utilization of expert auditors for these assessments guarantees a thorough and meticulous review. The auditors diligently scrutinize various aspects, including the total number of students, total fees receivable, total fees received, fee dues receivable, scholarships receivable, and staff roll details, among other factors. It's commendable that any identified errors or doubts in the documents are promptly rectified by the auditors.

Following the conclusion of the internal audit, a compliance report is compiled and submitted to the Hon'ble Founder President of STES, who endorses the report. Subsequently, the report is forwarded to

the relevant head of the institute or the Principal for resolution of any necessary corrections. This transparent and accountable approach to the audit process is highly commendable.

In addition to the internal audit, the institute conducts a final statutory audit performed by authorized Chartered Accountants. It's reassuring to know that the institute diligently adheres to all government norms during the statutory audit. Overall, this comprehensive audit system ensures the accuracy of the institute's financial records, fostering trust and confidence among stakeholders.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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)

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
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

Financial resource monitoring within the institute follows a structured process involving various stakeholders. It commences with HODs, in consultation with senior faculty and laboratory in-charges, preparing annual requirements. These details are submitted to the Principal in the prescribed format for each fiscal year, and departmental budgets are finalized, subsequently integrated into the institutional budget.

The Principal presents a comprehensive institute budget proposal to the CDC for endorsement and approval from the GB. After approval, both the Principal and HODs can utilize the allocated budget through the established procedure, which includes comparative statements and vendor analysis, with specific approval from the President or Vice-President.

The Principal has the authority to make emergency purchases within the approved budget. The regular procurement process involves quotations, comparative analysis, delivery, and payment following commissioning, ensuring efficient budget utilization. In cases of additional requirements for emergency expenditure, HODs can discuss them with the Principal and seek approval from the President or Vice-President. To ensure effective fund utilization, the Principal and HODs conduct periodic reviews with the institute's accounting section.

Overall, this mechanized system for monitoring financial resources in the institute promotes transparency, accountability, and optimal resource utilization.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

The IQAC committee at Sinhgad Academy of Engineering plays a pivotal role in overseeing various aspects related to the college's infrastructure development, academic enhancement, SPPU examination results, and campus placement. The committee's primary goal is to ensure the institute's structured and efficient pursuit of its objectives.

Furthermore, the institute provides both students and faculty with complimentary licensed copies of Microsoft Teams: Office 365 A1, facilitating online collaboration and connectivity from any location. This platform is tailored for hybrid work and streamlines information and organization for teams.

Additionally, Sinhgad Academy of Engineering grants access to Spoken

Tutorial, a multi-award-winning educational content portal offering self-paced, multilingual courses on diverse Free and Open-Source Software (FOSS). This portal is funded by the National Mission on Education through Information and Communication Technology (ICT), initiated by the Ministry of Human Resources and Development (MHRD), Government of India. The objective of this initiative is to empower individuals with access to learning in their preferred language, at their convenience, and from any location, as long as they have a computer and the desire to learn.

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 institute has established an effective Internal Quality Assurance Cell (IQAC) in accordance with prescribed guidelines, comprising representatives from diverse stakeholder groups: teachers, management, administrative staff, local society, students, alumni, employers, industry, and parents. IQAC has implemented a regular feedback system, actively seeking input from all stakeholders to ensure continuous quality improvement.

1. **Teaching Learning Environment:** The IQAC is dedicated to enhancing the teaching-learning process and progressively adopting Outcome-Based Education (OBE) across all college programs. Program outcomes are collaboratively developed with input from faculty, industry experts, and other stakeholders. These outcomes are derived from the National Board of Accreditation (NBA), program-specific outcomes, and course outcomes, all of which consider Bloom's taxonomy.
2. **Use of ICT Tools:** The utilization of ICT tools has enabled self-paced learning through various means, including assignments and computers. This approach has yielded a more productive and meaningful teaching-learning experience. ICT plays a pivotal role in keeping students updated and enhancing teachers' capabilities. It facilitates communication between teachers and students through email, interactive chalkboard sessions, e-learning, web-based resources (including the

internet, intranet, and extranet), CD-ROMs, and TV audio-video tapes.

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

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)

D. Any 1 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
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

The organization is actively advancing the social and economic empowerment of women by implementing comprehensive policies and initiatives that prioritize gender equality, raising awareness about women's rights and providing institutional and legislative support to help them achieve their full potential and realize their human rights. This institution operates co-aided programs 5 in number with

full and rightful provisions for female participation. There is a dedicated security team consisting of officers, supervisors and guards ensuring round-the-clock safety across the entire campus. Within the institute, female students actively engage in a wide range of cultural, sports and social activities on an equal footing with their male counterparts. The institute adheres to an inclusive hiring policy that promotes gender equality. Both male and female faculty members make equal contributions to administrative and teaching responsibilities.

The institute boasts a well-established "Women Empowerment Cell," and International Women's Day is commemorated, involving both teaching and non-teaching staff members of the institution.

File Description	Documents
Annual gender sensitization action plan	http://cms.sinhgad.edu/media/523521/7.1.1%20annual%20gender%20sensitization%20action%20plan.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	http://cms.sinhgad.edu/media/523543/7.1.1%20geotagged%20photos.pdf

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	No File Uploaded

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

- 1. Solid Waste Management: To effectively handle biodegradable solid waste within the campus, we employ rotating composting**

drums located at various spots throughout the campus. We have taken several measures to reduce solid waste generation, including: a. Limiting the use of paper for printouts. b. Encouraging the use of biodegradable and reusable plates, glasses and utensils in the canteen and cafeteria. c. Opting to gift saplings instead of traditional bouquets to guests visiting the institution.

2. **Wastewater Management:** We implement a comprehensive wastewater management system that includes recycling sewage from college and hostel toilets through a Sewage Treatment Plant (STP). This recycled water supports the maintenance of trees, lawns, flower beds and our botanical garden of medicinal plants within the campus. We make efficient use of all available open land under green coverage, employing treated effluent for gardening purposes.
3. **E-Waste Management:** We manage discarded electronic and computer accessories by selling them through auctions to a licensed vendor, Zagade Enterprises Pvt. Ltd.
4. **Waste Recycling System:** We have implemented a recycling system for sewage water, specifically for gardening and lawn care. The institute maintains a water softener and sewage treatment plant, ensuring the recycling and reuse of wastewater.

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

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

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

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	No File Uploaded
Any other relevant information	No File Uploaded

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

B. Any 3 of the above

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

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	No File Uploaded
Any other relevant information	No File Uploaded

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).

All National Importance Days are celebrated in the Institute. Religious harmony is promoted among the students by celebrating Shivrajyadin in the Institute. The institute is providing good environment for the students from all parts of the nation. The hostel facilities are available for all girls and boys students. National Student Scheme has taken the initiative to conduct various programs such as NSS Wari, Mazi Vasundhara Plede and International Yoga Day etc. The Earn and Learn Scheme implemented for Economically Backward Class students where apart from University contribution, institute is also contributing for the students. The institute implements the Government schemes like Tuition Fee Waiver Scheme (TFWS), EBC and SEBC scholarship. Various Departments have celebrated Teachers day programs to honor teachers for their accomplishments, efforts, and contribution to society as well as to the lives of their students. Library Department has organised Marathi Bhasha Gourav Din program along with the competition for the faculties on the Marathi Books and their writers. Poetry and shayari competition is organized for the students and faculties by departmental association.

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	No File Uploaded

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

Many programs are arranged for human values and ethics such as, Stress management, Art of Living sessions etc. Students are made aware about the code of ethics, human values, rights, duties and responsibilities as a citizen of India during induction as well as other programs throughout year. To imbibe the values Institute has celebrated Vigilance Awareness Week 2020 Integrity Pledge. Activities for Duties and responsibilities of citizens: The tree plantation initiative is being taken by the NSS and many of the students' associations in the institute. The students are encouraged to participate in the activities of spreading the awareness among citizens on social issues like road safety and traffic rule awareness program which are conducted by NSS. Every year institute organizes blood donation camp in association with SKN Hospital and/or Rotary Club. NSS has also organized the program for the gender sensitization named Sex determination prohibition act. Students have also arranged webinar on Supporting Orphanages Via Caring And Education. Students are sensitized on the preservation the ecosystem and environment. Students are also sensitized to adapt green practices.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://cms.sinhgad.edu/media/535884/7.1.9%20activities%20under%20socioeconomic%20diversities.pdf
Any other relevant information	Nil

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 **B. Any 3 of the above**

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

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	No File Uploaded

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

Observance of Important Days: The institute marks significant national occasions annually. Independence day and Republic day are celebrated in the Institute along with various competitions for the students. One such event is the grand celebration of International Yoga Day, which takes place on the 21st of June each year, with enthusiastic participation from employees. Another noteworthy commemoration is International Women's Day. Additionally, the institute hosts a special program in honor of Dr. Babasaheb Ambedkar's Jayanti with seminar on Constitution of India.

Commemorative Days: Teachers' Day is a heartfelt tribute to educators and is celebrated on Dr. Sarvpalli Radhakrishnan's birth anniversary. The institute's student associations organize Gurupournima Diwas, featuring a variety of activities, games, and speeches. Similarly, Engineers' Day is celebrated on the birth anniversary of Sir M. Vishweshwarayya, expressing gratitude for their contributions. Mahatma Gandhi Death Anniversary is also celebrated where his thoughts and morals are imbibed in the students by Principal's lecture.

Festive Celebrations: The institute also joyfully observes various festivals, including Makarsankranti, ShivJayanti, Khandenavami, and Navratri. On Khandenavami, 'Yantarpoojan' is performed in all departments, in accordance with our cultural traditions.

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	No File Uploaded

7.2 - Best Practices

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

Internship Cell: The establishment of our Internship Cell aims to enhance the opportunities for a larger number of students to secure internships across diverse industries. This cell collaborates closely with the Training & Placement Cell. Internships serve as a practical application of the concepts, theories, knowledge and skills learned during classroom lectures, connecting them to real-world work contexts. In 2014-2015, we founded the Internship Cell with the goal of providing students with on-the-job training in their areas of interest and academic passion. The cell has developed a Standard Operating Procedure (SOP) to streamline and oversee students' internship experiences, ultimately fostering interest, imparting practical techniques and technologies in use and keeping students updated on the latest industry practices.

Students' social nurturing and outreach activities: These initiatives are designed to support and empower socially marginalized segments of society affected by economic, regional, linguistic, communal, or gender disparities. The Institute actively encourages students to engage with and connect with these marginalized communities through various outreach activities. We offer multiple platforms for social interaction as extracurricular activities, including the Women Empowerment Cell, Departmental Student Associations, National Service Scheme (NSS) and Student Development Cell, all of which facilitate meaningful engagement between students and the community.

File Description	Documents
Best practices in the Institutional website	http://cms.sinhgad.edu/media/524433/internship.pdf
Any other relevant information	http://cms.sinhgad.edu/sinhgad_engineering_institutes/saoe/nss.aspx

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

The institution prioritizes both the academic and overall growth of students by providing diverse opportunities in academic, extracurricular, and co-curricular realms. It encourages active participation of all students in programs held both on and off campus. The institute actively fosters an inclusive environment, facilitating students in establishing meaningful connections with their peers, the community, and society at large. Teachers and students work together to coordinate a range of camp programs with the goal of improving societal welfare and assisting marginalized communities. This initiative nurtures and reinforces students' understanding of human ethics, making a substantial contribution to their overall development. The institute actively promotes and supports students and faculty engagement in research endeavors. It organizes diverse training programs in the research domain and ensures that research facilities, including laboratories, software, and journals, are accessible to all. In the pursuit of professional development, the institute has established specialized cells such as robotics, cyber cell, technology business incubation cell, research and development cell, and entrepreneurship development cell, all of which consistently conduct a variety of activities.

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

The Institute uses standard operating procedures to guarantee effective curriculum delivery. It contains three parts, including planning, monitoring, and corrective action during delivery, as well as improvement the following year based on results after delivery.

Planning Phase

At the beginning of each academic year, the University provides an academic calendar as the first step in the planning process. When preparing its academic calendar, the institute adds the dates for several internal exams. By incorporating the events scheduled in the Institute calendar, each department creates its own calendar. Prepared by the faculties are course files. For new disciplines, faculty members participate in faculty development programs. Delivery phase

The HOD keeps track of teaching plan documents, TG meeting minutes, and student feedback reports to assess how well teachers are doing their jobs. The HOD provides advice to faculty members whose input falls short in specific areas. Informal feedback on specific student issues and group worries can be provided at TG meetings.

Following the delivery throughout the semester, action is done to enhance delivery in coming years.

Feedback about curriculum is taken from stakeholder's viz. students, faculties, alumni & employers.

Result analysis and CO attainments are analyzed and corrective measures in curriculum planning & delivery are suggested and implemented in subsequent academic years.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://cms.sinhgad.edu/media/535289/1.1.1_effective%20curriculum%20delivery.pdf

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

All faculty members and students have access to the academic calendar. Faculty create teaching plans using the departmental academic calendar to finish the necessary syllabus prior to internal testing and final exams.

The HOD frequently checks the teaching of the curriculum using the records of the lesson plans. The concerned faculty corrects any deviations in curriculum delivery from the schedule if they occur due to unforeseeable circumstances by holding additional sessions. The continuous assessment of Practical Term work is done by the faculty on regular basis. These practices oblige students to complete the term work as per the calendar. Attendance of students is observed on daily basis. Those students who are having attendance less than 75% in a month, such students are counseled & parents are informed through the system of teacher guardian. As per the academic calendar, unit tests & prelim exams are conducted. The remedial classes for slow learners for which a separate calendar is prepared by concerned faculty. All students are informed & guided about various online courses such as IIT spoken tutorial, Infosys springboard etc. which they can attend after academic contact hours.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://cms.sinhgad.edu/media/535292/1.1.2%20institution%20adheres%20to%20the%20academic.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

A. All of the above

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

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

6

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)

3

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

1642

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 vision statement of the Sinhgad Institutes is : "We are committed to produce not only good engineers but good human beings, also".

The affiliating University has already blended cross cutting issues into the curriculum for the holistic development of the students, both in credit courses & in audit courses. Some of the credit courses are: Humanities & social sciences, environmental engineering, Code of Conduct, Soft Skills etc. Some of the audit courses are: environmental studies I & II , green construction & design ,social awareness & governance , professional ethics & etiquettes, e-waste management & pollution control, road safety, the science of happiness, stress relief: Yoga & meditation, value education , environmental studies , water management , sustainable energy system etc.

Eight professional ethics courses, one course on gender equality, five courses on human values, and seven courses on environmental sustainability make up the whole University-required curriculum.

The Institute also plans field visits and lectures to provide the

students with more information about interdisciplinary topics. The NSS team from our institute participated in events including Yoga Day, Independence Day, and vaccination campaigns.

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

30

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

2976

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 from the following stakeholders Students Teachers Employers Alumni	A. All of the above
File Description	Documents
URL for stakeholder feedback report	https://cms.sinhgad.edu/media/535313/1.4.1%20stakeholder%20feedback,analysis,action%20taken.pdf
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	A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents
Upload any additional information	View File
URL for feedback report	https://cms.sinhgad.edu/media/535313/1.4.1%20stakeholder%20feedback,analysis,action%20taken.pdf
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	
404	

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

201

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 students are tracked during their academic journey in the Institute and special efforts are made to enhance the performance of slow learners. Students with good academic background and skills are guided to higher levels of achievement and encouraged towards challenging goals.

Identification of Advanced Learners:

Advanced learners have been identified based on their Academic records, consistency and versatile performance in other co-curricular activities.

Strategies

- Students are encouraged to get the university ranks .
- They are encouraged to complete NPTEL courses.
- Encouraged to do projects under clubs like Robotics, Baja, Supra etc.
- Motivation and guidance provided for higher studies.
- Students are enthused to get industry sponsored/research projects.

- The students take active part in organising various extra and co-curricular, inter/intra departmental, inter/intra college events.
- Faculty members enlist students to work on research projects.

Identification of Slow Learners:

Slow learners have been identified based on their poor academic records, lack of consistency and lack of cognizance.

Strategies

- Special and remedial classes are organized to improve the performances, to clarify the doubts and to the re-explanation on the topic.
- Personal Attention is given.
- Re-test is taken for improvement.
- During counseling, special hints and study techniques are discussed.
- Assignments and solving university question papers.

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
2043	138

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

The Institute practices a teaching methodology which focuses on imparting education through a student centric approach. This methodology helps to transform students from being relegated to the role of passive recipients to active and involved stakeholders, apart from boosting their confidence and encouraging independence.

1) Active learning:

By involving students in the learning process

- Brain storming, quizzes, debates, group discussions, role play, games, model making, mini projects, presentations, case studies, and simulations on technical content.
- Animated PPTs for some topics.
- Brief demonstrations.

2) Collaborative Learning:

Students are encouraged to team up with the students to execute different tasks like celebration of Teachers day, Engineers day, Environmental day and other cultural and sports activities by organizing various events through different clubs.

3) Problem-based Learning:

In projects/competitions, participating students are assigned different tasks, assignments, portfolios, and activities in which students engage in challenging problems and collaboratively work toward their solutions by using inter-disciplinary knowledge

4) Experiential learning:

There is an emphasis on field-based experiential learning like internships, Industrial visits and service learning, as well as classroom-based experiential learning like role plays, games and case studies. Students are encouraged to participate for conferences in and outside college in order to get exposed with realistic and industry challenges

5) Project-based learning:

Students work on application of theory learned through projects/model building/simulation in the form of design and

fabrication of some systems.

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

Teachers are realizing the changes in the cognition process of students and are using various tools and techniques in the teaching-learning process to deliver the content/knowledge so that students actively participate in it and grasp the ideas quickly.

Teachers attend various faculty development programs for domain knowledge and new skills in educational technology/pedagogy which make their teaching more innovative.

The following are the various ICT tools and techniques used by faculty to make teaching more innovative and student friendly.

1. ICT based teaching-learning through Google classroom, MS Teams, Moodle, etc.
2. Virtual labs and search engines like Google Search, Google Scholar are used to encourage collaborative learning.
3. Some faculty members have created online digital repositories for lectures on the platforms like YouTube.
4. Digital social learning platforms (WhatsApp, Telegram, Linkdin etc)
5. Exposure to industry: Interaction of faculty with industry during the internship and Sponsored projects of students
6. Proactive teaching methods (group discussions, role play, games in class like mime, treasure hunting, mimicry, etc.)
7. Project-based teaching-learning

The teaching-learning process is made more novel/attractive to students as it triggers their interest, innovative instincts and inspires them to find a creative solution to complex problems.

File Description	Documents
Upload any additional information	No File Uploaded
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

137

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

138

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
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

20

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

1115

File Description	Documents
Any additional information	No File Uploaded
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 Institute follows SPPU's guidelines for the internal assessment of the theory and laboratory. In addition to that, the Institute has carefully designed and implemented a parallel mechanism to ensure the preparedness of the students. Complete transparency is maintained in all forms of internal evaluations. Three internal examinations, namely Unit Test-1, Unit Test-2 and Prelim in each semester, are planned in the academic calendar and executed as per the schedule. After assessment, answer sheets are distributed and discussed with students for their benefit and to maintain transparency in the evaluation. A retest is planned for students having unsatisfactory performance by giving them sufficient time for preparation. Examination results are displayed on notice boards.

Term work assessment

The performance of each student is recorded in a continuous assessment sheet (CAS). The results of the evaluation are used to determine the student's final TW. Aside from the class tests, the Institute also provides various evaluation tools that are designed to help students improve their performance. These include assignments, internal oral/ practical examination, online tests, case studies, and open book tests.

Project Work Assessment

During the semester, students are given the opportunity to review the progress of their project work and keep track of their evaluation sheets. These reviews allow them to remain focused and confident as they work on their projects.

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

The Institute has adopted a fair and transparent process for the evaluation of students prescribed by the affiliating university. The evaluation process comprises mainly two components: formative assessment and summative assessment. There is a well-defined mechanism for grievance redressal related to the formative assessment by the Institute and for grievances relating to the summative assessment by SPPU.

To address all examination and evaluation related problems, the Institute has appointed a college examination officer (CEO) as per the directives of SPPU. An aggrieved student makes an application to the CEO and he addresses it as per the stipulated norms of SPPU. The CEO categorizes it either as a grievance related to formative or summative/external assessment.

In the case of formative assessment related grievances, the college examination officer forwards them to the respective department. Whenever a grievance is reported regarding the

internal evaluation, the concerned HoD, along with the concerned subject teacher, shows the carefully maintained CAS record to the aggrieved student and tries to resolve the grievance. The enquiries regarding the internal unit tests/mock practical examination or project progress evaluation are addressed by the individual subject teachers.

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.

Program outcomes (PO), program specific outcomes (PSO) and course outcomes (CO) of the all the programs and courses are stated and communicated to the students through Institute website and displayed at prominent notice board of the Institute. The process of CO framing for all courses in all programs is discussed below:

For every course three to six intended learning outcomes are stated as COs. Unit wise course contents from the syllabus forms the basis for framing CO statements. CO statements address appropriate Blooms Taxonomy levels by considering proper abilities and skills to be acquired by the students. The COs are mapped with POs and PSOs having correlation levels of either 1- Slight (Low), 2- Moderate (Medium) and 3- Substantial (High). The process of mapping of COs with POs and PSOs give CO-PO and CO-PSO matrices respectively.

Mechanism of Communication of POs and COs:

1. Displayed on the notice board of the departments.
2. Published through Institute website: <http://saoe.sinhgad.edu/>
3. Published regularly in Institute brochure, departmental news-

letter and collage magazine.

4. Printed on laboratory manuals, project log book, Attendance sheet.

5. Presented during various value added courses, workshops, seminars, induction programs.

6. Conveyed during teaching learning process, TG meetings.

7. Shared to students during first lecture of new semester.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
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.

CO attainment is a combined result of direct and indirect assessment. This in turn helps in PO assessment as each CO is mapped with certain POs and PSOs. Besides this, the exit survey is taken from students for indirect assessment of the PO's. The alumni and employer surveys are taken for indirect assessment of the PSOs.

CO attainment:

Direct Attainment of CO = 80% of CO attainment in the internal assessment + 20 % of CO attainment in the external examination.

COs are mapped with PO and PSO

Each Subject teacher prepares CO-PO and CO-PSO matrix

PO and PSO attainment:

The direct attainment of PO and PSO is obtained by taking into consideration the contribution of each course as shown in Program attainment.

Direct Attainment of PO = Average of attainments of all CO

contributing to the specific PO.

Overall attainment of PO = 70% attainment through the direct method + 30% of PO attainment through an indirect method.

Overall attainment of PO = 70% POdir + 30% POindir

File Description	Documents
Upload any additional information	No File Uploaded
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

478

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)

<http://cms.sinhgad.edu/media/535878/2.7%20student%20satisfaction%20survey.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)**0.48 L**

File Description	Documents
Any additional information	No File Uploaded
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****05**

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****05**

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	https://bcud.unipune.ac.in/files/sanshodhan/newsansho.html

3.2 - Innovation Ecosystem

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

SAOE motorsport club The SAOE motorsport club team GO-KART (TEAM TANDAV 2022-23) had participated in the event " Auto India Racing National Championship" held at Ajinkya DY Patil University, Lohegaon,Pune during the period between 25th May to 28th May,2023.The team had won second prize for safety. Team ASTROS The "Robot Workshop" was conducted on 12th December 2022, equipped 47 attendees with hands-on experience in designing, building, and programming robots capable of following designated paths. Astros also hosted an 'Astrothon', a unique problem-solving and hackathon challenge. It was conducted in two stages on 23 rd April and 29 th April, 2023 Team Astros has won 3rd place in the Robo-soccer event at Dy Patil College Fest.It also secured 2 nd place in the Robo-race at JSPM College Fest,The team Astros participated Technoxian a World level robotics championship where it secured 20th rank among 155 teams.

Cypher cell The team member Mr. Avez Qureshi from Cypher team participated in Hacktoberfest 2022 and won the level 4.Also Mr.Sanket Bhanuse participated in National Level Hackathon Competition organized by Department of Information Technology Adv.Baburao Ganpatrao Thakare College of Engineering, Nashik. Mr.Arman Kumar led Team successfully participated in Skill-A-Thon L.0 and Cleared Phase 1.

File Description	Documents
Upload any additional information	No File Uploaded
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

04

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
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

01

File Description	Documents
URL to the research page on HEI website	Nil
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	No File Uploaded

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

112

File Description	Documents
Any additional information	No File Uploaded
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

71

File Description	Documents
Any additional information	No File Uploaded
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

The National Service Scheme (NSS) Unit of Sinhgad Academy of Engineering, Kondhwa, Pune, has successfully organized a Covid Vaccination Drive, ensuring students, staff, and neighboring communities had access to vaccines. The Unit had organized an event to honour and acknowledge efforts of Covid Warriors. On 15th August 2022, NSS Unit celebrated Independence Day with great enthusiasm, instilling a sense of patriotism among participants. On 24 th August 2022 the NSS Unit organized a workshop that provided valuable insights into research pathways and methodologies. The blood donation camp was conducted on 30 th August 2022, promoting culture of voluntary donation and potentially saving lives. In an effort to contribute to environmental conservation, on 24 th September 2022 the NSS Unit organized a tree plantation drive. To promote the importance of cleanliness and sanitation, the NSS Unit conducted a cleanliness drive on 14th October 2022. Reading Day event was organized on 14 th October 2022, to create awareness of reading and gaining knowledge. Displaying compassion and empathy, on 13 th October 2022 the NSS Unit visited an orphanage, spending quality time with the children and providing essential supplies. A camp was conducted on 28 th November, 2022 to facilitate new voter registrations, empowering young citizens to exercise their voting rights.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

01

File Description	Documents
Any additional information	No File Uploaded
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**

31

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
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**

2689

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
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

01

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
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

34

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
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 Institute builds and enhances infrastructure in accordance with the standards established by the AICTE, DTE, and Savitribai Phule Pune University (SPPU), and it makes sure that the necessary facilities are made available for effective co-curricular and extracurricular activities.

There are 34 classrooms, 8 tutorial rooms, 47 laboratories, and 1 seminar hall in the physical infrastructure. The Institute also features auxiliary academic and administrative spaces, a central computing lab, and a library. The Institute features largewell-ventilated, and lit classrooms with a blackboard, computer, LCD projectors, Wi-Fi, Internet, and LAN facilities to facilitate effective teaching and learning. The Institute features a contemporary seminar room with air conditioning and audio visual technology. The Central Workshop has a variety of shops for mechanically oriented practicals.

A spacious library with a reading room and a digital library is available at the Institute. A variety of textbooks, reference books, periodicals, and electronic journals are available at the library.

The Institute has a language lab with multimedia systems to support teaching and learning.

The Institute has a good network of 571computers with 100 Mbps Tata Tele speed and 10 Mbps from ACPL, as well as good computing and internet access infrastructure. There are sufficient numbers of printers and scanners in the departments. The Institute includes three servers for efficient operation and a 320 KVA generator for continuous power generation.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://cms.sinhgad.edu/media/522458/4.1.1.geo-tag%20photos%20of%20classrooms%20and%200labs.pdf

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

The Institute has the following cultural amenities and sports facilities, both indoors and outdoors.

- The auditorium is outfitted with a computer system, a LCD projector, and a sound system. The Auditorium is where alumni gatherings and other cultural events are held.
- Playgrounds for outdoor sports like cricket, football, kho-kho, basketball, volleyball, and kabaddi, among others.
- There is room and the required tools for indoor sports including table tennis, chess, carrom, gym, and yoga.

Cultural Activities: Students are encouraged to take part in and organize various cultural activities in order to reveal their latent abilities and to gain enough exposure to interpersonal skills, teamwork, time management, and responsibility. The students take part in an annual event called Sinhgad Karandak and Techtonic. In addition to these, the students are inspired to take part in state-level cultural competitions like Purshottam Karandak and Firodiya Karandak.

Sports: Various sporting events are held to mould students' personalities, physical fitness, and overall growth in order to foster their talents in a variety of professions.

NSS: There is an NSS unit at the College. NSS students participate in a variety of socially conscious activities, including tree planting, Swachh Ata Abhiyan camps, social awareness camps, blood donation camps, and medical check-up camps.

Yoga: Yoga activities are carried out in order to maintain excellent health, have emotional and mental stability, integrate moral ideals, and grow in consciousness. The Institute observes June 21 as International Yoga Day each year.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://cms.sinhgad.edu/media/522480/4.1.2%20playground%20geotag%20photographs.pdf

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

35

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://cms.sinhgad.edu/media/522490/4.1.3.tabulated%20list%20of%20class%20rooms.pdf
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)

0

File Description	Documents
Upload any additional information	No File Uploaded
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)

Commercial and open-source software are both used by the institutional library to automate library services. Easylib software, version 06, is used to partially automate the library. Using the Easylib OPAC module, users can browse and search the library collection on the intranet. Easylib assists with the cataloging of books, journals, reports, and serial publications containing information that is crucial to the Institute.

Easylib software provides statistical analysis required for library management system such as weekly transactions. Library web OPAC is provided to students and faculty for renewal of books and searching library materials. Digital library collection, rare books, open-source books, college news are made available for students through opensource software Calibre. This link is available through LAN. The library has subscribed to e-journals and scientific databases from DELNET. Institutional repository which contains handwritten notes, lab manual, study notes, study materials, questions bank, syllabus, college magazine is available online.

The Institute Library has downloaded a number of rare volumes from the Rare volumes Society of India (RBSI).The collection is kept in the digital library program Calibre. Through LAN, professors and students can use these rare books as a source of information to expand their expertise.

Additionally, the library has an impressive number of reference books from reputable publishers like Elsevier, John Wiley, Springer, CRC Press, Blackwell, Cambridge, Britannica, Illustrated Science Ltd., Wordsworth Cengage Learning, Society of Automotive Engineers, McGraw Hill, Kluwer Academic, etc.

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

B. Any 3 of the above

File Description	Documents
Upload any additional information	No File Uploaded
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)

0.77589

File Description	Documents
Any additional information	No File Uploaded
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

15.76

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

The institution has a sufficient IT infrastructure that is regularly updated and modified in accordance with the demands of the curriculum and evolving technology. The college recently made the switch to a high availability network. The SonicWall NSA4600 firewall protects both the network and information. A total of

1000 users may log in at once.

Tata Tele and ACPL are contracted to provide 100 Mbps and 10 Mbps of leased line connection, respectively. The staff and students have access to a total of 110 Mbps of bandwidth throughout the year. The Institute has high-speed internet connectivity and Wi-fi. The switches in a LAN are connected to the access points to the Wi-fi access points. The Institute has a core, distribution, and access-based structured LAN facility architecture. The 10/100 base port connects all end users. With the help of a firewall and related security procedures, the Institute network is protected. All departments have access to ICT resources. The institute has internet and intranet access available in every classroom, lab, and library. Each room has a computer, LCD projector, and internet access.

The Institution has a Language lab to enhance the communication skills of students. The Institute has licensed Microsoft Teams software for conduction of online classes and meetings.

EasyLib, KOHA, and a cloud server facility automate the college library. The library subscribes to electronic books and periodicals through INFLIBNET and DELNET.

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

4.3.2 - Number of Computers

571

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
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)

98.99

File Description	Documents
Upload any additional information	No File Uploaded
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.

The Institute has appointed a team of personnel of all kinds of maintenance staff on the payroll of the college which is duly supervised by the Registrar/ Administrative Officer.

Maintenance of Physical and Support Facilities:

- Need analysis for adequacy of physical infrastructure is conducted at the beginning of the semester based on the statutory requirements of AICTE/DTE and SPPU.
- For repairs and upkeep of the electrical installations, the Institute has hired an electrician. AMC routinely performs generator maintenance.
- General Civil maintenance and upkeep of civil infrastructure is looked after by the Campus Supervisor
- Water is always available on campus and throughout the institute. The responsible campus is in charge of water

storage and distribution. Water is provided by taps and coolers in addition to the Water Softner facility, which has been erected.

- The Campus Supervisor is in charge of maintaining the garden. The institution has hired internal workers to handle the daily cleaning and upkeep of the garden.
- The Institute has appointed housekeeping staff for day to day cleanliness of corridors, classrooms, laboratories, washrooms, hostels, and maintenance of premises.

Maintenance of Academic Facilities:

- The Laboratory In-charge and Technical Assistant (TA) will take the necessary steps to repair and maintain the laboratory machinery, instruments, kits, and equipment as needed.
- The technical assistants handle the routine upkeep, maintenance, and updating of computers and peripherals, the installation of software, and the upkeep and upgrading of hardware. The system administrator oversees and maintains the LAN.
- Assistants in the library maintain the books and periodicals.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://cms.sinhgad.edu/media/535763/4.4.2%20maintanance%20register%20sample.pdf

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

1777

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

35

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

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

A. All of the above

File Description	Documents
Link to Institutional website	chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/http://cms.sinhgad.edu/media/535748/5.1.3%20skill%20enhancement%20activities.pdf
Any additional information	No File Uploaded
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

605

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

605

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

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

A. All of the above

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

154

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

10

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
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

20

File Description	Documents
Upload supporting data for the same	View File
Any additional information	No File Uploaded
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.

7

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
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)

The Institute has established a 'Student Council' in accordance with the guidelines established by the SPPU. President and vice president of each departmental student's association serve on it

which plans a variety of co-curricular and extracurricular activities. Students of the college actively participated in a variety of departmental and college-wide events such as Various Technical Competitions, Teacher's Day & Engineer's Day celebration, National Pollution Control Day, FE induction, Farewell to final-year students etc. Also, they participated in social activities like Orphanage Visit, Tree Plantation etc. All departmental students' associations organized Intra-campus Sports Event ' INFINITO- 2023' wherein students participated and secured prizes in different sports like Cricket, Volley ball, Foot ball, Carrom and Chess.

Additionally, student representatives participate in a number of committees that assist in carrying out administrative tasks, such as the IQAC, ARC, and ICC.

Students actively participate in a variety of campus activities and inter-college / university competitions. Additionally, students are given the duty of training and placement (T&P) coordination. Each class has a Boy and a Girl Class Representative. Also, students organize several initiatives of NSS, Cells like Social Media, Alumni, Cypher, Robotics and Industry Institute Interaction.

File Description	Documents
Paste link for additional information	Nil
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

31

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

There is a registered Alumni Association that contributes significantly to the development of the institution. The 'Alumni Association SAE Kondhwa (Bk.), Pune', registered in 2010 with Registration No. MH/1551/2010/ Pune dated 29/07/2010, is in charge of alumni relations with the Institute. The alumni committee is made up of the Principal, Vice Principal, Institute level staff coordinator, and coordinators from each department. This association operates under a well-defined vision, mission, and objectives.

The Alumni Association offers extensive support through guest lectures, seminars, webinars, Art Circle, robotics club, Cypher cell, workshops, MOUs, Industrial Visits and recruitment activities for the students of the institute. Alumni meet is conducted every year which provides a platform for the interaction between the alumnus. The most recent "10th alumni Meet" was held online on 28th April 2023 at SAE. 134 students were present for the meet.

Alumni share their expertise on key development areas such as Technical, soft-skills development, career growth, management of stress and anxiety and on several other relevant topics. Some of the Alumni's who are entrepreneurs have signed MOU with the Institute. Alumni's help current students in getting internship, project sponsorship and job placement etc.

File Description	Documents
Paste link for additional information	http://saee.sinhgad.edu/media/535754/5.4.1%20alumni%20engagement.pdf
Upload any additional information	No File Uploaded

5.4.2 - Alumni contribution during the year (INR in Lakhs)

E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

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

"Education is light. Education is the way to a larger purpose. The ambition to build India into an educational leader in the world. We walk on, with faith, with commitment and with grace." Vision: We are committed to produce not only good engineers but good human beings, also.

Mission: "Holistic development of students and teachers is what we believe in and work for. We strive to achieve this by imbibing a unique value system, transparent work culture, excellent academic and physical environment conducive to learning, creativity, and technology transfer. Our mandate is to generate, preserve and share knowledge for developing a vibrant society."

The institute's vision and mission statement describe its distinctive features in catering to stakeholders' requirements. In alignment with AICTE and UGC regulations and consistent with the vision mentioned above and mission, the college administration formed a Governing Body. The Governing Body's constituents play an active role, leveraging their wealth of experience and leadership acumen to foster the institution's advancement. Beyond acquiring academic proficiency, encompassing problem-solving and analytical skills, holistic student development encompasses every facet of students' personal growth and ethical evolution. This encompasses their emotional and moral

maturity as individuals.

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 promotes participatory governance, distributing authorities at various levels with well-defined roles and responsibilities for all staff members.

At the institutional level, the Principal serves as the educational overseer, supervising all departments through their respective HODs. Routine meetings commence from semester planning and extend to discussing academic events like Techtonic and Sinhgad Karandak. During these sessions, HODs are encouraged to voice their opinions and innovative ideas, and decisions are reached through collaborative discussions.

HODs also convene meetings with their teaching staff to allocate subjects for the upcoming semester. Similarly, academic portfolios are decentralized, and HODs liaise with non-teaching staff for laboratory assignments. Lab-in-charge conducts meetings with subject instructors and technical lab assistants to coordinate teaching and learning activities within labs and classrooms. This encompasses visits, lectures, seminars, and workshops related to their respective fields. The lab-in-charge delegates tasks as necessary, ensuring seamless and efficient operation throughout the institution.

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

A well-structured technology plan is crucial for guiding an

institution's digital transformation, ensuring that new tech projects align with its objectives. This plan functions as a roadmap for the institution's future vision, outlining the necessary changes and project implementations.

The institution's Strategic Development Plan (SDP) provides a framework for its operations and objectives, ensuring that development is systematic, well-planned, and phased. Successful implementation of the SDP relies heavily on the institution's management and human resources.

To maximize internship opportunities for students in various industries, the institution has established an Internship Cell. This cell collaborates with the Training & Placement Cell and is overseen by the S.T.E.S. central committee, headed by the committee's leader.

Furthermore, the institution has a TG scheme in place, collecting direct feedback from students on both academic and non-academic activities. Various committees have been established to ensure effective policy implementation and monitor their success. Regular HOD meetings are conducted to discuss these policies.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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.

The College's Governing Body serves as the most important administrative authority, committed to translating ambitious aspirations into tangible outcomes through a robust governance framework. This Body endorses the institution's strategic Vision and Mission, long-term business plans, and annual budgets to cater to stakeholder interests. It is responsible for instituting and overseeing control and accountability systems, encompassing financial and operational controls, risk evaluation, and protocols for addressing internal grievances.

Additionally, the Governing Body monitors the institution's

performance vis-à-vis approved plans and benchmarks it against peer institutions. The Chairperson provides support to the institution's head in executing programs. Decentralization and delegation of authority ensure the involvement of all levels in the decision-making process, facilitated by various institutional committees comprising faculty and staff members. The work culture emphasizes transparency, with the institutional rulebook and code of conduct readily accessible to all through the Library, HODs, and the Principal.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	http://cms.sinhgad.edu/media/523327/organogram.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

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
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

The Institute places a profound emphasis on the well-being and advancement of its faculty and staff, recognizing their pivotal role in the institution's success. Keeping them updated with the latest technological knowledge and skill sets is a priority achieved through the industry-institute interaction cell. To

facilitate this, the institute conducts a range of programs including industrial training, short-term and long-term courses, refresher sessions, seminars, workshops, and similar events.

Furthermore, the institute implements several welfare schemes for its employees, such as reimbursement of sponsorship fees for diverse training programs, policies supporting higher studies, various leave options, EPF and EMBF benefits, staff quarter provisions, gratuity, and health awareness initiatives. The Institute actively encourages its staff to join state, national, and international professional organizations, offering opportunities to participate in webinars that provide insights into recent changes and developments across sectors. Overall, the Institute places the welfare and professional growth of its faculty and staff at the forefront of its priorities.

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

4

File Description	Documents
Upload any additional information	No File Uploaded
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

2

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
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

59

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
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

The Performance Appraisal System for faculty members employs various parameters assessed by different stakeholders.

Part A, completed by the individual faculty member, encompasses

self-assessment on qualifications, participation in professional development programs, publications, memberships, consultancy work, and obtained patents.

Part B, completed by the Head of the Department (HOD), evaluates the faculty member's performance in teaching, research, and community service. The HOD also assesses their involvement in departmental, institutional, and co-curricular activities, as well as their relationships with colleagues and students.

Part C, conducted by the Principal, provides an overview of the faculty member's overall performance.

Part D features remarks by the Accepting Authority on the final review.

The Performance Appraisal System comprehensively covers various aspects of the faculty member's role and their contributions to the institution. This evaluation aids in identifying strengths and weaknesses and offers recommendations for improvement, ensuring transparency and accountability throughout the appraisal process.

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

It's reassuring to learn that the institute conducts regular internal audits bi-annually to ensure the accurate maintenance of all records and documents within the account section. The utilization of expert auditors for these assessments guarantees a thorough and meticulous review. The auditors diligently scrutinize various aspects, including the total number of students, total fees receivable, total fees received, fee dues receivable, scholarships receivable, and staff roll details, among other factors. It's commendable that any identified errors or doubts in the documents are promptly rectified by the auditors.

Following the conclusion of the internal audit, a compliance report is compiled and submitted to the Hon'ble Founder President of STES, who endorses the report. Subsequently, the report is forwarded to the relevant head of the institute or the Principal for resolution of any necessary corrections. This transparent and accountable approach to the audit process is highly commendable.

In addition to the internal audit, the institute conducts a final statutory audit performed by authorized Chartered Accountants. It's reassuring to know that the institute diligently adheres to all government norms during the statutory audit. Overall, this comprehensive audit system ensures the accuracy of the institute's financial records, fostering trust and confidence among stakeholders.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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)

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
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

Financial resource monitoring within the institute follows a structured process involving various stakeholders. It commences with HODs, in consultation with senior faculty and laboratory in-charges, preparing annual requirements. These details are submitted to the Principal in the prescribed format for each

fiscal year, and departmental budgets are finalized, subsequently integrated into the institutional budget.

The Principal presents a comprehensive institute budget proposal to the CDC for endorsement and approval from the GB. After approval, both the Principal and HODs can utilize the allocated budget through the established procedure, which includes comparative statements and vendor analysis, with specific approval from the President or Vice-President.

The Principal has the authority to make emergency purchases within the approved budget. The regular procurement process involves quotations, comparative analysis, delivery, and payment following commissioning, ensuring efficient budget utilization. In cases of additional requirements for emergency expenditure, HODs can discuss them with the Principal and seek approval from the President or Vice-President. To ensure effective fund utilization, the Principal and HODs conduct periodic reviews with the institute's accounting section.

Overall, this mechanized system for monitoring financial resources in the institute promotes transparency, accountability, and optimal resource utilization.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

The IQAC committee at Sinhgad Academy of Engineering plays a pivotal role in overseeing various aspects related to the college's infrastructure development, academic enhancement, SPPU examination results, and campus placement. The committee's primary goal is to ensure the institute's structured and efficient pursuit of its objectives.

Furthermore, the institute provides both students and faculty with complimentary licensed copies of Microsoft Teams: Office 365 A1, facilitating online collaboration and connectivity from any location. This platform is tailored for hybrid work and

streamlines information and organization for teams.

Additionally, Sinhgad Academy of Engineering grants access to Spoken Tutorial, a multi-award-winning educational content portal offering self-paced, multilingual courses on diverse Free and Open-Source Software (FOSS). This portal is funded by the National Mission on Education through Information and Communication Technology (ICT), initiated by the Ministry of Human Resources and Development (MHRD), Government of India. The objective of this initiative is to empower individuals with access to learning in their preferred language, at their convenience, and from any location, as long as they have a computer and the desire to learn.

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 institute has established an effective Internal Quality Assurance Cell (IQAC) in accordance with prescribed guidelines, comprising representatives from diverse stakeholder groups: teachers, management, administrative staff, local society, students, alumni, employers, industry, and parents. IQAC has implemented a regular feedback system, actively seeking input from all stakeholders to ensure continuous quality improvement.

1. **Teaching Learning Environment:** The IQAC is dedicated to enhancing the teaching-learning process and progressively adopting Outcome-Based Education (OBE) across all college programs. Program outcomes are collaboratively developed with input from faculty, industry experts, and other stakeholders. These outcomes are derived from the National Board of Accreditation (NBA), program-specific outcomes, and course outcomes, all of which consider Bloom's taxonomy.
2. **Use of ICT Tools:** The utilization of ICT tools has enabled self-paced learning through various means, including assignments and computers. This approach has yielded a more

productive and meaningful teaching-learning experience. ICT plays a pivotal role in keeping students updated and enhancing teachers' capabilities. It facilitates communication between teachers and students through email, interactive chalkboard sessions, e-learning, web-based resources (including the internet, intranet, and extranet), CD-ROMs, and TV audio-video tapes.

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

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)

D. Any 1 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
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

The organization is actively advancing the social and economic empowerment of women by implementing comprehensive policies and initiatives that prioritize gender equality, raising awareness about women's rights and providing institutional and legislative support to help them achieve their full potential and realize their human rights. This institution operates co-aided programs 5 in number with full and rightful provisions for female participation. There is a dedicated security team consisting of officers, supervisors and guards ensuring round-the-clock safety across the entire campus. Within the institute, female students actively engage in a wide range of cultural, sports and social activities on an equal footing with their male counterparts. The institute adheres to an inclusive hiring policy that promotes gender equality. Both male and female faculty members make equal contributions to administrative and teaching responsibilities.

The institute boasts a well-established "Women Empowerment Cell," and International Women's Day is commemorated, involving both teaching and non-teaching staff members of the institution.

File Description	Documents
Annual gender sensitization action plan	http://cms.sinhgad.edu/media/523521/7.1.1%20annual%20gender%20sensitization%20action%20plan.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	http://cms.sinhgad.edu/media/523543/7.1.1%20geotagged%20photos.pdf

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	No File Uploaded

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

1. **Solid Waste Management:** To effectively handle biodegradable solid waste within the campus, we employ rotating composting drums located at various spots throughout the campus. We have taken several measures to reduce solid waste generation, including: a. Limiting the use of paper for printouts. b. Encouraging the use of biodegradable and reusable plates, glasses and utensils in the canteen and cafeteria. c. Opting to gift saplings instead of traditional bouquets to guests visiting the institution.
2. **Wastewater Management:** We implement a comprehensive wastewater management system that includes recycling sewage from college and hostel toilets through a Sewage Treatment Plant (STP). This recycled water supports the maintenance of trees, lawns, flower beds and our botanical garden of medicinal plants within the campus. We make efficient use of all available open land under green coverage, employing treated effluent for gardening purposes.
3. **E-Waste Management:** We manage discarded electronic and computer accessories by selling them through auctions to a licensed vendor, Zagade Enterprises Pvt. Ltd.
4. **Waste Recycling System:** We have implemented a recycling system for sewage water, specifically for gardening and lawn care. The institute maintains a water softener and sewage treatment plant, ensuring the recycling and reuse of wastewater.

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

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

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	No File Uploaded
Any other relevant information	No File Uploaded

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	No File Uploaded
Any other relevant information	No File Uploaded

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).

All National Importance Days are celebrated in the Institute. Religious harmony is promoted among the students by celebrating Shivrajyadin in the Institute. The institute is providing good environment for the students from all parts of the nation. The hostel facilities are available for all girls and boys

students. National Student Scheme has taken the initiative to conduct various programs such as NSS Wari, Mazi Vasundhara Plede and International Yoga Day etc. The Earn and Learn Scheme implemented for Economically Backward Class students where apart from University contribution, institute is also contributing for the students. The institute implements the Government schemes like Tuition Fee Waiver Scheme (TFWS), EBC and SEBC scholarship. Various Departments have celebrated Teachers day programs to honor teachers for their accomplishments, efforts, and contribution to society as well as to the lives of their students. Library Department has organised Marathi Bhasha Gourav Din program along with the competition for the faculties on the Marathi Books and their writers. Poetry and shayari competition is organized for the students and faculties by departmental association.

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	No File Uploaded

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

Many programs are arranged for human values and ethics such as, Stress management, Art of Living sessions etc. Students are made aware about the code of ethics, human values, rights, duties and responsibilities as a citizen of India during induction as well as other programs throughout year. To imbibe the values Institute has celebrated Vigilance Awareness Week 2020 Integrity Pledge. Activities for Duties and responsibilities of citizens: The tree plantation initiative is being taken by the NSS and many of the students' associations in the institute. The students are encouraged to participate in the activities of spreading the awareness among citizens on social issues like road safety and traffic rule awareness program which are conducted by NSS. Every year institute organizes blood donation camp in association with SKN Hospital and/or Rotary Club. NSS has also organized the program for the gender sensitization named Sex determination prohibition act. Students have also arranged webinar on Supporting Orphanages Via Caring And Education. Students are sensitized on the preservation the ecosystem and environment. Students are also sensitized to adapt green practices.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://cms.sinhgad.edu/media/535884/7.1.9%20activities%20under%20socioeconomic%20diversities.pdf
Any other relevant information	Nil

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.

B. Any 3 of the above

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	No File Uploaded

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

Observance of Important Days: The institute marks significant national occasions annually. Independence day and Republic day are celebrated in the Institute along with various competitions for the students. One such event is the grand celebration of International Yoga Day, which takes place on the 21st of June each year, with enthusiastic participation from employees. Another noteworthy commemoration is International Women's Day. Additionally, the institute hosts a special program in honor of

Dr. Babasaheb Ambedkar's Jayanti with seminar on Constitution of India.

Commeoratiove Days: Teachers' Day is a heartfelt tribute to educators and is celebrated on Dr. Sarvpalli Radhakrishnan's birth anniversary. The institute's student associations organize Gurupournima Diwas, featuring a variety of activities, games, and speeches. Similarly, Engineers' Day is celebrated on the birth anniversary of Sir M. Vishweshwarayya, expressing gratitude for their contributions. Mahatma Gandhi Death Annivarsary is also celebrated where His thoughts and morals are imbibed in the students by Principal's lecture.

Festive Celebrations: The institute also joyfully observes various festivals, including Makarsankranti, ShivJayanti, Khandenavami, and Navratri. On Khandenavami, 'Yantarpoojan' is performed in all departments, in accordance with our cultural traditions.

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	No File Uploaded

7.2 - Best Practices

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

Internship Cell: The establishment of our Internship Cell aims to enhance the opportunities for a larger number of students to secure internships across diverse industries. This cell collaborates closely with the Training & Placement Cell. Internships serve as a practical application of the concepts, theories, knowledge and skills learned during classroom lectures, connecting them to real-world work contexts. In 2014-2015, we founded the Internship Cell with the goal of providing students with on-the-job training in their areas of interest and academic passion. The cell has developed a Standard Operating Procedure (SOP) to streamline and oversee students' internship experiences, ultimately fostering interest, imparting practical techniques and

technologies in use and keeping students updated on the latest industry practices.

Students' social nurturing and outreach activities: These initiatives are designed to support and empower socially marginalized segments of society affected by economic, regional, linguistic, communal, or gender disparities. The Institute actively encourages students to engage with and connect with these marginalized communities through various outreach activities. We offer multiple platforms for social interaction as extracurricular activities, including the Women Empowerment Cell, Departmental Student Associations, National Service Scheme (NSS) and Student Development Cell, all of which facilitate meaningful engagement between students and the community.

File Description	Documents
Best practices in the Institutional website	http://cms.sinhgad.edu/media/524433/internship.pdf
Any other relevant information	http://cms.sinhgad.edu/sinhgad_engineering_institutes/saoe/nss.aspx

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

The institution prioritizes both the academic and overall growth of students by providing diverse opportunities in academic, extracurricular, and co-curricular realms. It encourages active participation of all students in programs held both on and off campus. The institute actively fosters an inclusive environment, facilitating students in establishing meaningful connections with their peers, the community, and society at large. Teachers and students work together to coordinate a range of camp programs with the goal of improving societal welfare and assisting marginalized communities. This initiative nurtures and reinforces students' understanding of human ethics, making a substantial contribution to their overall development. The institute actively promotes and supports students and faculty engagement in research endeavors. It organizes diverse training programs in the research domain and ensures that research facilities, including laboratories, software, and journals, are accessible to all. In the pursuit of professional development, the institute has

established specialized cells such as robotics, cyber cell, technology business incubation cell, research and development cell, and entrepreneurship development cell, all of which consistently conduct a variety of activities.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

In order to ensure and enhance quality in the various areas of academics, co-curricular and extracurricular activities of students and faculty development, the institute has been initiating and putting into action a number of different programs. Also, the Institute has planned to focus on developing the innovation environment and research culture.

In view of the vision, mission and core values, institute has planned for following initiatives.

1. Organise more number of Seminars with the involvement of experts from various fields and of national and international repute. An effort to collaborate initiatives of Industry-Academia and Alumni for development of students.
2. Organize various student and faculty development programme.
3. To Start guidance for Competitive Examinations and placements.
4. Organize of various activities related to IPR, innovation and entrepreneurship.
5. To Organise project exhibitions at department and institute level to promote quality of research in the institute.
6. To start value added and professional courses for students to improve their employability.
7. Mentoring and Guidance cell will be established for the overall growth of Students.
8. SEED program will be initiated for the better performance of Teachers.