



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution

Fr.C.Rodrigues Institute of Management Studies

- Name of the Head of the institution **Dr. Sujata Chincholkar**
- Designation **Director**
- Does the institution function from its own campus? **Yes**
- Phone no./Alternate phone no. **02227771000**
- Mobile no **9869018810**
- Registered e-mail **agnelbiz@gmail.com**
- Alternate e-mail **directorfcrims@gmail.com**
- Address **Fr. Agnel Educational Complex,
Sector 9A, Vashi,**
- City/Town **Navi Mumbai**
- State/UT **Maharashtra**
- Pin Code **400703**

2.Institutional status

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

- Financial Status **Self-financing**
- Name of the Affiliating University **University of Mumbai**
- Name of the IQAC Coordinator **Dr. Manisha Karandikar**
- Phone No. **02227771000**
- Alternate phone No. **9819261340**
- Mobile **9323713573**
- IQAC e-mail address **manisha.karandikar@gmail.com**
- Alternate Email address **manisha.fabs@gmail.com**

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

https://fcrims.com/sadmin/uploads/naac/2020_2021/AQAR%202020-2021.pdf

4. Whether Academic Calendar prepared during the year?

Yes

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

https://fcrims.com/sadmin/uploads/naac/2020_2021/Action%20Taken%20Report%20IOAC%202020%20-2021%20PDF.pdf

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B+	2.51	2019	09/08/2018	08/08/2024

6. Date of Establishment of IQAC

09/05/2018

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
NA	NA	NA	NA	Nil

8. Whether composition of IQAC as per latest NAAC guidelines

Yes

- Upload latest notification of formation of

[View File](#)

IQAC

9.No. of IQAC meetings held during the year **4**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report No File Uploaded

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

- If yes, mention the amount

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

1. International Management & Business Research Conference 2021 2. Corporate Readiness Index 3. Extension of Activity Based Learning Initiative 4. Mapping of evaluation in line with Outcome Based Learning 5. Faculty and Administrative staff recruitment

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
Organising International Management & Business Research Conference 2021	The first ever International Management & Business Research Conference 2021 was successfully organised with good participation from national and international delegates.
Design & Implement Corporate Readiness Index	Successfully rolled out the Corporate Readiness Index to batch of 2021-2022
Extension of Activity Based Learning	The initiative was broad based by adding activities like Basic Excel & Advanced Excel Workshop
Mapping of evaluation in line with Outcome Based Learning	Faculty has initiated the process of Mapping of evaluation in line with Outcome Based Learning for all subjects
Faculty and Administrative staff recruitment	Recruited faculty and administrative staff as per the guidelines of University of Mumbai

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

- Name of the statutory body

Name	Date of meeting(s)
Governing Council	05/03/2022

14. Whether institutional data submitted to AISHE

Part A

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• if yes, whether it is uploaded in the Institutional website Web link:	https://fcrims.com/sadmin/uploads/naac/2020_2021/Action%20Taken%20Report%20IQAC%202020%20-2021%20PDF.pdf				
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Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NA	NA	NA	NA	Nil	
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• Upload latest notification of formation of IQAC			View File		
9.No. of IQAC meetings held during the year			4		
• Were the minutes of IQAC meeting(s)			Yes		

<p>and compliance to the decisions have been uploaded on the institutional website?</p>		
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	<p>No File Uploaded</p>	
<p>10. Whether IQAC received funding from any of the funding agency to support its activities during the year?</p>	<p>No</p>	
<ul style="list-style-type: none"> If yes, mention the amount 		
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<p>1. International Management & Business Research Conference 2021 2. Corporate Readiness Index 3. Extension of Activity Based Learning Initiative 4. Mapping of evaluation in line with Outcome Based Learning 5. Faculty and Administrative staff recruitment</p>		
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Empty space for plan of action and outcome		

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Name	Date of meeting(s)
Governing Council	05/03/2022
14.Whether institutional data submitted to AISHE	
Year	Date of Submission
2021	14/01/2022
15.Multidisciplinary / interdisciplinary	
The course Master of Management Studies (MMS) is multidisciplinary in nature as the first year is common for all	

students. The institute further conducts activities that make the student competent to understand management from multidisciplinary perspective

The following activities performed at the institute level are also multidisciplinary in nature:

1. Business Ethics Case Studies: This initiative is aimed at making students aware about the importance of Business Ethics in their professional life. This is essentially multidisciplinary in nature as it covers all functions of management

2. Activity based Learning - The activities like Advanced Excel Workshop and Netrutva are multidisciplinary

a. Advanced Excel Workshop: Data from different functions is taken and used for decision making using Excel tools

b. Netrutva: An activity that identifies success stories of leading business men/entrepreneurs of India as well as the world

3. Guest Lectures: Guest lectures give students an exposure of how the business works and is hence multidisciplinary in nature

The following courses offered by the institute are multidisciplinary in nature

1. Perspective Management - This course introduces the students to various aspects of business and organization. It emphasizes on interdependence of each function on the other

2. Strategic Management - Business Strategy needs to amalgamate different functions for it to be effective. This course is a core course and is offered to students of all specializations viz. Marketing, Finance, Operations & Human Resources

3. International Business: This course helps students understand the global perspective of business and hence is multidisciplinary in nature. The international markets offer variety of challenges in all domains viz. Marketing, Finance, Operations & Human Resources

4. Project Management: This course ensures that students are well versed with all the challenges that might come across in implementation of the project. They are exposed to operational, financial, marketing aspects of business

<p>16.Academic bank of credits (ABC):</p>
<p>Our HEI is affiliated to the University of Mumbai which is yet to adapt the Academic Bank of Credits. Despite that we encourage students to undertake various courses on Swayam & MOOC</p>
<p>17.Skill development:</p>
<p>Skill Development is an ongoing process at FCRIMS. The institute conducts lot of activities to achieve this goal. To track and monitor the performance of students on these activities, we have developed a Corporate Readiness Index.</p> <p>The institute acknowledges that in addition to curriculum, there are several skills that students need to develop to make them employable. In its endeavor to impart these skills following are some of the activities conducted in the institute</p> <ol style="list-style-type: none"> 1. Industry Interaction: The institute has a dedicated slot in the time table for organizing guest lectures on various management topics. 2. Newsletter: The students contribute articles towards publication of Newsletter for their respective specialization. 3.Campus to Corporate Initiative: This initiative grooms the students and trains them for Aptitude Tests, Group Discussions and Personal Interviews. 4. Incorporation of modern techniques: Courses that can be conducted using computers or software, faculty are encouraged to use the same as expected by the industry. Eg. Financial Modelling, Compensation & Benefits, Business Statistics & Business Research Methods 5. Activity Based Learning - Activities beyond curriculum are designed to build necessary skills and make the employable eg. Advanced Excel Workshop, Fundamentals of Financial Market, Emotional Intelligence etc
<p>18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)</p>
<p>Students are encouraged to undertake online courses to achieve integration of Indian knowledge systems</p>
<p>19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):</p>

The institute believes that Outcome Based Learning ensures achievement of program outcomes through achievement of course outcomes for each course. It is the pillar of Higher Education and our institute ensures that outcomes are planned and achieved for all the courses offered.

Faculty has devised course outcomes for each course using Bloom's Taxonomy before beginning of the semester. These outcomes are mapped to various activities/ assignments/ exams conducted during the

semester. The evaluation of each course focuses on marks attained by student for each course outcome. The course outcomes are mapped with Program Outcomes. The attainment of each outcome is measured using numerical data

20.Distance education/online education:

The institute does not have any programs offered as online or distance education programs.

Extended Profile

1.Programme

1.1

1

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

File Description	Documents
Data Template	View File

2.Student

2.1

123

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2

10

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	60
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	6
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	6
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	7
Total number of Classrooms and Seminar halls	
4.2	65.23
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	58
Total number of computers on campus for academic purposes	

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

FCRIMS lays special emphasis on its academic processes and ensures that a standard procedure is followed when it comes to curriculum planning. The pedagogy adopted by the faculty members ensures that the delivery of the syllabus is interesting, syllabus adequately covered and outcomes are achieved.

Visiting faculty are identified for some of the subjects. The faculty design session plans, assessment scheme and course outcomes on the basis of syllabus prescribed by University of Mumbai.

The achievement of course outcomes is measured by the performance of the students in the examination. In addition to this, all assessments need to carry the course outcome number next to the question. The performance of the student on questions related to a particular course outcome determine the level of achievement of that course outcome.

Faculty members are encouraged to use innovative practices such as role plays, case studies, relevant videos, group presentations and other forms of experiential learning.

The institute has a practice of two structured feedbacks during the course. One of them is in the middle of semester between director & TLs and final feedback is collected using feedback forms. The syllabus coverage and session plan adherence is captured through this mechanism.

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

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

The academic calendar is like a blueprint for that academic year. The academic calendar includes all activities planned in the academic year of 2021-2022.

It enables the faculty members and students to plan their

activities in a holistic manner. When the academic calendar was made, there was no clarity on how long the classes would be conducted in online mode. It was decided that the calendar would be tweaked if required in case the classes operate in offline mode.

The biggest challenge was lack of clarity as to when the next batch i.e. 2021-2023 would commence as the dates of CET were also not announced. The institute revised its academic calendar as the admissions to the junior batch were once again delayed and the semester I began in December 2021 which is almost 5 months late.

The internal evaluation consisted of mid term exam, assignments. Group projects/presentation and were conducted in online mode. The mid term and end term exams were held in accordance to the academic calendar while the other assignments were scheduled during the classes thereby ensuring Continuous Internal Evaluation.

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

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

C. Any 2 of the above

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

1.2 - Academic Flexibility

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

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

1

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
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	No File Uploaded
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

112

File Description	Documents
Any additional information	No File Uploaded
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

Institute conducts a special series of case studies on Ethics in Business in addition to incorporating values in various courses

Organisational Behavior: This course helps students understand how and why people behave in organizations as they do, either as individuals or in groups and how their behaviors affect their performance and performance of the organization as a whole.

Human Resource Management: An important module in this subject is manpower planning wherein issues related to diversity are covered.

Financial Accounting: This course has a session on 'Ethical Issues in Accounting' that covers the professional ethics that an accountant has to follow for ensuring transparency and good governance in organization

Strategic Management: The course discusses the importance of merging CSR strategy with the Business Strategy so as to achieve sustainability and address environmental issues as well.

Consumer Behavior: This subject also touches upon consumer rights and consumer welfare that is an essential aspect of code of ethics. The course deals with changing role of women as consumers and how their position and role has changed with time.

Financial Markets & Institutions: The course touches on how human values and professional ethics play an important role for managers dealing with financial markets especially

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

23

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

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

63

File Description	Documents
Any additional information	No File Uploaded
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

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

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

B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://drive.google.com/file/d/13040p_TEb_uSIjg2dKPGUpxDwYV2LyCi-/view?usp=sharing

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

63

File Description	Documents
Any additional information	No File Uploaded
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

1

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

Strategies for Advanced Learners

Students identified as 'advanced learners' are encouraged to undertake online courses (MOOC, Swayam and NPTEL). They are further motivated to present research papers in conferences and inter-collegiate research competitions. They are selected as peers for group presentation along with slow learners.

Strategies for Slow Learners

Slow learners are identified in their early interactions in the classroom. In the first three weeks of the commencement of the course a faculty meeting is called to discuss these set of students. In this manner, the institute assesses and recognises the learning levels of slow learners. Further academic performance of slow learners through continuous evaluation and assignments help to overcome their deficient areas.

Faculty conducts tutorials for slow learners and counsels them regularly. Activity Based Learning, a special module on Emotional Intelligence is conducted to build self-esteem and instill confidence among slow learners. They are motivated to participate in various activities to increase their level of involvement in academic and co-curricular activities. They work along with advanced learners in group assignments, projects, and newsletters. Counselling session is arranged for slow learners and follow up is taken to monitor the progress of the student.

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

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

Number of Students	Number of Teachers
108	6

File Description	Documents
Any additional information	No File Uploaded

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 has created a student-centric learning environment by adopting Outcome-Based Education (OBE), teaching-learning methods, and ICT-enabled teaching-learning. As a part of student-centric methods of teaching-learning process, we use the following pedagogy:

1. Activity based learning initiative is introduced in first semester wherein all faculty members are involved in conducting various sessions that adds value to students personal and professional life
2. Role plays are conducted to develop deep insight into respective subjects
3. Case studies on business ethics are taken by all faculty and students are asked to present the case analysis
4. Faculty are encouraged to use case study method in as many topics as possible in their respective subjects
5. Guest lectures are continually conducted to expose students to industry related challenges and emerging practices
6. Industrial visits are organised to make students well-versed with industry functioning. The institute was unable to plan industrial visit due to COVID-19 outbreak and restrictions imposed by the company's
7. Co-curricular forums such as 'Abstract'- an inter-collegiate event, is organised by the students under the guidance of faculty members

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

In FCRIMS, faculty members use ICT enabled tools. ICT resources and devices like LCDs, computers, internet, educational CDs are

made available to faculty members and students.

Faculty members use multiple ICT tools such as PowerPoints, Media Players, online databases and analytics software, and role play to effectively deliver the course. Every faculty member is provided desktop with a high-speed internet facility. Audio-video systems and projectors are installed in classrooms to enhance the teaching-learning process. The students are also encouraged to make use of ICT tools for making assignments and presentations.

The institute provides real-time training opportunity on various software like MS-Excel, MS- PowerPoint, SPSS, etc. Faculty members conduct sessions on this software in the labs.

Online databases and e-resources like EBSCO and Google Scholar are used by faculty members. Students too are encouraged to use these databases for their assignments, projects, and presentations. In addition, faculty uses MS Teams to administer internal continuous evaluation of students.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

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

6

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	No File Uploaded
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

6

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

3

File Description	Documents
Any additional information	No File Uploaded
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

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

2.5 - Evaluation Process and Reforms

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

IT integration and reforms in the examination procedures and processes (Continuous Internal Assessment and end semester examination) have brought considerable improvement in examination management system of the institution.

Conducting examinations and declaring results is one of the central activity of the institute for the full time MMS course. The institute complies with the guidelines for continuous internal assessment and end-semester assessment laid by University of Mumbai. Internal assessment parameters includes Midterm tests for individual assessments, Attendance, Class Participation, and Group/Individual assessment of Assignments/Presentations/Case Discussion, Projects and etc. The continuous evolution system assesses multiple competencies of students and their progress is regularly monitored.

The institute plans the examination activities in advance to ensure set standards, precision, efficiency and transparency are maintained while conducting the examination. Sufficient steps are taken to minimize errors in the entire process of conducting and declaring results of examinations. The faculty members announce the evaluation criteria at the beginning of the course every semester as well the weightage score on different parameters.

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

Institute practices a transparent and effective grievance redressal mechanism. Grievances are received in writing and students need to fill the reexam form.

Institute level examination:

The institute level examination related grievances are handled by the Exam Cell to make it time bound and transparent. The marks awarded for the class test as well as semester end exams, which constitute the internal assessment component are shared with the students. The exam section displays the assessment report by cross checking the statement of marks as submitted by the respective faculty member of the department. If a student has a grievance, the photocopy of the answer sheet is shared upon request The student is entitled to apply for retotaling/revaluation in written examination (end semester) within 5 days of declaration of results If any discrepancy is noticed, the faculty concerned may rectify and necessary corrections maybe made.

The results are displayed on the notice board with the schedule of re-exam.

The faculty sets a fresh question paper for the reexamination and the results are declared within a week of the reexam.

The entire process is monitored by the chief examination-in-charge.

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.

The institute has formulated Program Outcomes (PO), Program Specific Outcomes (PSO) and Course Outcomes (CO) for each course that represent the graduate attributes prescribed by Washington

Accord.

Program Outcomes (PO) describes what knowledge, skills, & attitudes a student should have when they graduate. MMS Program Outcomes are formulated and published on the college website www.fcrims.com and shared with the students during induction/orientation programs.

Program Specific Outcomes (PSO) for each specialization area has been formulated. Students of respective specializations are provided with PSO.

Course Outcomes (CO) are statements that describe what students should be able to do at the end of the course. Faculty members prepare course outcomes and session plan at the beginning of every semester. Faculty anchor themselves as a mentor, counselor, facilitator, guide, assessor, and finally as a teacher in the teaching learning system. Course Outcomes are embedded in our syllabus and Session Plan for each course.

Course Outcomes (CO) are provided to students and Hard and Soft copies of the University syllabus containing CO are distributed to students which is also made available in the library.

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.

All Course Outcomes (CO) converge in Program Specific Outcomes (PSO) that in turn converge into Program Outcomes (PO). Each faculty shares module-wise schedule for teaching, lesson plans, assignments, projects, field visits to facilitate the achievement of intended outcomes.

Teaching, learning and assessment strategies are structured to achieve intended learning outcomes. Institute achieves the attainment of POs and COs as follows:

1. COs are shared in the very first lecture and the faculty explains about the Outcomes achieved in given lecture.
 2. Every Lecture slides (PPTs) contain COs.
 3. Evaluations mention the COs that are being tested.
 4. Faculty ensures that the prescribed CO & PO attainment is achieved through internal and end term assessment.
1. A student passing the course are considered to have attained the prescribed CO.
 2. A student passing the MMS program is considered to have attained the PSO and PO.
 3. Students' performance in the assessment indicates the level of attainment of the Outcomes.

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

48

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

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution

may design its own questionnaire) (results and details need to be provided as a weblink)

<https://docs.google.com/spreadsheets/d/1Y-ZJgjbS60931mAsTt29J-Ysvb0kUZlv3eoU637soXM/edit?usp=sharing>

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)

0.3

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

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

3.1.2.1 - Number of teachers recognized as research guides

2

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

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

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

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

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

FCRIMS has created an ecosystem for innovation, including an incubation center and other initiatives to create and transfer knowledge.

Incubation Center:

The institution has an MoU with CIBA (Centre for Innovation and Business Incubation) to create an ecosystem for innovation and other initiatives for business start-ups. The MOU includes sharing and transfer of knowledge to encourage, educate the students and faculty by means of project works in the curriculum.

Guest Speakers:

The institute invites entrepreneurs from various industry domains to share their experience and the growing role of entrepreneurs in business and society. Keeping the entrepreneurial spirit in mind, the institute has organised the Guest Talks on "Entrepreneurship as a Lucrative Career" and Success Stories shared by the entrepreneurs

Alumni Connect

Through Alumni Connect event the current first and second year students are provided with guidance from the alumni who are entrepreneurs and equip them with requisite skills for entrepreneurship.

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

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

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

2

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

0

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

7

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

3

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 Institute is guided by the vision to foster love and understanding among the various communities and contribute to development and self-reliance through education. Keeping the ethos of "VASUDHAIVA KUTUMBAKAM", the institute has created a robust societal responsibility in its action plan.

FCRIMS insists that all the students participate in various activities related to social issues. The activities conducted include providing used material objects to a non-profit organization called "Goonj". The institute also engages in collecting electronic waste within the institutes vicinity and surrounding areas and partnering with waste management agency to dispose off and recycle the waste in efficient manner.

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

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

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

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

3

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

48

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

1

File Description	Documents
e-copies of related Document	View File
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

4

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 institution has adequate facilities for teaching - learning, viz., classrooms, laboratories, computing equipment, etc.

- 5 AC classrooms, each class equipped with Computer, LCD projector, white board, comfortable desk/table and chairs, well painted and equipped with blinds giving an ambience conducive to learning.
- 1 AC Tutorial room with white board, comfortable table and chairs, well painted and equipped with blinds giving an ambience conducive to learning.
- 1 AC Exam control room, comfortable table and chairs, well painted and equipped with blinds giving an ambience conducive to monitor exam related work confidentially.
- 1 AC Central Library (shared facility in our complex, with exclusive section for FCRIMS) for issuing books, house 8924 Management books, 13 National Journals and 13 Popular Journals/ reports. The Institute subscribes to E-Journals - EBSCO.
- The Computer Centre has computers, internet and printing facilities, Office 365 is available for students and staff for which they can take help of Lab Assistant to access the same by creating their official email ID .

a) 13 PCs for teachers/ staff and 5 PCs in class rooms.

b) WIFI access to internet (Reliance Jio 4G) from anywhere in the floor for use on students' laptops and mobile phones .

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

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

The institution has adequate facilities for sports, games (indoor, outdoor, gymnasium, yoga center etc.) and cultural activities.

1. Sports facilities - There are many sports facilities which are managed by Agnel Charities for the whole education complex. They are available to our students who visit and are briefed on them at their orientation.
2. Facility for outdoor sports
3. Facility for Indoor sports
4. Health Club -Gymnasium with a trained instructor and facilities for Table-tennis, Aerobics, Sauna & Steam bath.
5. Basket Ball Ground -of International standards where National tournaments are often held.
6. Foot Ball Ground - a flood-lit astro-turf, has been operational since 2010, it is used by our students every year during the college Festival.
7. Swimming Pool - A half Olympic size pool along with an Indoor sports Complex Housing a Gymnastic Centre, Table Tennis Courts and a Shooting club.
8. For cultural and other activities a) 200 seat Auditorium (shared facility in the Complex) b) Entrance Foyer and open space for outdoor events c) For smaller indoor events our large class room can seat up to 150 people. d) Yoga centre/Meditation room (shared facility)

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

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

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

22.06

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
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)

Name of ILMS software: KOHA

The Library is providing access to KOHA Online Public Access Catalogue through out the campus and out of the campus. Students and faculty members can make search by author, title, subject and also barcode. KOHA started from 2017 onwards.

Nature of automation: Partially Library is automated through KOHA software.

Transaction of books is based on barcoded student's I-cards and

barcode on books. Barcode scanners are available at the circulation section to scan the barcodes of books as well as student's I-cards to make Issue and Return of the books.

Cataloguing of books, Report generation is done through KOHA accurately.

Version: 18.11.02.000

Year of Automation: 2017 (KOHA)

Apart from text books and reference books, library is having collection of Motivational Books, Competitive Examination, GATE, Encyclopaedia, Dictionaries, Communication Skills, Religious Books. All books are arranged subject wise according to Dewey Decimal Classification 21st edition, for easy retrieval of books. The students are encouraged to use e-resources

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	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

4.19

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

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

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

7

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

We, Frequently Updates IT Facilities Including Wi-Fi

Computer : Computer Lab Having total 33 Core I3 Computers which is connected in LAN with Installing SSD Hard drive by Replacing Normal Hard Disk to improve the better Performance.

We have also upgraded all 33 PCS 15" LCD monitor to 19" LED Monitor.

Software : we have License System software Windows 10 and Application Software Ms. Office 2016, SPSS etc.

Internet: we Installed WI-FI Router to all FCRIMS Floor and for better and smoothly performance we increased Internet Bandwidth Speed from 20 MBPS TO 50 MBPS.

During Online classes Microsoft Team ID's were created for All Teachers, Visiting Faculties, Guests and Students. Online meetings were scheduled for Guests and Visiting Faculties.

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

4.3.2 - Number of Computers

55

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

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	No File Uploaded

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)

5.52

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.

- **Physical, Academic & Sports Facilities - MAINTENANCE**
 - **Shared facilities:** Maintenance is carried out at the level of the Complex. The Director make recommendations / seek services of Central Services should there be any requirement.
 - **Cleaning:** designated staff is assigned to clean offices / other spaces regularly.
 - All equipment is checked and, where required undergoes preventive maintenance before the start of the academic year.
 - Equipment mal-function during the year; the concerned staff / student inform the Director who gets it attended to.
 - Where internal resources are available in the Institute or Complex, facilities maintenance is done in-house
 - Statutory Inspection/ maintenance: AMC (Annual Maintenance contract)
 - Girl's common room is available to all girls for any problem related to health issue.
 - Boy's common room is available for all boys.

- **SPORTS FACILITIES** These are managed and maintained by Agnel Charities and are available to FCRIMS students.
- a. Proper schedule is maintained for sports for all MMS students by putting up notices.
- **Authorities Infrastructure under FCRIMS:** - All decisions related to allotment and utilization of infrastructure is taken by the Director. - All decisions regarding acquisition and maintenance of infrastructure are taken by Director.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

21

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 benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

2

File Description	Documents
Upload any additional information	No File Uploaded
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	Nil
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

111

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

111

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

41

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded
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

0

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

1

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.

13

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)

FCRIMS has a very active Students' Council which consists of General Secretary, Cultural head, Sports Head, and other members. The Student Council is set up to look after the welfare of the

students and to promote and coordinate the extra-curricular activities of the students. The student council helps in organizing various college events. They also motivate students to participate in intercollegiate events.

In addition to student council, each batch has two Team Leaders (TL) elected by the student body. They act as a bridge between the Faculty and the Students. They are members of Students Council, IQAC, anti-Ragging and Grievance redressal committee.

Apart from TLs, other students are also part of different committees which is discussed below:

1. Placement and Corporate Interface Committee work towards achieving the desired placement and internship for the students and are also responsible for arranging guest lecturer.
2. Alumni Committee organizes Alumni Meet and keep record of all Alumni's.
3. Social Media Marketing is responsible for updating contents on social media pages of college and developing content relating to advertising.
4. Events Committee plan and organize different events throughout the year.
5. CSR Committee organizes various CSR activities.
6. Sports Committee organizes various sports activities.
7. Library committee improves collections of books and magazines and conducts events to support literary activities of students.

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

13

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

The alumni association at FCRIMS is named as FRIMSAA. This was registered recently on 26/5/2022. The association comprises of the following alumni members:

1. Chairman: Amol Mahale
2. Secretary: Neeta Keswani
3. Treasurer: Deepak Garera

Members:

1. Monil Shah
2. Dr. Sujata Chincholkar
3. Bindal Totlani
4. Amey Naik

5. Ruchir Khare
6. Sachin Nachnani
7. Dhananjay Sahasrabuddhe
8. Ajinkya Sawant

The association has collected Rs 31,000 this year i.e., Rs 500 from each alumnus being the membership fees for becoming a member.

The association has also got its PAN card and opened a bank account with Indian Overseas Bank, Vashi.

The alumni are actively involved with the institute as visiting faculty, guest speakers, mentors and recruiters. The alumni are connected with each other and the institute through specialization wise WhatsApp groups. The group has alumni, placement co-ordinator and core faculty of respective specialization.

The association looks forward to organize an alumni meet this year.

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

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Vision

We aspire to scale the heights of competence to evolve as an elite B-School offering world class services to students thereby transforming them into confident corporate leaders with good governance.

Mission

Consistent with our vision we shall provide excellent Business Education stressing on individualised attention. We on a continual basis shall develop innovative participative teaching learning processes to ingrain desired managerial and leadership skills of a high order.

FCRIMS is guided by its mission to impart business education with focus on individual needs and attention. Through continual improvement in services, the institute strives to develop innovative and participative teaching learning. This helps in instilling the desirable managerial and leadership skills within students.

In consultation with the Managing Director, the Director regulates the functioning of activities in the institute and implements quality standards in academic activities. FCRIMS keeps observing and following the paradigm shift in Global Management education and it helps to revisit the resources, processes, programmes and quality standards. The institute realigns itself to the changing environment and pursues excellence in management education domain.

The management of FCRIMS strongly believes in the participative management and democratic decision-making process. This approach has enabled teamwork culture and developed ownership amongst the significant stakeholders.

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

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

The institute believes that faculty has a central role to play in day to day management. The Director of the institute involves faculty member in day-to-day decision making that manifest

decentralisation and participative management or bottom-up approach. First, the annual budget of each department is discussed through circulation of the form and each faculty decides the budget for the financial year. Second, the Time-Table preparation is meticulously planned by the concerned department heads that involves identifying the visiting faculty and coordination of various institutional activities. Thereafter, the master time-table is rolled out. Third, planning and execution of research conference is done by Teaching, non-teaching staff and student representatives who meet together on several occasions to plan and implement the event. Each member volunteers for various roles and responsibilities.

Several ad hoc committees comprising of small self-managed teams are formed which does the following work: Invitation and Follow up, Hospitality, Setting up the Venue, and etc. This is followed by the actual event and an informal meeting of all the members to discuss about the experiences and to further identify the areas of improvement in future meets.

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

The institute plans to achieve its goals by following means:

- Increase in student intake

The institute plans to increase the intake of the students in the coming years and hence plans to go for NBA accreditation.

- Work towards becoming a preferred institute for MMS

The institute has a sharp focus on improving the competency of the students and conducts various activities like Activity Based Learning, Campus to Corporate, Excel workshops etc.

- Reach out to stakeholders

FCRIMS uses social media platforms like Facebook, Instagram & LinkedIn to connect with students, recruiters and alumni.

- Conducive environment for research

The institute has taken up Minor Research Project with ICSSR. The institute has successfully executed its first International Research Conference in the academic year 2021-2022. This has not only given the institute visibility in the research fraternity but also an opportunity for the faculty to publish their research.

- Registration of alumni association

The institute has registered its alumni association in the year 2021-2022. This will give alumni a formal platform to connect with the institute and with each other.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
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.

In the Organisational Structure, Managing Director sits at the helm of affairs, followed by Director and a team of faculty and non-teaching staff. The Governing Body of FCRIMS believes in participative management practices and supports democratic decision-making process.

Committees:

The institute has various committees formed as per the Maharashtra Public Universities Act, 2016/UGC/DTE guidelines that guides the institute in planning and executing many initiatives.

1. Governing Council (GC)
2. Academic Council
3. Student Council
4. College Development Council (CDC)

Each of these committees comprises of Director, Faculty Members and Other Stakeholders as prescribed by the higher authorities. These committees/councils meet at regular intervals and take decisions relevant to institutes overall functioning.

Policies, Employment, Training & Development, Service Rules:

Service Rules are well-defined in the Staff Handbook on Service Regulations which is provided to every new employee in FCRIMS.

Recruitment:

For faculty recruitment the process is in accordance with the guidelines laid out by University of Mumbai.

Promotion Policy:

The institute follows promotion policy in accordance with the guidelines provided by University of Mumbai.

Grievance Redressal Mechanisms:

The institute has several committees like Grievance Redressal Cell, Prevention of Sexual Harassment Committee and a well-defined procedure to handle employee grievance.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://fcrims.com/organogramofFCRIMS.php
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	No File Uploaded
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 institution has a well-structured performance appraisal system, professional avenues, effective welfare measures for teaching and non-teaching staff.

Performance Appraisal System:

The institute has created a well-structured performance appraisal system for teaching and non-teaching staff. A 2 step appraisal is followed at FCRIMS, viz. Self- Appraisal and Appraisal by Director. Each teaching and non-teaching staff duly fill the performance appraisal form at the end of the academic year and submit it to the concerned authority.

After the appraisal process, the director meets the employees individually to provide performance feedback and suggest development areas.

Effective Welfare Measures:

Following are the welfare measures (schemes):

1. The institute has availed group medical insurance for its staff and students
2. In campus residential accommodation is offered on a case-to-case basis to employees not owning flat in Mumbai.
3. Employees wards are allowed to get admitted in Agnel Charities institutions at concessional fees.
4. In case of medical emergency, a on call doctor is available.
5. Institutions facilities like Gymnasium, Swimming, Badminton Court, Football Turfs is available to faculty members

6. Institution has a flexible leave policy and allows leave encashment.
7. Financial Aid for attending workshop, conference, and seminar.
8. Desktop for every teaching staff.

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	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

1

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	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

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

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

1

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	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

The institute has created a well-structured performance appraisal system for teaching and non- teaching staff. A 2 step appraisal is followed at FCRIMS, viz. Self- Appraisal and Appraisal by the Head (Director). Each teaching and non-teaching staff duly fill the

performance appraisal form at the end of the academic year and submit it to the concerned authority. Following Appraisal process is followed at FCRIMS:

April - Self-Appraisal

May - Appraisal by Director

May-June - Discussions between Employee and Director

After this appraisal process, the director meets the employees individually to provide performance feedback and suggest development areas.

For Visiting Faculty, the student feedback of the previous year/semester informs the decision to continue/discontinue the services.

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

The institute conducts financial audit regularly. M/S Chotalal H. Shah & Co. Mumbai do

the external audit for FCRIMS annually. The latest financial audit was completed in..... No objections were observed in the audit. The auditor gives the compliance report at the end of the financial year. The institute has complied with all the statutory accounting standards and there was no objections raised by the auditors.

The interim audit is conducted in the months of November-December every year and the final audit is conducted in the months of May-June.

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)

0

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

FCRIMS being a self-financed institute gets the primary source of funding the institute from student fees which is prescribed by the Fee Regulatory Authority. The other sources of funding the institute comes from Consultancy to Corporates and Faculty Development Program.

Consultancy to Corporates:

Faculty members are encouraged to offer their expertise to corporates in the form of consultancy services/projects. The earnings from the consultancy fees is shared with the faculty member which is earmarked as 40%.

Faculty Development Program:

The institute conducts Faculty Development Programs (FDP). FDP is planned in advance and resources are mobilised to attract and enroll maximum participants. The surplus revenue generated goes to the additional fund of the institute.

Optimal Utilisation of Resources:

Optimal utilisation is ensured through earmarked budgets, prudent expenditure, and accountability for all the expenditures. The management ensures judicious use of resources such as water and electricity. Every faculty is required to submit a budget to the director. The institutes long-term planning directs the annual budget development.

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 institute organized its first International Management & Business Research Conference. Special emphasis was made on the quality of papers. The papers submitted were subjected to blind review and the sent back to authors with reviews for improvements.

In order to ensure that students participate in initiatives beyond curriculum, Corporate Readiness Index was designed to capture presence and performance of students, thereby ensuring quality of the students passing out is improved

The Activity based Learning was well received by the students and hence to improve it further, it was decided to broad base the initiative by adding more modules like Basic Excel to it. This gave more confidence to students while implementing Excel in their projects and internships.

To increase our thrust on Outcome Based Learning, the evaluation of all assignments and tests was mapped with the course outcomes. This enabled us to measure achievement of course and program outcomes.

The recruitment of faculty and administrative staff was conducted as per the laid down norms of University of Mumbai and utmost care was taken to ensure right candidates were offered opportunities.

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

IQAC plays a significant role in monitoring the teaching - learning process at the institute. The prime objective is to ensure that the systems and methods adopted by faculty lead to achievement of learning outcomes.

The midterm was conducted for 20 marks as per the university guidelines. The Internal assessment can be planned and executed by the faculty as mentioned in the session plan. The session plan are submitted by the Core faculty to the IQAC co-ordinator and the methodology for achievement of outcomes is discussed. The visiting faculty submit the session plan to the core faculty who ensure that the course outcomes are achieved. Any deviation from the plan has to be communicated to IQAC by the respective faculty member. The internal assessment has to include experiential learning initiatives like case study analysis, role plays, presentations, group projects etc. Each assessment is aimed at achieving specific course outcomes as mentioned in the session plan and IQAC monitors achievement of the same.

The faculty members are advised to include applied questions so that is tests the understanding of the students rather than testing their memory.

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

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

D. Any 1 of the above

initiatives with other institution(s)**Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

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

1. A session was organized on sensitivity towards the LGBTQ community by Audrey C. on 29th January 2022.
2. Some core faculty members are POSH certified
3. Agnel Technical Education complex has separate wings for boys and girls hostel with similar facilities
4. Every year the institute organizes Art of Survival workshop for all students for self-defense.
5. There is a sanitary napkin dispenser installed.

Counselling: As FCRIMS, we have an annual gender sensitization plan in place which consists of:

1. Ladies staff complaint redressal committee and Sexual harassment committee which consists of staff member as well as an NGO representation which addresses gender equity and

issues related to sexual harassments on the campus.

2. Equal opportunities are given to both the genders when it comes to election of class representatives for the batch, event heads of annual festival, student council heads and other committees of the institute.

Common Rooms: FCRIMS has separate common rooms for boys and girls which addresses gender specific facilities such as recreation, for medical emergencies as well as day to day gender specific activities.

File Description	Documents
Annual gender sensitization action plan	Nil
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	Nil

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

C. Any 2 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

E- Waste Management: - E-waste drive was conducted in the institute's premises via 'Recyclekaro.com' from 4/10/21 to 15/10/21. The total amount of E-waste collected was 15 kgs.

Liquid waste management/ Waste recycling system:

FCRIMS has been focused towards green initiatives. We have a Sewage Treatment Plant (STP) in the Fr. Agnel School, Sector 10 in Vashi, the Agnel Sports Complex and the Agnel Technical Education Complex.

Sewage Treatment is a process in which physical, biological and sometimes chemical methods are used to remove the pollutants from water. Its aim is to produce environmentally safe sewage water, called effluent, and a solid waste called sludge or bio solids for suitable disposal or reuse.

To make waste water acceptable for reuse and for returning to the environment, STP was installed in the Year 2009 in the Agnel Technical Education Complex. Fr. Agnel's Group of institutions also has the STP installed in the Sports complex and the Fr. Agnel School, Sector 10, Vashi. (Ground Floor, back side near the mosque).

We use recycled water for toilet flush and gardening.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
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 of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus B. Any 3 of the above

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

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

E. None of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
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

A. Any 4 or all 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	No File Uploaded
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).

Our Institute's logo describes our belief of Unity in Diversity through the three religions symbols of Hinduism, Christianity and Islam. FCRIMS follows the concept of 'Vasudhhaiva Kutumbakamm' which means entire world is one family.

All student and staff members at FCRIMS who are from diverse cultures and religions work under one roof together, thus justifying the message put forth in the Institute's logo. The institute follows a culture in which there is no discrimination based on religion.

The social media committee greets and wishes every stakeholder of the institute for all important festival of each religion such as Eid, Diwali, Christmas, etc. The online flyers designed for the respective occasions by FCRIMS are posted on the college's website.

FCRIMS every year celebrates traditional day in which students get dressed in the traditional dresses of their respective states and share the uniqueness of their culture and state. However, this year due to pandemic we were not able to celebrate this event.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded
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

FCRIMS has take the following initiatives towards values, rights, duties & responsibilities of citizens:

1. **National Festivals -FCRIMS celebrates celebrates Independence Day, Republic day, Martys Day, Teacher's Day in the institute's premises where all the staff members and students were present.**
2. **The institute logo includes the symbols of all three religions indicating that entire world is our family. (Vasudhaiva Kutumbhakam).**
3. **Universal Human Values: Faculty members have attended Universal Human Values course (of 5 days) during the year.**

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
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 **B. Any 3 of the above**

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

FCRIMS celebrates various national festivals and international commemorative days such as:

- **Independence Day:** FCRIMS celebrates every year on 15th August, India's Independence Day on campus by hoisting the National Flag. Father Sebastio Rodrigues gave a patriotic speech on 15th August 2022.
- **Republic Day:** FCRIMS celebrates India's Republic Day on 26th January ever year, on campus by hoisting the National Flag.
- **Yoga Day:** Yoga day was celebrated for a week spiritually online from 15th June 2022 to 21st June 2022 at FCRIMS.
- **Women's Day:** On 8th March 2022, staff of FCRIMS celebrated women's day by cutting a delicious cake.
- **Van Mahotsav:** FCRIMS celebrates Van Mahotsav which is an annual, one week tree planting festival in India, is celebrated from 1st July to 7th July to spread awareness of forest conservation and to save the environment.
- **Teacher's Day:** Students at FCRIMS celebrated teachers day on 5th September 2021 by organizing fun activities like musical chair and creatives for the teachers and the staff members.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	No File Uploaded
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	View File

7.2 - Best Practices

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

1. National Innovation and Start-up Policy

Objectives

To promote students' driven innovations & start-ups

Context

At FCRIMS, we have created IIC in 2021 with the intention of promoting innovation in the institute through multifaceted activities.

Practice

- Organize workshops/ seminars/ interactions with entrepreneurs, investors, professionals and create a mentor pool for student innovators.

Evidence of Success

Events organised:

1. "Business Model Canvas"
2. "Planning of Start-ups"
3. "Social Entrepreneurship".
4. "Intellectual property Rights".
5. "Journey of an Entrepreneurship".

Problems Encountered and Resources Required

- To imbibe the entrepreneurship zeal in students at this stage of their career is a challenge.
- The distant benefits to be reaped by the candidates from this cell is seldom envisioned.

2.Activity Based Learning

Objectives

FCRIMS believes in all round development of students through experiential learning.

Context

Various activities were conducted by faculty members beyond curriculum.

Practice

The following activities were conducted:

Basics and advance excel, Emotional Intelligence, Netrutva (??????), Self-introspection, World of Stock Trading and Investing. The activities selected aim at all round development of students.

Evidence of Success

Overall development of students helps them in being successful in placements.

Problems Encountered and Resources Required:

Challenge to involve students in on credit courses

File Description	Documents
Best practices in the Institutional website	https://fcrims.com/sadmin/uploads/naac/2021_2022/Best%20Practise%20AY%202021_2022.pdf
Any other relevant information	Nil

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 institute believes that in addition to syllabus coverage, it is important to give students a wholesome perspective of the world around them. The institute conducts various activities that impart knowledge and professionalism to students. A strong need was felt to measure the success of these initiatives, hence a Corporate Readiness Index (CRI) was developed. The criteria's that have been included in this index are Group Discussion, Personal Interviews and aptitude tests, Activity Based Learning, Excel workshops, Newsletters, participation of the students in the committees and events and their contribution in guest lectures. All these events and activities were given a marking scale with a maximum of 10 marks for each activity/event. All these were added up to an index score for each student. Students getting a score of less than 70 out of a maximum total index score of 160 were mentored and counselled depending on the weak spot in the index activity.

The CRI scores are released at the end of every semester so that the students can take stock of their performance and improvise themselves.

We plan to map the performance of the students in placements and academics vis a vis their score in CRI.

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

FCRIMS lays special emphasis on its academic processes and ensures that a standard procedure is followed when it comes to curriculum planning. The pedagogy adopted by the faculty members ensures that the delivery of the syllabus is interesting, syllabus adequately covered and outcomes are achieved.

Visiting faculty are identified for some of the subjects. The faculty design session plans, assessment scheme and course outcomes on the basis of syllabus prescribed by University of Mumbai.

The achievement of course outcomes is measured by the performance of the students in the examination. In addition to this, all assessments need to carry the course outcome number next to the question. The performance of the student on questions related to a particular course outcome determine the level of achievement of that course outcome.

Faculty members are encouraged to use innovative practices such as role plays, case studies, relevant videos, group presentations and other forms of experiential learning.

The institute has a practice of two structured feedbacks during the course. One of them is in the middle of semester between director & TLs and final feedback is collected using feedback forms. The syllabus coverage and session plan adherence is captured through this mechanism.

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

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

The academic calendar is like a blueprint for that academic year. The academic calendar includes all activities planned in the academic year of 2021-2022.

It enables the faculty members and students to plan their activities in a holistic manner. When the academic calendar was made, there was no clarity on how long the classes would be conducted in online mode. It was decided that the calendar would be tweaked if required in case the classes operate in offline mode.

The biggest challenge was lack of clarity as to when the next batch i.e. 2021-2023 would commence as the dates of CET were also not announced. The institute revised its academic calendar as the admissions to the junior batch were once again delayed and the semester I began in December 2021 which is almost 5 months late.

The internal evaluation consisted of mid term exam, assignments. Group projects/presentation and were conducted in online mode. The mid term and end term exams were held in accordance to the academic calendar while the other assignments were scheduled during the classes thereby ensuring Continuous Internal Evaluation.

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

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

C. Any 2 of the above

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

1.2 - Academic Flexibility

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

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

1

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
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	No File Uploaded
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

112

File Description	Documents
Any additional information	No File Uploaded
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

Institute conducts a special series of case studies on Ethics in Business in addition to incorporating values in various courses

Organisational Behavior: This course helps students understand how and why people behave in organizations as they do, either as individuals or in groups and how their behaviors affect their performance and performance of the organization as a whole.

Human Resource Management: An important module in this subject is manpower planning wherein issues related to diversity are covered.

Financial Accounting: This course has a session on 'Ethical Issues in Accounting' that covers the professional ethics that an accountant has to follow for ensuring transparency and good governance in organization

Strategic Management: The course discusses the importance of merging CSR strategy with the Business Strategy so as to achieve sustainability and address environmental issues as well.

Consumer Behavior: This subject also touches upon consumer rights and consumer welfare that is an essential aspect of code of ethics. The course deals with changing role of women as consumers and how their position and role has changed with time.

Financial Markets & Institutions: The course touches on how human values and professional ethics play an important role for managers dealing with financial markets especially

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

23

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

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

63

File Description	Documents
Any additional information	No File Uploaded
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

B. Any 3 of the above

**syllabus and its transaction at the institution from the following stakeholders
Students Teachers Employers Alumni**

File Description	Documents
URL for stakeholder feedback report	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

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

B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://drive.google.com/file/d/1304Op_TEbuSIjg2dKPGUpxDwYV2LyCi-/view?usp=sharing

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

63

File Description	Documents
Any additional information	No File Uploaded
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

1	
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	
<p>Strategies for Advanced Learners</p> <p>Students identified as 'advanced learners' are encouraged to undertake online courses (MOOC, Swayam and NPTEL). They are further motivated to present research papers in conferences and inter-collegiate research competitions. They are selected as peers for group presentation along with slow learners.</p> <p>Strategies for Slow Learners</p> <p>Slow learners are identified in their early interactions in the classroom. In the first three weeks of the commencement of the course a faculty meeting is called to discuss these set of students. In this manner, the institute assesses and recognises the learning levels of slow learners. Further academic performance of slow learners through continuous evaluation and assignments help to overcome their deficient areas.</p> <p>Faculty conducts tutorials for slow learners and counsels them regularly. Activity Based Learning, a special module on Emotional Intelligence is conducted to build self-esteem and instill confidence among slow learners. They are motivated to participate in various activities to increase their level of involvement in academic and co-curricular activities. They work along with advanced learners in group assignments, projects, and newsletters. Counselling session is arranged for slow learners and follow up is taken to monitor the progress of the student.</p>	

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

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

Number of Students	Number of Teachers
108	6

File Description	Documents
Any additional information	No File Uploaded

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 has created a student-centric learning environment by adopting Outcome-Based Education (OBE), teaching-learning methods, and ICT-enabled teaching-learning. As a part of student-centric methods of teaching-learning process, we use the following pedagogy:

1. Activity based learning initiative is introduced in first semester wherein all faculty members are involved in conducting various sessions that adds value to students personal and professional life
2. Role plays are conducted to develop deep insight into respective subjects
3. Case studies on business ethics are taken by all faculty and students are asked to present the case analysis
4. Faculty are encouraged to use case study method in as many topics as possible in their respective subjects
5. Guest lectures are continually conducted to expose students to industry related challenges and emerging practices
6. Industrial visits are organised to make students well-versed with industry functioning. The institute was unable to plan industrial visit due to COVID-19 outbreak and restrictions imposed by the company's
7. Co-curricular forums such as 'Abstract'- an inter-collegiate event, is organised by the students under the

guidance of faculty members

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

In FCRIMS, faculty members use ICT enabled tools. ICT resources and devices like LCDs, computers, internet, educational CDs are made available to faculty members and students.

Faculty members use multiple ICT tools such as PowerPoints, Media Players, online databases and analytics software, and role play to effectively deliver the course. Every faculty member is provided desktop with a high-speed internet facility. Audio-video systems and projectors are installed in classrooms to enhance the teaching-learning process. The students are also encouraged to make use of ICT tools for making assignments and presentations.

The institute provides real-time training opportunity on various software like MS-Excel, MS- PowerPoint, SPSS, etc. Faculty members conduct sessions on this software in the labs.

Online databases and e-resources like EBSCO and Google Scholar are used by faculty members. Students too are encouraged to use these databases for their assignments, projects, and presentations. In addition, faculty uses MS Teams to administer internal continuous evaluation of students.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

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**

6

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	No File Uploaded
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**

6

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**

3

File Description	Documents
Any additional information	No File Uploaded
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

68

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

2.5 - Evaluation Process and Reforms

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

IT integration and reforms in the examination procedures and processes (Continuous Internal Assessment and end semester examination) have brought considerable improvement in examination management system of the institution.

Conducting examinations and declaring results is one of the central activity of the institute for the full time MMS course. The institute complies with the guidelines for continuous internal assessment and end-semester assessment laid by University of Mumbai. Internal assessment parameters includes Midterm tests for individual assessments, Attendance, Class Participation, and Group/Individual assessment of Assignments/Presentations/Case Discussion, Projects and etc. The continuous evolution system assesses multiple competencies of students and their progress is regularly monitored.

The institute plans the examination activities in advance to

ensure set standards, precision, efficiency and transparency are maintained while conducting the examination. Sufficient steps are taken to minimize errors in the entire process of conducting and declaring results of examinations. The faculty members announce the evaluation criteria at the beginning of the course every semester as well the weightage score on different parameters.

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

Institute practices a transparent and effective grievance redressal mechanism. Grievances are received in writing and students need to fill the reexam form.

Institute level examination:

The institute level examination related grievances are handled by the Exam Cell to make it time bound and transparent. The marks awarded for the class test as well as semester end exams, which constitute the internal assessment component are shared with the students. The exam section displays the assessment report by cross checking the statement of marks as submitted by the respective faculty member of the department. If a student has a grievance, the photocopy of the answer sheet is shared upon request. The student is entitled to apply for retotaling/revaluation in written examination (end semester) within 5 days of declaration of results. If any discrepancy is noticed, the faculty concerned may rectify and necessary corrections may be made.

The results are displayed on the notice board with the schedule of re-exam.

The faculty sets a fresh question paper for the reexamination and the results are declared within a week of the reexam.

The entire process is monitored by the chief examination-in-charge.

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.

The institute has formulated Program Outcomes (PO), Program Specific Outcomes (PSO) and Course Outcomes (CO) for each course that represent the graduate attributes prescribed by Washington Accord.

Program Outcomes (PO) describes what knowledge, skills, & attitudes a student should have when they graduate. MMS Program Outcomes are formulated and published on the college website www.fcrims.com and shared with the students during induction/orientation programs.

Program Specific Outcomes (PSO) for each specialization area has been formulated. Students of respective specializations are provided with PSO.

Course Outcomes (CO) are statements that describe what students should be able to do at the end of the course. Faculty members prepare course outcomes and session plan at the beginning of every semester. Faculty anchor themselves as a mentor, counselor, facilitator, guide, assessor, and finally as a teacher in the teaching learning system. Course Outcomes are embedded in our syllabus and Session Plan for each course.

Course Outcomes (CO) are provided to students and Hard and Soft copies of the University syllabus containing CO are distributed to students which is also made available in the library.

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.

All Course Outcomes (CO) converge in Program Specific Outcomes (PSO) that in turn converge into Program Outcomes (PO). Each faculty shares module-wise schedule for teaching, lesson plans, assignments, projects, field visits to facilitate the achievement of intended outcomes.

Teaching, learning and assessment strategies are structured to achieve intended learning outcomes. Institute achieves the attainment of POs and COs as follows:

1. COs are shared in the very first lecture and the faculty explains about the Outcomes achieved in given lecture.
 2. Every Lecture slides (PPTs) contain COs.
 3. Evaluations mention the COs that are being tested.
 4. Faculty ensures that the prescribed CO & PO attainment is achieved through internal and end term assessment.
-
1. A student passing the course are considered to have attained the prescribed CO.
 2. A student passing the MMS program is considered to have attained the PSO and PO.
 3. Students' performance in the assessment indicates the level of attainment of the Outcomes.

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**

48

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

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

<https://docs.google.com/spreadsheets/d/1Y-ZJgjbS60931mAsTt29J-YsVb0kUZ1v3eoU637soXM/edit?usp=sharing>

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)**

0.3

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

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)**3.1.2.1 - Number of teachers recognized as research guides**

2

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

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

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem**3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge**

FCRIMS has created an ecosystem for innovation, including an incubation center and other initiatives to create and transfer knowledge.

Incubation Center:

The institution has an MoU with CIBA (Centre for Innovation and Business Incubation) to create an ecosystem for innovation and other initiatives for business start-ups. The MOU includes sharing and transfer of knowledge to encourage, educate the

students and faculty by means of project works in the curriculum.

Guest Speakers:

The institute invites entrepreneurs from various industry domains to share their experience and the growing role of entrepreneurs in business and society. Keeping the entrepreneurial spirit in mind, the institute has organised the Guest Talks on "Entrepreneurship as a Lucrative Career" and Success Stories shared by the entrepreneurs

Alumni Connect

Through Alumni Connect event the current first and second year students are provided with guidance from the alumni who are entrepreneurs and equip them with requisite skills for entrepreneurship.

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

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

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

2

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

0

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

7

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

3

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 Institute is guided by the vision to foster love and understanding among the various communities and contribute to development and self-reliance through education. Keeping the ethos of VASUDHAIVA KUTUMBAKAM", the institute has created a robust societal responsibility in its action plan.

FCRIMS insists that all the students participate in various activities related to social issues. The activities conducted include providing used material objects to a non-profit organization called "Goonj". The institute also engages in collecting electronic waste within the institutes vicinity and surrounding areas and partnering with waste management agency to dispose off and recycle the waste in efficient manner.

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

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

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

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

3

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**

48

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**

1

File Description	Documents
e-copies of related Document	View File
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

4

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 institution has adequate facilities for teaching - learning, viz., classrooms, laboratories, computing equipment, etc.

- 5 AC classrooms, each class equipped with Computer, LCD projector, white board, comfortable desk/table and chairs, well painted and equipped with blinds giving an ambience conducive to learning.
- 1 AC Tutorial room with white board, comfortable table and chairs, well painted and equipped with blinds giving an ambience conducive to learning.
- 1 AC Exam control room, comfortable table and chairs, well painted and equipped with blinds giving an ambience conducive to monitor exam related work confidentially.
- 1 AC Central Library (shared facility in our complex, with exclusive section for FCRIMS) for issuing books, house 8924 Management books, 13 National Journals and 13 Popular Journals/ reports. The Institute subscribes to E-Journals - EBSCO.
- The Computer Centre has computers, internet and printing facilities, Office 365 is available for students and

staff for which they can take help of Lab Assistant to access the same by creating their official email ID .

a) 13 PCs for teachers/ staff and 5 PCs in class rooms.

b) WIFI access to internet (Reliance Jio 4G) from anywhere in the floor for use on students' laptops and mobile phones .

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

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

The institution has adequate facilities for sports, games (indoor, outdoor, gymnasium, yoga center etc.) and cultural activities.

1. Sports facilities - There are many sports facilities which are managed by Agnel Charities for the whole education complex. They are available to our students who visit and are briefed on them at their orientation.
2. Facility for outdoor sports
3. Facility for Indoor sports
4. Health Club -Gymnasium with a trained instructor and facilities for Table-tennis, Aerobics, Sauna & Steam bath.
5. Basket Ball Ground -of International standards where National tournaments are often held.
6. Foot Ball Ground - a flood-lit astro-turf, has been operational since 2010, it is used by our students every year during the college Festival.
7. Swimming Pool - A half Olympic size pool along with an Indoor sports Complex Housing a Gymnastic Centre, Table Tennis Courts and a Shooting club.
8. For cultural and other activities a) 200 seat Auditorium (shared facility in the Complex) b) Entrance Foyer and open space for outdoor events c) For smaller indoor events our large class room can seat up to 150 people. d) Yoga centre/Meditation room (shared facility)

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

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

6

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

22.06

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
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)

Name of ILMS software: KOHA

The Library is providing access to KOHA Online Public Access Catalogue through out the campus and out of the campus. Students and faculty members can make search by author, title, subject and also barcode. KOHA started from 2017 onwards.

Nature of automation: Partially Library is automated through KOHA software.

Transaction of books is based on barcoded student's I-cards and barcode on books. Barcode scanners are available at the circulation section to scan the barcodes of books as well as student's I-cards to make Issue and Return of the books.

Cataloguing of books, Report generation is done through KOHA accurately.

Version: 18.11.02.000

Year of Automation: 2017 (KOHA)

Apart from text books and reference books, library is having collection of Motivational Books, Competitive Examination, GATE, Encyclopaedia, Dictionaries, Communication Skills, Religious Books. All books are arranged subject wise according to Dewey Decimal Classification 21st edition, for easy retrieval of books. The students are encouraged to use e-resources

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	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

4.19

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

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

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

7

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

We, Frequently Updates IT Facilities Including Wi-Fi

Computer : Computer Lab Having total 33 Core I3 Computers which is connected in LAN with Installing SSD Hard drive by Replacing Normal Hard Disk to improve the better Performance.

We have also upgraded all 33 PCS 15" LCD monitor to 19" LED Monitor.

Software : we have License System software Windows 10 and Application Software Ms. Office 2016, SPSS etc.

Internet: we Installed WI-FI Router to all FCRIMS Floor and for better and smoothly performance we increased Internet Bandwidth Speed from 20 MBPS TO 50 MBPS.

During Online classes Microsoft Team ID's were created for All Teachers, Visiting Faculties, Guests and Students. Online meetings were scheduled for Guests and Visiting Faculties.

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

4.3.2 - Number of Computers

55

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

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	No File Uploaded

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)**

5.52

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.

- **Physical, Academic & Sports Facilities - MAINTENANCE**
 - **Shared facilities:** Maintenance is carried out at the level of the Complex. The Director make recommendations / seek services of Central Services should there be any requirement.
 - **Cleaning:** designated staff is assigned to clean offices / other spaces regularly.
 - All equipment is checked and, where required undergoes preventive maintenance before the start of the academic year.
 - Equipment mal-function during the year; the concerned staff / student inform the Director who gets it attended to.
 - Where internal resources are available in the Institute or Complex, facilities maintenance is done in-house
 - **Statutory Inspection/ maintenance:** AMC (Annual Maintenance contract)
 - **Girl's common room** is available to all girls for any problem related to health issue.
 - **Boy's common room** is available for all boys.
- **SPORTS FACILITIES** These are managed and maintained by Agnel Charities and are available to FCRIMS students.
- a. Proper schedule is maintained for sports for all MMS

students by putting up notices.

- **Authorities Infrastructure under FCRIMS:** - All decisions related to allotment and utilization of infrastructure is taken by the Director. - All decisions regarding acquisition and maintenance of infrastructure are taken by Director.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

21

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 benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

2

File Description	Documents
Upload any additional information	No File Uploaded
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	Nil
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

111

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

111

File Description	Documents
Any additional information	View File
Number of students benefited 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

A. All of the above

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

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

41

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded
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

0

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

1

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.

13

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)

FCRIMS has a very active Students' Council which consists of General Secretary, Cultural head, Sports Head, and other members. The Student Council is set up to look after the welfare of the students and to promote and coordinate the extra-curricular activities of the students. The student council helps in organizing various college events. They also motivate students to participate in intercollegiate events.

In addition to student council, each batch has two Team Leaders (TL) elected by the student body. They act as a bridge between the Faculty and the Students. They are members of Students Council, IQAC, anti-Ragging and Grievance redressal committee.

Apart from TLs, other students are also part of different committees which is discussed below:

1. Placement and Corporate Interface Committee work towards achieving the desired placement and internship for the students and are also responsible for arranging guest lecturer.
2. Alumni Committee organizes Alumni Meet and keep record of all Alumni's.
3. Social Media Marketing is responsible for updating contents on social media pages of college and developing content relating to advertising.
4. Events Committee plan and organize different events

throughout the year.

5. CSR Committee organizes various CSR activities.
6. Sports Committee organizes various sports activities.
7. Library committee improves collections of books and magazines and conducts events to support literary activities of students.

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

13

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

The alumni association at FCRIMS is named as FRIMSAA. This was registered recently on 26/5/2022. The association comprises of the following alumni members:

1. Chairman: Amol Mahale
2. Secretary: Neeta Keswani
3. Treasurer: Deepak Garera

Members:

1. Monil Shah
2. Dr. Sujata Chincholkar
3. Bindal Totlani
4. Amey Naik
5. Ruchir Khare
6. Sachin Nachnani
7. Dhananjay Sahasrabuddhe
8. Ajinkya Sawant

The association has collected Rs 31,000 this year i.e., Rs 500 from each alumnus being the membership fees for becoming a member.

The association has also got its PAN card and opened a bank account with Indian Overseas Bank, Vashi.

The alumni are actively involved with the institute as visiting faculty, guest speakers, mentors and recruiters. The alumni are connected with each other and the institute through specialization wise WhatsApp groups. The group has alumni, placement co-ordinator and core faculty of respective specialization.

The association looks forward to organize an alumni meet this year.

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

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Vision

We aspire to scale the heights of competence to evolve as an elite B-School offering world class services to students thereby transforming them into confident corporate leaders with good governance.

Mission

Consistent with our vision we shall provide excellent Business Education stressing on individualised attention. We on a continual basis shall develop innovative participative teaching learning processes to ingrain desired managerial and leadership skills of a high order.

FCRIMS is guided by its mission to impart business education with focus on individual needs and attention. Through continual improvement in services, the institute strives to develop innovative and participative teaching learning. This helps in instilling the desirable managerial and leadership skills within students.

In consultation with the Managing Director, the Director regulates the functioning of activities in the institute and implements quality standards in academic activities. FCRIMS

keeps observing and following the paradigm shift in Global Management education and it helps to revisit the resources, processes, programmes and quality standards. The institute realigns itself to the changing environment and pursues excellence in management education domain.

The management of FCRIMS strongly believes in the participative management and democratic decision-making process. This approach has enabled teamwork culture and developed ownership amongst the significant stakeholders.

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

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

The institute believes that faculty has a central role to play in day to day management. The Director of the institute involves faculty member in day-to-day decision making that manifest decentralisation and participative management or bottom-up approach. First, the annual budget of each department is discussed through circulation of the form and each faculty decides the budget for the financial year. Second, the Time-Table preparation is meticulously planned by the concerned department heads that involves identifying the visiting faculty and coordination of various institutional activities. Thereafter, the master time-table is rolled out. Third, planning and execution of research conference is done by Teaching, non-teaching staff and student representatives who meet together on several occasions to plan and implement the event. Each member volunteers for various roles and responsibilities.

Several ad hoc committees comprising of small self-managed teams are formed which does the following work: Invitation and Follow up, Hospitality, Setting up the Venue, and etc. This is followed by the actual event and an informal meeting of all the members to discuss about the experiences and to further identify the areas of improvement in future meets.

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

The institute plans to achieve its goals by following means:

- Increase in student intake

The institute plans to increase the intake of the students in the

coming years and hence plans to go for NBA accreditation.

- Work towards becoming a preferred institute for MMS

The institute has a sharp focus on improving the competency of the students and conducts various activities like Activity Based Learning, Campus to Corporate, Excel workshops etc.

- Reach out to stakeholders

FCRIMS uses social media platforms like Facebook, Instagram & LinkedIn to connect with students, recruiters and alumni.

- Conducive environment for research

The institute has taken up Minor Research Project with ICSSR. The institute has successfully executed its first International Research Conference in the academic year 2021-2022. This has not only given the institute visibility in the research fraternity but also an opportunity for the faculty to publish their research.

- Registration of alumni association

The institute has registered its alumni association in the year 2021-2022. This will give alumni a formal platform to connect with the institute and with each other.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
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.

In the Organisational Structure, Managing Director sits at the helm of affairs, followed by Director and a team of faculty and non-teaching staff. The Governing Body of FCRIMS believes in participative management practices and supports democratic decision-making process.

Committees:

The institute has various committees formed as per the Maharashtra Public Universities Act, 2016/UGC/DTE guidelines that guides the institute in planning and executing many initiatives.

1. Governing Council (GC)
2. Academic Council
3. Student Council
4. College Development Council (CDC)

Each of these committees comprises of Director, Faculty Members and Other Stakeholders as prescribed by the higher authorities. These committees/councils meet at regular intervals and take decisions relevant to institutes overall functioning.

Policies, Employment, Training & Development, Service Rules:

Service Rules are well-defined in the Staff Handbook on Service Regulations which is provided to every new employee in FCRIMS.

Recruitment:

For faculty recruitment the process is in accordance with the guidelines laid out by University of Mumbai.

Promotion Policy:

The institute follows promotion policy in accordance with the guidelines provided by University of Mumbai.

Grievance Redressal Mechanisms:

The institute has several committees like Grievance Redressal Cell, Prevention of Sexual Harassment Committee and a well-defined procedure to handle employee grievance.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://fcrims.com/organogramofFCRIMS.php
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	No File Uploaded
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 institution has a well-structured performance appraisal system, professional avenues, effective welfare measures for teaching and non-teaching staff.

Performance Appraisal System:

The institute has created a well-structured performance appraisal system for teaching and non-teaching staff. A 2 step appraisal is followed at FCRIMS, viz. Self- Appraisal and Appraisal by Director. Each teaching and non-teaching staff duly fill the performance appraisal form at the end of the academic year and submit it to the concerned authority.

After the appraisal process, the director meets the employees individually to provide performance feedback and suggest development areas.

Effective Welfare Measures:

Following are the welfare measures (schemes):

1. The institute has availed group medical insurance for its staff and students
2. In campus residential accommodation is offered on a case-to-case basis to employees not owning flat in Mumbai.
3. Employees wards are allowed to get admitted in Agnel Charities institutions at concessional fees.
4. In case of medical emergency, a on call doctor is available.
5. Institutions facilities like Gymnasium, Swimming, Badminton Court, Football Turfs is available to faculty members
6. Institution has a flexible leave policy and allows leave encashment.
7. Financial Aid for attending workshop, conference, and seminar.
8. Desktop for every teaching staff.

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	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

1

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	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

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

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

year	
1	
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	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File
6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff	
<p>The institute has created a well-structured performance appraisal system for teaching and non- teaching staff. A 2 step appraisal is followed at FCRIMS, viz. Self- Appraisal and Appraisal by the Head (Director). Each teaching and non-teaching staff duly fill the performance appraisal form at the end of the academic year and submit it to the concerned authority. Following Appraisal process is followed at FCRIMS:</p> <p>April - Self-Appraisal</p> <p>May - Appraisal by Director</p> <p>May-June - Discussions between Employee and Director</p> <p>After this appraisal process, the director meets the employees individually to provide performance feedback and suggest development areas.</p> <p>For Visiting Faculty, the student feedback of the previous year/semester informs the decision to continue/discontinue the services.</p>	

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

The institute conducts financial audit regularly. M/S Chotalal H. Shah & Co. Mumbai do

the external audit for FCRIMS annually. The latest financial audit was completed in..... No objections were observed in the audit. The auditor gives the compliance report at the end of the financial year. The institute has complied with all the statutory accounting standards and there was no objections raised by the auditors.

The interim audit is conducted in the months of November-December every year and the final audit is conducted in the months of May-June.

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)

0

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

FCRIMS being a self-financed institute gets the primary source of funding the institute from student fees which is prescribed by the Fee Regulatory Authority. The other sources of funding the institute comes from Consultancy to Corporates and Faculty Development Program.

Consultancy to Corporates:

Faculty members are encouraged to offer their expertise to corporates in the form of consultancy services/projects. The earnings from the consultancy fees is shared with the faculty member which is earmarked as 40%.

Faculty Development Program:

The institute conducts Faculty Development Programs (FDP). FDP is planned in advance and resources are mobilised to attract and enroll maximum participants. The surplus revenue generated goes to the additional fund of the institute.

Optimal Utilisation of Resources:

Optimal utilisation is ensured through earmarked budgets, prudent expenditure, and accountability for all the expenditures. The management ensures judicious use of resources such as water and electricity. Every faculty is required to submit a budget to the director. The institutes long-term planning directs the annual budget development.

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 institute organized its first International Management & Business Research Conference. Special emphasis was made on the quality of papers. The papers submitted were subjected to blind review and the sent back to authors with reviews for improvements.

In order to ensure that students participate in initiatives beyond curriculum, Corporate Readiness Index was designed to capture presence and performance of students, thereby ensuring quality of the students passing out is improved

The Activity based Learning was well received by the students and hence to improve it further, it was decided to broad base the initiative by adding more modules like Basic Excel to it. This gave more confidence to students while implementing Excel in their projects and internships.

To increase our thrust on Outcome Based Learning, the evaluation of all assignments and tests was mapped with the course outcomes. This enabled us to measure achievement of course and program outcomes.

The recruitment of faculty and administrative staff was conducted as per the laid down norms of University of Mumbai and utmost care was taken to ensure right candidates were offered opportunities.

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

IQAC plays a significant role in monitoring the teaching - learning process at the institute. The prime objective is to ensure that the systems and methods adopted by faculty lead to achievement of learning outcomes.

The midterm was conducted for 20 marks as per the university guidelines. The Internal assessment can be planned and executed by the faculty as mentioned in the session plan. The session plan are submitted by the Core faculty to the IQAC co-ordinator and the methodology for achievement of outcomes is discussed. The visiting faculty submit the session plan to the core faculty who ensure that the course outcomes are achieved. Any deviation from the plan has to be communicated to IQAC by the respective faculty member. The internal assessment has to include experiential learning initiatives like case study analysis, role plays, presentations, group projects etc. Each assessment is aimed at achieving specific course outcomes as mentioned in the session plan and IQAC monitors achievement of the same.

The faculty members are advised to include applied questions so that is tests the understanding of the students rather than testing their memory.

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

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

1. A session was organized on sensitivity towards the LGBTQ community by Audrey C. on 29th January 2022.
2. Some core faculty members are POSH certified
3. Agnel Technical Education complex has separate wings for boys and girls hostel with similar facilities
4. Every year the institute organizes Art of Survival workshop for all students for self-defense.
5. There is a sanitary napkin dispenser installed.

Counselling: As FCRIMS, we have an annual gender sensitization plan in place which consists of:

1. Ladies staff complaint redressal committee and Sexual harassment committee which consists of staff member as well as an NGO representation which addresses gender equity and issues related to sexual harassments on the campus.
2. Equal opportunities are given to both the genders when it

comes to election of class representatives for the batch, event heads of annual festival, student council heads and other committees of the institute.

Common Rooms: FCRIMS has separate common rooms for boys and girls which addresses gender specific facilities such as recreation, for medical emergencies as well as day to day gender specific activities.

File Description	Documents
Annual gender sensitization action plan	Nil
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	Nil

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

C. Any 2 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

E- Waste Management: - E-waste drive was conducted in the institute's premises via 'Recyclekaro.com' from 4/10/21 to 15/10/21. The total amount of E-waste collected was 15 kgs.

Liquid waste management/ Waste recycling system:

FCRIMS has been focused towards green initiatives. We have a Sewage Treatment Plant (STP) in the Fr. Agnel School, Sector 10 in Vashi, the Agnel Sports Complex and the Agnel Technical Education Complex.

Sewage Treatment is a process in which physical, biological and sometimes chemical methods are used to remove the pollutants from water. Its aim is to produce environmentally safe sewage water, called effluent, and a solid waste called sludge or bio solids for suitable disposal or reuse.

To make waste water acceptable for reuse and for returning to the environment, STP was installed in the Year 2009 in the Agnel Technical Education Complex. Fr. Agnel's Group of institutions also has the STP installed in the Sports complex and the Fr. Agnel School, Sector 10, Vashi. (Ground Floor, back side near the mosque).

We use recycled water for toilet flush and gardening.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	View File

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

B. Any 3 of the above

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

7.1.5 - Green campus initiatives include

<p>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</p> <ol style="list-style-type: none"> 1. Restricted entry of automobiles 2. Use of bicycles/ Battery-powered vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping 	<p>A. Any 4 or All of the above</p>										
<table border="1"> <thead> <tr> <th data-bbox="92 566 531 629">File Description</th> <th data-bbox="539 566 1394 629">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="92 640 531 734">Geo tagged photos / videos of the facilities</td> <td data-bbox="539 640 1394 734" style="text-align: center;">View File</td> </tr> <tr> <td data-bbox="92 745 531 875">Various policy documents / decisions circulated for implementation</td> <td data-bbox="539 745 1394 875" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="92 887 531 943">Any other relevant documents</td> <td data-bbox="539 887 1394 943" style="text-align: center;">No File Uploaded</td> </tr> </tbody> </table>	File Description	Documents	Geo tagged photos / videos of the facilities	View File	Various policy documents / decisions circulated for implementation	No File Uploaded	Any other relevant documents	No File Uploaded			
File Description	Documents										
Geo tagged photos / videos of the facilities	View File										
Various policy documents / decisions circulated for implementation	No File Uploaded										
Any other relevant documents	No File Uploaded										
<p>7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution</p>											
<p>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</p>	<p>E. None of the above</p>										
<table border="1"> <thead> <tr> <th data-bbox="92 1395 531 1458">File Description</th> <th data-bbox="539 1395 1394 1458">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="92 1469 531 1599">Reports on environment and energy audits submitted by the auditing agency</td> <td data-bbox="539 1469 1394 1599" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="92 1610 531 1704">Certification by the auditing agency</td> <td data-bbox="539 1610 1394 1704" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="92 1715 531 1809">Certificates of the awards received</td> <td data-bbox="539 1715 1394 1809" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="92 1821 531 1877">Any other relevant information</td> <td data-bbox="539 1821 1394 1877" style="text-align: center;">No File Uploaded</td> </tr> </tbody> </table>	File Description	Documents	Reports on environment and energy audits submitted by the auditing agency	No File Uploaded	Certification by the auditing agency	No File Uploaded	Certificates of the awards received	No File Uploaded	Any other relevant information	No File Uploaded	
File Description	Documents										
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded										
Certification by the auditing agency	No File Uploaded										
Certificates of the awards received	No File Uploaded										
Any other relevant information	No File Uploaded										
<p>7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly</p>	<p>A. Any 4 or all of the above</p>										

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

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
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).

Our Institute's logo describes our belief of Unity in Diversity through the three religions symbols of Hinduism, Christianity and Islam. FCRIMS follows the concept of 'Vasudhhaiva Kutumbakamm' which means entire world is one family.

All student and staff members at FCRIMS who are from diverse cultures and religions work under one roof together, thus justifying the message put forth in the Institute's logo. The institute follows a culture in which there is no discrimination based on religion.

The social media committee greets and wishes every stakeholder of the institute for all important festival of each religion such as Eid, Diwali, Christmas, etc. The online flyers designed for the respective occasions by FCRIMS are posted on the college's website.

FCRIMS every year celebrates traditional day in which students get dressed in the traditional dresses of their respective states and share the uniqueness of their culture and state.

However, this year due to pandemic we were not able to celebrate this event.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded
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

FCRIMS has take the following initiatives towards values, rights, duties & responsibilities of citizens:

1. National Festivals -FCRIMS celebrates celebrates Independence Day, Republic day, Martys Day, Teacher's Day in the institute's premises where all the staff members and students were present.
2. The institute logo includes the symbols of all three religions indicating that entire world is our family. (Vasudhaiva Kutumbhakam).
3. Universal Human Values: Faculty members have attended Universal Human Values course (of 5 days) during the year.

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

7.1.10 - The Institution has a prescribed code of conduct for students, teachers,

B. Any 3 of the above

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

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

FCRIMS celebrates various national festivals and international commemorative days such as:

- **Independence Day:** FCRIMS celebrates every year on 15th August, India's Independence Day on campus by hoisting the National Flag. Father Sebastio Rodrigues gave a patriotic speech on 15th August 2022.
- **Republic Day:** FCRIMS celebrates India's Republic Day on 26th January ever year, on campus by hoisting the National Flag.
- **Yoga Day:** Yoga day was celebrated for a week spiritually online from 15th June 2022 to 21st June 2022 at FCRIMS.
- **Women's Day:** On 8th March 2022, staff of FCRIMS celebrated women's day by cutting a delicious cake.
- **Van Mahotsav:** FCRIMS celebrates Van Mahotsav which is an

annual, one week tree planting festival in India, is celebrated from 1st July to 7th July to spread awareness of forest conservation and to save the environment.

- **Teacher's Day:** Students at FCRIMS celebrated teachers day on 5th September 2021 by organizing fun activities like musical chair and creatives for the teachers and the staff members.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	No File Uploaded
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	View File

7.2 - Best Practices

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

1. National Innovation and Start-up Policy

Objectives

To promote students' driven innovations & start-ups

Context

At FCRIMS, we have created IIC in 2021 with the intention of promoting innovation in the institute through multifaceted activities.

Practice

- Organize workshops/ seminars/ interactions with entrepreneurs, investors, professionals and create a mentor pool for student innovators.

Evidence of Success

Events organised:

1. "Business Model Canvas"
2. "Planning of Start-ups"
3. "Social Entrepreneurship".
4. "Intellectual property Rights".
5. "Journey of an Entrepreneurship".

Problems Encountered and Resources Required

- To imbibe the entrepreneurship zeal in students at this stage of their career is a challenge.
- The distant benefits to be reaped by the candidates from this cell is seldom envisioned.

2. Activity Based Learning

Objectives

FCRIMS believes in all round development of students through experiential learning.

Context

Various activities were conducted by faculty members beyond curriculum.

Practice

The following activities were conducted:

Basics and advance excel, Emotional Intelligence, Netrutva (??????), Self-introspection, World of Stock Trading and Investing. The activities selected aim at all round development of students.

Evidence of Success

Overall development of students helps them in being successful in placements.

Problems Encountered and Resources Required:

Challenge to involve students in on credit courses

File Description	Documents
Best practices in the Institutional website	https://fcrims.com/sadmin/uploads/naac/2021_2022/Best%20Practise%20AY%202021_2022.pdf
Any other relevant information	Nil

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 institute believes that in addition to syllabus coverage, it is important to give students a wholesome perspective of the world around them. The institute conducts various activities that impart knowledge and professionalism to students. A strong need was felt to measure the success of these initiatives, hence a Corporate Readiness Index (CRI) was developed. The criteria's that have been included in this index are Group Discussion, Personal Interviews and aptitude tests, Activity Based Learning, Excel workshops, Newsletters, participation of the students in the committees and events and their contribution in guest lectures. All these events and activities were given a marking scale with a maximum of 10 marks for each activity/event. All these were added up to an index score for each student. Students getting a score of less than 70 out of a maximum total index score of 160 were mentored and counselled depending on the weak spot in the index activity.

The CRI scores are released at the end of every semester so that the students can take stock of their performance and improvise themselves.

We plan to map the performance of the students in placements and academics vis a vis their score in CRI.

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

7.3.2 - Plan of action for the next academic year

Plan of Action for next academic year:

1. To improve the standard of the international research conference by inviting eminent speakers from reputed institutes to conduct pre conference workshops
2. To increase participation from industry and academia in the Governing Council of the institute
3. Conduct Faculty Development Program on Quantitative Research using contemporary software
4. More engagement with alumni of the institute
5. Re activate the alumni meeting in offline mode
6. To strengthen the IT infrastructure of the institute
7. To start new certificate programs
8. More emphasis on Research & Publications of faculty and students