



YEARLY STATUS REPORT - 2020-2021

Part A

Data of the Institution

1.Name of the Institution		Central Institute of Business Management Research & Development, Nagpur
• Name of the Head of the institution	Dr. Amishi Arora	
• Designation	Principal	
• Does the institution function from its own campus?	Yes	
• Phone no./Alternate phone no.	0712-2289913	
• Mobile no	9422114958	
• Registered e-mail	cibmrd@gmail.com	
• Alternate e-mail	amishi.arora@cibmrd.edu.in	
• Address	CENTRAL INSTITUTE OF BUSINESS MANAGEMENT RESEARCH ANDDEVELOPMENT, PAWANBHUMI, WARDHA ROAD, NAGPUR	
• City/Town	Nagpur	
• State/UT	Maharashtra	
• Pin Code	440025	
2.Institutional status		
• Affiliated /Constituent	Affiliated	
• Type of Institution	Co-education	

• Location	Urban				
• Financial Status	Self-financing				
• Name of the Affiliating University	Rashtrasant Tukadoji Maharaj Nagpur University (RTMNU)				
• Name of the IQAC Coordinator	Dr. Yogita Sure				
• Phone No.	0712-2289913				
• Alternate phone No.	0712-2289913				
• Mobile	9923038591				
• IQAC e-mail address	cibmrd@gmail.com				
• Alternate Email address	yogita.sure@cibmrd.edu.in				
3.Website address (Web link of the AQAR (Previous Academic Year)	cibmrd.edu.in/uploads/images/AQAR%2019-20.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	cibmrd.edu.in/uploads/images/Academic_Calendar_20-21.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B+	2.68	2020	14/02/2020	13/02/2025
6.Date of Establishment of IQAC		05/03/2018			
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	
NIL	NIL	NIL	NIL	NIL	
8.Whether composition of IQAC as per latest NAAC guidelines		Yes			

<ul style="list-style-type: none"> • Upload latest notification of formation of IQAC 	View File
9.No. of IQAC meetings held during the year	3
<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes
<ul style="list-style-type: none"> • If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No
<ul style="list-style-type: none"> • If yes, mention the amount 	
11.Significant contributions made by IQAC during the current year (maximum five bullets)	
<p>1. Establishment of Incubation Center 2. Conducted Academic training programmes for teaching and administrative training for non teaching staff. 3. Enrichment of quality research culture among the faculties. & students 4. Moving teaching learning and all academics activities on online platforms 5.Supervised and coordinated the academic and co-curricular activities of the College, IIC , ED Cell 6. Increased the bandwidth from 50 MBPS to 210 MBPS</p>	
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year	
Plan of Action	Achievements/Outcomes
Approval of Incubation Centre	Incubation Centre is approved
Increase in the Internet speed	Internet bandwidth is increased from 50 MBPS to 210 MBPS
The IQAC took efforts to arrange seminars and workshops.	CIBMRD organized 1. Research Methodology Workshop for Beginners 2. Workshop on Intellectual Property Rights (IPRs) and IP management for start up 3. Central India

	Management Conclave (CIMC). International Conference 4. An online seminar on "National Education Policy 2020: Features & Prospects"
Motivating faculties to publish their research papers in Journals listed in UGC care list , SCOPUS indexed , ABDC journals	Dr. Ravindra Gharpure, Dr. Sagar Khursange, Dr. Anup Suchak , Dr. Krunal Parekh , Dr. Virendra Disawal published their paper in Journals listed in UGC care list Dr. Yogita Sure, Dr. Ravindra Gharpure l published their paper in Scopus indexed journals.
Motivating the teachers to participate in orientation, refresher courses, seminars and workshops,	Faculties at CIBMRD participated in ATAL- AICTE sponsored FDPs, refresher courses , orientation program, completed Swayam courses
The teachers were requested to enroll themselves for the training in e-content preparation.	At the end of this academic year, we all saw the benefits of such arrangements. Specially at the time of pandemic, these online methods helped the teachers to maintain the uninterrupted teaching learning process
Up-gradation of existing computers in laboratories with high configuration	10 DELL Latest computers with software purchased
Awareness programmes	Awareness session on promotion of sustainable methods of menstrual (cloth pad & menstrual)
Student initiative programmes	Students conducted online cultural fest In-Astral.
13. Whether the AQAR was placed before statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
College Development Committee	15/12/2021

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	28/03/2022

Extended Profile

1. Programme

1.1	60
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	305
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	75
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	134
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic	
3.1 Number of full time teachers during the year	13
File Description	Documents
Data Template	View File
3.2 Number of sanctioned posts during the year	13
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	7
4.2 Total expenditure excluding salary during the year (INR in lakhs)	11309057
4.3 Total number of computers on campus for academic purposes	74
Part B	
CURRICULAR ASPECTS	
1.1 - Curricular Planning and Implementation	
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process	
<p>The college ensures effective curriculum delivery through systematic and strategic transparent mechanisms:</p> <p>The college follows the Academic calendar issued by the University and executes it rigorously.</p> <p>At the beginning of the academic session, the college prepares the academic calendar which consists of curricular, co-curricular, and extracurricular activities for effective implementation and delivery</p>	

of the curriculum.

The principal conducts the meetings to distribute workload, allot subjects, plan the activities of the department, and review the completed syllabus.

The co-ordinators of both MBA & BBA prepare the timetable for the session, based upon which each faculty prepares the course planner of their respective subjects. All course planners are kept in the library for knowledge of the students. The Time Tables are displayed on the Notice Board & communicated to the students through email, through WhatsApp group.

The Principal monitors the effective implementation of the Calendar through formal meetings or informal discussions with faculty.

The faculty engages extra periods as and when necessary and maintains their records.

Academic monitoring: We have a full-proof academic monitoring system for every semester. We conduct an academic audit at the end of the semester. This audit is conducted by 3rd party academic auditor, who is preferable of the rank of the Professor. This helps maintain uniformity in our academic implementation.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

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

At the starting of every academic session, the principal prepares the institute's academic calendar in consultation with all the faculties. The academic calendar has details of the distribution of teaching days, examination days & various other activities like assignment submission, WIP/SIP submission & presentation dates, etc in each term. It is then distributed to all the faculties & students.

Then the time Table is prepared by the coordinator of each course (MBA/BBA). Considering the academic planner, the timetable, and the syllabus, each faculty prepares the course planner (Teaching plan)

for their respective subjects. The teaching plan includes the following aspects:

Aims and learning outcomes or objectives.

Structure of session and schedule of the activities.

Best teaching and learning practices to achieve learning outcomes.

List of contents and key topics.

Learning resources to be given to the students.

Assessment or evaluation method.

This facilitates the timely completion of the syllabus. Any deviation due to unplanned holidays are compensated by conducting extra sessions for those specific courses. To enable flexibility, it does not mention the dates of tutorial classes, extra classes, guest lectures, workshops, etc. as they are planned and executed as per the convenience and availability of students and faculty resources. The Academic Planner and the course planner of each subject are distributed to all the students.

File Description	Documents
Upload relevant supporting document	No File Uploaded
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

A. All 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

2

File Description	Documents
Any additional information	No File Uploaded
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)

10

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

121

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

Central Institute of Business Management Research & Development Nagpur has its ethical foundation laid down by Vidya Shikshan Prasarak Mandal's Academy of Higher Education Nagpur in the year 1994 with a vision and mission to not only impart academics i.e. syllabus based education to the students also to nurture the students by way of value education and professional ethics. In this, utmost importance is being given to the environment and the sustainability aspects. We inculcate the values in the students so that they would serve in the society with high morals. Students often undertake group discussions, presentations, workshops and seminars with such social titles. The Institute has an active NSS wing and is also recognized by UNAI (United Nations Academic Impact) for conducting programs related to human values, ethics, environment & sustainability. We have the curriculum and the subject Environment Management in MBA Sem-III in which ecosystem biodiversity, Pollution and social issues on environment education is taken into consideration.

As far as imparting the theme of gender indiscrimination, several other activities through orientation programs are being organized in the institution, . We have a women's anti-sexual harassment cell in our institution.

We have in the MBA 2nd semester CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY a subject wherein organizational ethics, corporate social responsibility, is being taught. The Institute has an MOU with an NGO which is actively involved in issues of Waste Management & environmental concern.

File Description	Documents
Any additional information	No File Uploaded
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

5

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
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

216

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

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students

A. All of the above

Teachers Employers Alumni	
File Description	Documents
URL for stakeholder feedback report	https://cibmrd.edu.in/uploads/images/Feedback%20Analysis%20&%20Report.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File
1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents
Upload any additional information	View File
URL for feedback report	https://cibmrd.edu.in/uploads/images/Feedback%20Analysis%20&%20Report.pdf
TEACHING-LEARNING AND EVALUATION	
2.1 - Student Enrollment and Profile	
2.1.1 - Enrolment Number Number of students admitted during the year	
2.1.1.1 - Number of students admitted during the year	
132	
File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File
2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)	
2.1.2.1 - Number of actual students admitted from the reserved categories during the year	

105

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

At CIBMRD we get the students from the diverse background. The institute assesses the learning levels of entry level students on the basis of MHCET score and percentage marks of student at the qualifying examination. Based on the analysis the students are identified as slow learners and advanced learners. This system is also implemented in the further analysis of students admitted in higher classes based on internal assessment test and University end semester examination.

Strategies adopted for facilitating Slow Learners:

Foundation Course:

Induction & Orientation Program

Mentor-Mentee: Each student is assigned a mentor who identify the slow learners and fast learners of their group and groom them accordingly through differential mentoring.

Remedial classes, Counseling: The institute assesses the learning levels of the students & on the basis of these evaluation remedial classes, counseling is arrange for the slow learners.

Strategies adopted for facilitating Advanced Learners:

Advanced learners are identified through their performance in examinations, interaction in class room and laboratory, their fundamental knowledge, concept understanding and articulation abilities. Students are also motivated to participate in extra-curricular, co-curricular activities, internship and to take mini/course/field projects. The academic achievements who secured ranks in the University Examination, are praised and honored and the topper is invited for hoisting the flag, along with the chief guest

on Independence day and Republic day.

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
305	13

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

To make learning more student centric the CIBMRD adopts various strategies as follows:

Experiential learning, participative learning

Winter internship and summer internship program: Experiential learning is offered.

Industry mentorship: A mentor from industry is allocated to each student as per their specialization or interest area. They will guide them about the skillsets required by the industry, expectations from the industry and how to acquire them. They will also help them in getting the industry projects and /or jobs.

Industrial Visits It helps to gain practical exposure for the concepts of curriculum learned in the Classroom and the related practices followed by industry.

Guest Lectures: To make the students aware about current affairs, latest developments in industry guest lectures by industry experts are organized from time to time. .

Problem Solving Methodologies:

Teaching Pedagogy To make the class interactive, improve the analytical skills, develop the problem solving ability, improve public speaking, build confidence & leadership skills, case studies, role playing, simulation models, management games are used as teaching tools by the every course faculty.

Field Projects: To enhance the practical knowledge with innovative ideas, the students are assigned field projects and course projects to a group of students.

Final Year Projects: As part of the curriculum, a student is normally required to undertake a field/in-house project in their final year of study.

Various curricular & co-curricular activities:

File Description	Documents
Upload any additional information	No File Uploaded
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

College uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education.

The following ICT tools are used by the Institute:

- Projectors
- Desktop and Laptops
- Printers- They are installed at Labs, HOD Cabins and all prominent places.
- Photocopier machines
- Scanners-
- Seminar Rooms- Three seminar halls are equipped with all digital facilities.
- Auditorium- It is digitally equipped with mike, projector, cameras and computer system.
- Online Classes through Zoom, Google Meet, Microsoft Team,
- MOOC Platform
- Digital Library resources (DEL NET)

Use of ICT by Faculty:

- Online class: During COVID-19 classes were conducted with the help of Zoom / Google meet applications.
- PowerPoint presentations
- Industry Connect- Seminar and Conference room are digitally equipped where guest lectures, expert talks and various competitions are regularly organized for students.
- Online quiz- Faculties prepare online quiz for students after the completion of each unit with the help of GOOGLE FORMS.
- Video Conferencing- Students are counseled with the help of Zoom / Google meet applications.
- Video lecture- Recording of video lectures is made available to students for long term learning and future referencing.
- Online competitions- Various academic & non-academic events are being organized.
- Workshops
- Google classroom is used to manage and post course related information.
- Online examination: Class test, university examination, Project evaluation, Exit seminars etc conducted in online mode .

File Description	Documents
Upload any additional information	No File Uploaded
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

13

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

2.4 - Teacher Profile and Quality

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

13

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

7

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

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

2.4.3.1 - Total experience of full-time teachers

111

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

CIBMRD is affiliated to RTMNU. Institution adopts internal assessment system prescribed by RTMNU, Nagpur for evaluation of the students.

The transparency in internal assessment is maintained by:

- Being an affiliated institute of RTM Nagpur University; the evaluation system followed by the institute is publicly available through the University Website.
- Institute communicates the evaluation system, pattern and criteria through the induction programme & is also made available on the institute website.
- Assignments displayed on notice board/ Google classroom on completion of course module
- The assessment process is explained by the faculty in the class at the start of semester.
- Exam dates are scheduled in the academic planner at the start of academic session and the detailed time table is displayed and communicated to the students a week in advance so that students can get time to prepare.
- All the students are inform about any activity through the Proper notice by concern faculty. They also explain the Do's & Don'ts along with the criteria for evaluation.
- The corrected answer sheets of internal examination are shown to the students
-
- All the faculties share the results of the internal evaluation as well as activities conducted by them to the students

and necessary suggestions are given for further improvement.

- The students having any issues /complaints regarding examination /evaluation /results can refer in writing to the Grievance Committee

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

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

The institute has the following mechanism for grievances with reference to evaluation

At college level

The internal examination are conducted as per the directions of RTMNU, Nagpur in a time bound & transparent manner. Exam dates are scheduled in the academic planner at the start of academic session and the detailed time table is displayed and communicated to the students a week in advance.

The corrected answer sheets of internal examination are shown to the students. If student has any problem, he will contact to the subject teacher first. If the problem is not solved then student can approach to student grievance redressal committee.

At University level

External Examinations are held as per the schedule received from RTMNU. The Institute communicates dates to students, for submitting examination forms to university by way of notice on notice board & social media.

1. Project Evaluation and Practical Examination: The examinations are conducted as per the norms prescribed by the university and grievances are settled in consultation with the university authorities.
2. Written examination: The University decides the dates and centre of examination. Grievances are redressed by university as per their rules with the administrative staff of the institute facilitating the process for the students wherever

required.

File Description	Documents
Any additional information	No File Uploaded
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.

Since the Institute is affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, the curriculum of each course of all the programs is prescribed by the university. The course objectives and outcomes are mentioned in the curriculum prescribed by the university.

Institute follows a structured mechanism of defining the course outcomes and communicating the same for the BBA program as the university has developed the course outcome in the new syllabus pattern only for MBA..

Every course faculty is required to communicate the course outcomes as developed by the university. At CIBMRD we believe that all the students must be aware of course objectives, course outcomes as well as program outcome, we make the students aware about all these by following ways

Institute Website

The Program outcomes (for MBA & BBA) & course objectives of all the courses are display on the website.

Library

We compile program output, course objectives and output and keep a copy of it in the library. All the students have access to it.

Induction program

Program co-ordinator discuss the program output, course objectives and output during the induction and orientation program with the students.

Class Room

All the subject/course faculties are required to incorporate course objectives in their teaching plan and discuss the course objectives and expected outcomes.

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.

The attainment of various outcomes like Cos, PSO and POs is carried out in four stages namely Planning Implementation, Evaluation and Action Taken

Planning:

Various outcomes are established and co-relation is established between COs and Pos in the scale of scale of 1 to 3. 1 being the slight low, 2 being moderate and 3 being substantial high

A mapping matrix is prepared in this for every course.

Implementation:

An individual faculty member uses different direct tools like class test, assignments, and subject

Seminar, field project university exam for evaluation of course outcomes.

Dean academics evaluates COs, POs by using evaluation of COs and indirect tools like feedbackFrom Students, Alumni, Parents, Teachers, Employer etc.

Evaluation:

Attainment of all the outcomes are calculated and compared with expected level of attainment decided by the subject teachers for COs and Dean Academics for POs

Action Taken:

If attainment is up to the expectation then appreciation is extended to the concerned faculty member and in case of deviation from the expected attainment of outcomes necessary actions is initiated to improve the outcomes as per expectations.

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

75

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

2.7 - Student Satisfaction Survey

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

<http://cibmrd.edu.in/uploads/images/Students%20Satisfaction%20Survey%2020-21.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

Nil

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded

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

3

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

0

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
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

The Institute has created a platform called Central India Management Conclave (CIMC) for the purpose of creation and transfer of knowledge. The institute has hosted 13 such conclaves uptill now. Research papers are invited from all functional areas. There is a dedicated portal maintained by the Institute as www.cibmrdocimc.in

Some of these conclaves have been hosted in collaboration with some professional bodies. This platform offers an excellent opportunity to not only research scholars and academicians but also people from industry who wish and are willing to participate by sharing their thoughts and views on the specified theme. Industry, political arena and academia are invited as guest speakers to speak on the specific theme.

The Institute is registered with a MICs 'Institution's Innovation Council (IIC). Under IIC, the institute took various programs on the theme-Entrepreneurship, Start Ups, Innovation and IPR round the year along with industry visits for student's hands-on experience. Institute secured 3.5 star rating out of 5 star (Cumulative Performance Report for the IIC Calendar Year 2020-21). Institute is also a part of Atal Ranking of Institutions on Innovation Achievements (ARIIA) initiative. The Institute also has a MSME Incubation Center. There is a dedicated team of faculty and students for carrying out activities under ARIIA & IIC.

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

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

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

18

File Description	Documents
Report of the event	No File Uploaded
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

7

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	View File

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

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

5

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

4

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

3.4 - Extension Activities

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

CIBMRD is looking after the development of its students as future leaders in their communities and workplaces. It was the holistic approach of the planning of the programs of extension activities of the college students through its NSS unit, so as to let them understand the societal and developmental issues related with the community. As a result, the institute understands the importance of its students recognizing physical and social needs of communities they live in. Hence, it undertakes to promote better relations and understanding between its student community and people through different social activities undertaken by college during academic year. These include yoga training, skill development through entrepreneurial workshops, blood donation camps, health awareness camps, Swach Bharta programs , waste management, street play , outbound training program, patriotism, teachers day,Cultural programs, debates etc.

CIBMRD's NSS CELL:

This platform is created with a view to develop maturity and a sense of civic and social responsibility among students. NSS unit of CIBMRD is the unit of 50 students under RTMNU. Program intends to provide a helping hand to the needy sections of society, while creating compassion and social awareness among students. Activities carried under this programme include yoga training, skill development through entrepreneurial workshops, blood donation camps, health awareness camps, Swach Bharat programs , waste management, street play , outbound training, patriotism, teachers day, cultural programs, debates etc.

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

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

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	No File Uploaded
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

7

File Description	Documents
Reports of the event organized	View File
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

234

File Description	Documents
Report of the event	View File
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

0

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

14

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The institute has well-developed infrastructure as per the requirements stated by AICTE and other statutory bodies to fulfill the need of all academic and non academic activities. The entire campus is spread over 0.36 acres with built up area 2098 square meter Following facilities are available. Air-cooled Central Seminar hall with ICT facility is available to conduct training programs, guest lectures, conferences, STTPs and other related activities.

- Institute has sufficient classrooms for efficient teaching-learning process and all classrooms are equipped with ICT facilities.
- Training & Placement Cell with assembly hall to conduct placement drives, mock interviews, training programs, group discussions.
- Computer Center with internet facility and centralized LAN connection. Separate computer center facility is provided for students to carry out project work, online exams and to fill examination forms online.
- Well-developed library, automated with software, with collection of books, journals, magazines,
- CD's, E-books etc. as per AICTE norms.
- Library also includes separate reading, reference and digital section for accessing E-books, E-journals, NPTEL videos and online open source books library have computers with latest configurations.
- Canteen facility is in place for students, faculty and staff.
- Support and safety facilities like continuous power backup, fire extinguishers, water coolers with water purifier, CCTVs at key locations is available.

- **Separate girls and boys common rooms are available in the campus.**

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://cibmrd.edu.in/infrastructure

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

The institute organizes sports and cultural event every year to promote the extracurricular abilities of the students.

Sports facilities:

- The institute has a tie up for exclusive large playground situated at Pawanbhum ground near college for various outdoor games like Cricket, Basketball, Volley ball, Kabaddi.
- Badminton court with outdoor flood light arrangement is available at college premises
- A common room is allocated for indoor games like Table Tennis, Carom & Chess etc.
- Institute promotes the students to participate in Intercollegiate, Intra-collegiate, university, state and national level sports competition every year.

Cultural Activities:

College possesses 200 square meter cultural hall cum seminar hall which is connected with latest ICT facilities. Students are arranging various practice sessions as well cultural activities throughout the year.

File Description	Documents
Upload any additional information	No File Uploaded
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.

7

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://cibmrd.edu.in/infrastructure/
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

0

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

Digital Technologies reduce production time. increase efficiency. catalyze workflows. and improve Dissemination of information and the control of resources and provide a faster turnaround. Libraries worldwide are increasingly turning to automation to effectively utilize the information for academic growth. We are happy to mention the fact that our college Library has adopted automation and added a feather in the glory of our institution.

Name of LMS Software- LIBMAN (Masters Software Group) Our College Library has been systematically computerized. It functions using "LIBMAN Mastes Software. The Online Public Access Catalogue OPAC) is remarkably effective and efficient. The system manages books information, library visitors, borrowing..etc. As on Dec. 2021, a

total No. of 12540 books has been entered in this software and the work is in progress. The Library also started the Online Public Access Catalogue (OPAC)

The bar-Code Project for the retrospective collection is completed and the system has been regularized. Bar code printer and one Bar code Scanners are the important additions to the rich infrastructure of the Library.

Nature of Automation - Automation completed Partially

Version 1.0

Year of automation :Library completed its automation in the year 2003 by using LIBMAN Software. but College having purchased new online ERP Software in 2018.

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

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

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

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

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

42176

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

5

File Description	Documents
Any additional information	No File Uploaded
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

Management education cannot be effectively imparted without a strong Information Technology support. The teaching-learning environment is changing rapidly and getting technology oriented. Moreover, management education, being very dynamic in nature, has everyday updates and advancements in knowledge which are all made available to the students through extensive use of IT.

Proactive Updation

The System Administrator is responsible for regular updation of IT facilities at the Institute. He conducts a regular audit of all IT facilities and updates the software, upgrades the hardware, checks the network facility and removes obsolete facilities.

All network equipments like routers, cables, modem, etc. are fully updated at all times and are regularly checked for speed of delivery and connectivity as part of routine productive maintenance schedules.

Reactive Updation

In case of failure of systems encountered by any students, faculty member or administrative staff, it is reported to System Administrator. The Systems Administrator is required to resolve the problem at the earliest.

Purchase of Legal Software

The institute regularly purchases legal software Only those software programs which are freely downloadable with the permission of the publishers are downloaded. Pirated softwares are not used in the institute in any form.

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

4.3.2 - Number of Computers

74

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

4.4 - Maintenance of Campus Infrastructure

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

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

11161924

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.

Standard methodology for utilization & maintenance of all physical, academic & support facilities exists as under:

Computer Centre and computer Lab:

Computer centre in 100 square meter and computer lab in 70 square meter is available for all students for their personal and academic requirements. On line sessions, Skype interviews are conducted at the computer center. Whenever such special sessions are carried out, it is informed in advance to system administrator so as to arrange the session.

Computer lab. Login book is maintained any requirement related to repairs or replacement of the faulty computer accessory is recorded by system administrator and same is repaired or purchased after sanctioning from principal.

Sport Maintenance:

Whenever students want to use sport facility, they approach sports in-charge for receiving sports material

Housekeeping of college premises, daily cleaning, washing is outsourced to an external agency and maintenance of physical infrastructure of the building is taken care of by the maintenance in charge. EPBX, water coolers, water purifiers, air conditioners, overhead water tanks" cleaning are maintained by external maintenance agency under AMC system.

Garden: Entrance area is well maintained by the gardener.

Electrical Maintenance: is outsourced to a contractor.

Canteen: Canteen facility is available for all staff and student. It is outsourced to a contractor.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

191

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

0

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

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	cibmrd.edu.in
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

137

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

137

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	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

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

12

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

6

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

6

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.

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
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)	No File Uploaded

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

The Institute has an active student council consisting of representation of students from all programs as per the norms prescribed by RTMNU. The institute firmly believes in participative management and students being the most important stakeholders have an active role to play in working of the institute.

The students have their representatives in the College Development Committee, Anti Ragging Committee, Internal Complaints Committee or Sexual Harassment Committee, Grievance Handling Committee, Sport and Cultural Committee,, Placement Committee, etc. This ensures transparency in implementation of various policies of the institute.

The team composition of students' council has representation from each year of the various programs:

These representative students may not be present in all the bodies or committees but are present in some body/committee or the other thus ensuring presence of students in each and every body/committee. The representatives from students' council are also actively involved in all the events and activities organized by the institute. Their participation in conceptualizing, planning, coordinating and organizing all events and activities ensures opportunities for leadership to students and instills a sense of ownership among them. In fact, the student's committee is handed over with the responsibility to execute the various activities and the faculty in charge is involved only to the extent of guiding and budget sanctions.

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

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

3

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

ALUMNI ASSOCIATION OF the institute is registered under the Societies Registration Act, 1860 (XXI of 1860) with registration number: Nagpur/0000531/2018 is one of the core strengths of the Institute. It provides ample opportunities to former students of the Institute to keep in touch with each other, and the institute. This facilitates both, the members of association and the institute.

Experience and Knowledge Sharing

ALUMNI ASSOCIATION OF CIBMRD is a pool of members having rich experience and knowledge. This facilitates alumni interaction with current students, and possibility of giving back to the institute. The association helps the current students in the areas of knowledge enrichment, training and career counselling.

Placement and Industry Interface

A strong network of alumni through active role of ALUMNI ASSOCIATION OF CIBMRD facilitates the Institute in providing more placement opportunities to its students.

Mentoring, Guidance and Counselling

The Alumni are actively involved in mentoring, guiding and counselling the current batch students and help them enter the corporate world with ease.

Institute's Branding

Every single alumnus acts a brand ambassador for building the brand image of the institute. This helps in creating a vibrant and positive image of the institute in the society and industry circles which in the long run helps in admissions and placements.

Financial Contribution

A significant amount has been contributed by alumni of the institute

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)

D. 1 Lakhs - 3Lakhs

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:** To provide industry and business in a globalized environment with skilled business leaders with a lifelong growth perspective.

• **MISSION:** To become a center of excellence in management education by promoting high academic and research pursuits and developing competencies of students for growth and development of the region's economy through meaningful linkages with industry and business.

The Mission statement reflects three pillars, namely academic pursuits, research pursuits and societal concerns and all these above pillars are linked with industry.

• The institute encourages the faculty members to attend and participate in various workshops, seminars and faculty development programmes. This helps the institute to design the teaching pedagogy that best suits to ever changing needs of the industry. The institute ensures that the students are given ample exposure to the industry through guest lectures, internships and live projects / field visits. As a policy, 10% of the syllabus is taught by inviting industry personnel in each subject. Thus the institute ensures high academic pursuits by linkages with industry.

• As far as research pursuits are concerned, the institute has a recognised research cell from Rashtrasant Tukdoji Maharaj Nagpur University f Ph.D. aspirants are enrolled therein. There is also a biannual research journal published by the institute, along with a compendium of papers published annually.

• As far as societal concerns are there, the institute encourages its staff and students to develop a responsibility towards society by carrying out meaningful activities through NSS and UNAI (United Nation Academic Impact) platforms.

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

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

The Principal calls for a meeting of all the faculties who have their areas of responsibilities in administrative matters well defined. The annual academic and co-curricular activities planner is designed in the meeting of the faculties by involving their participation and suggestion. Since each faculty has a defined area, they are required to present their areas of activities planned for

the ensuing academic year. These faculties in turn with the team of students who have registered themselves in various committees. For example, students of the placement committee work in consultation with the placement officer. Students of the entrepreneurship cell committee work under the guidance of the faculty in-charge. Similarly there are committees for sports and cultural activities and also for seminar and workshops. The composition of the committees has students from all the classes of all the courses. Finally the principal then gets the planner approved in the college development committee meeting. Thus there is participatory system of execution. Complete autonomy is given to the principal by the college development committee. The management and institute work together to formulate quality policy based on the inputs and the feedback, bench marking and evaluating the results and quality of the students passing out from the institute. The management provides financial resources, makes provision for quality infrastructure and reviews the progress of the institute. The principal provides the leadership and is the member-secretary of the college development committee.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institute has a defined STANDARD OPERATING PROCEDURE (SOP), which contains the short term, midterm and the long term goals. The strategic plans are envisaged for all areas, namely, administrative, admissions, placements, entrepreneurship development, research as well as social responsibilities.

One activity successfully implemented based on the strategic plan.

The institute, under the category of entrepreneurship development cell has established its INSTITUTE INNOVATION COUNCIL, under the aegis of MoEs Innovation Cell.

No. of Activities conducted by institute:

1). IIC Calendar Activity- 13 No's

2). Self-driven Activity-01 No's

3). Impact Lecture Series-04 No's

4). Celebration Activity-04 No's

5). MIC driven Activity-4 (attended)

In the category of Entrepreneurship and innovation, the institute had envisaged the development of entrepreneurial skills as one of the midterm goals. We are happy to have made tremendous progress in this area. The Institute had established the Institute Innovation cell as advised by AICTE and the institute has scored 3.5/4 in the assessment of this cell, conducted by AICTE. In fact we have already achieved the long term goal of establishing an incubation centre, as we had applied for and now are recognized as the Incubation centre by MSME

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.

The governance of the institute is through the College Development Committee, the meeting of which is convened twice in a year. The principal of the institute is the member secretary of the CDC. All approvals for budgets, purchases, appointments, constructions and grievances are discussed with the management in the meeting. Apart from this, approvals are obtained by sending note-sheets. These notesheets are sent by the principal, approved by the guardian director, verified by the accounts department of the sanstha and then finally signed by either secretary/treasurer or chairman.

The internal administration is looked after by the principal along with the team of teaching and nonteaching staff. All the teaching faculties have some areas of administrative work allotted to them to supervise. In this they are assisted by the non-teaching staff and students' team. These faculties are designated as faculty in-charge of that particular activity. E.g. faculty-in-charge for admissions,

for alumni, for learning resources, for placements, for sports & cultural activities etc.. For activities under each head, planning is done by the faculty in-charge and students. A note is submitted to the principal for the expenses who in turn get it approval by the management vide note-sheets. Thus the Institute has constituted committees for internal coordination and monitoring of the activities. The KRA (Key Responsibility Area) format provided to the faculties is required to be filled in by the faculties themselves. This format mentions the areas of responsibilities of each faculty.

The service rules are designed on the lines of UGC norms by the parent sanstha and whatever is applicable to the institute is mentioned in the SOP.

Recruitment procedure and policies are followed as per AICTE and RTM Nagpur University norms.

Promotion policies are as per RTM Nagpur University norms.

Grievance redressal mechanism for faculty, staff and students is in place. There is an online grievance redressal platform for students. There is also a committee for the same purpose.i.e. Committee for grievance redressal for students, faculties and other staff. However, minor complaints, suggestions are offered orally to the principal, who meets these complaints first at her level and then later, if it cannot be solved at the level of the principal, then a note is send to the secretary / chairman, through the guardian director. Any major issue is discussed at the CDC meeting. A separate sexual harassmt cell and anti-ragging cell is constituted as per norms

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	No File Uploaded

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	No File Uploaded
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

Welfare measures for teaching and non-teaching staff are as under:

1. Institute encourages the faculty members to participate in various workshops , conferences by way of granting duty leave & sponsorship of either full or partial fee and reimbursement of other expenses incurred towards attending these training programmes.
2. The Institute organizes a series of training programmes and workshops within the institute for professional development of the Teaching Staff.
3. EPF is provided for all the staff.
4. Faculties are encouraged to engage in the activities of the university and its various bodies.
5. Access to E- Journals and databases
6. Industry professionals and experts from other organizations are invited by the institute for exchange of ideas and insights
7. Faculty members are provided support and encouraged to pursue the higher studies.
8. Wi-Fi campus
9. E-resources have been made available in the library for pursuing research work.
10. Incentives are provided to those faculties who publish papers in reputed journals and also to those who apply for and get grants on their research proposals.
11. The sanstha has provided for special facilities during the pandemic for teaching, non-teaching as well as students as follows:
 1. Work from home.
 2. Salary was paid regularly to all the staff.

3. No staff was laid off or retrenched.
4. Immunity medicines were distributed to all employees.
5. Medical aid was given to Covid-19 affected employee / their immediate family member.
6. Masks, sanitizers were distributed.
7. Paid leave was given for those who were Covid-19 positive.
8. Vaccination drive was conducted for teaching, non-teaching as well as students.

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

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

6

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

10

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

9

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

A full scale planning by the empowered body of guardian director, director and senior most faculties is done at the beginning of the academic session.

The key performance areas and key performance indices are defined for each of the faculties. Thus the roles, responsibilities,

portfolios and teaching assignment are allocated to each of the faculty members and non-teaching staff of the Institute.

The performance appraisal covers the key performance areas of each of the faculties. This ranges from administrative responsibilities, teaching responsibilities, research consultancy and extension activities as well as student interaction in terms of mentoring, counseling and project guidance.

The appraisal system has marks for each of the areas and a grading system is developed based on the marks. The feedback system is also incorporated in the performance appraisal.

The results are personally communicated to the faculties, after the review by the guardian director and /or secretary. In the case of any employee falling below a particular level in terms of feedback as well as performance appraisal, is personally counseled by the principal.

Training need analysis for the non-teaching is done on the base of performance appraisal. The outcome of the Performance Appraisal is used for improvising the individual and the group performances.. The weak areas are marked for strengthening through specific training and corrective actions as may be needed.

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

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

Mechanism for Internal Audit of CIBMRD :

Internal auditor is the finance officer appointed by the sanstha. The auditor checks all the financial transactions and vouchers in order to ensure that all transactions are as per financial regulation. The auditor finds out the major audit objections, if any, and gives its report within fifteen days.

External audit is performed by a separate and registered auditing

firm appointed by the Governing Body of the trust.

Institute budget is made every year after taking inputs from previous year, income and expenditure and anticipated expenditure and income for next financial year.

The member secretary of the college development committee prepares a budget for the year, The approval of the CDC is sought on this matter.

There is a 3 member committee under the chairmanship of director, responsible for budget preparation. The committee monitors the effective and efficient use of available financial resources.

There is fully computerized accounts department in the institute. Tally software is used. Double entry system is followed to maintain the accounts.

The accountant of the institute submits the daily cash report of the petty cash expenditure to the principal. A faculty incharge is authorized to do the reconciliation of the daily cash report. This reconciliation statement is also verified by the internal auditor. Each and every transaction is supported by the vouchers. All the collections are deposited in the bank and all expenditure, recurring and non-recurring, are incurred through cheques.

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)

Nil

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)	No File Uploaded

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

CIBMRD is a non-granted institute. Institute budget is made every year after taking inputs from previous year's income and expenditure and anticipated expenditure and income for next financial year.

The Institute mobilizes funds through:

1. Revenue from fees
2. Interest on fixed deposits.

In addition to the above, the institute applies to several bodies like AICTE, ICSSR for grants for specific events, activities and has also received a few grants from ICSSR and Tribal Department.

The Institute, in order to raise additional source of revenue has started with new courses like B.Voc, Post Graduate Diploma in Vocational programs in BFSI from TISS-SVE and YCMOU programs in several courses.

The Institute has received revenue from both the above as under:

YCMOU Surplus 2018-2019 361337

TISS SVE Surplus 2018-2019 615651

The Institute also mobilizes funds by letting out its premises for dance classes after office hours and auditorium etc. for conduct of events, exams on holidays.

College monitors the earning by projected admission, projected possible funding from other agencies & revenue collection by deposits, interest on deposits & other assets. It allocates funds for salary, infrastructure development, research, and equipment in

laboratories, furniture, books, journals, faculty development and other necessary recurring expenses. Collection of tuition fees, purchases of materials, books, stationeries, equipment and its maintenance, payment of bills are made through accounts

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

From the inception the Institute has always been quality conscious and strives to provide qualityManagement education hence a Quality Assurance cell was established in the year 2013-14 under the leadership of principal. This cell implemented the initiatives like Academic Audit, Industrial Mentoring , Subject Seminars, Field Project , ED cell activities as per the suggestions of Quality Assurance cell.

On 5th March 2018 this Quality Assurance cell was replace with IQAC cell based on the guidelinesof NAAC. This onwards IQAC cell is responsible for institutionalizing the quality assurance strategies and processe.

Two practices institutionalized as a result of IQAC initiatives:-

1. "Gyan Ganga" Alumni talks. Objectives of the practice

- The main objective of this practice is to connect the alumni together.
- The passed out students who are working in the industry have practical knowledge to share. Their experience of the industry can be shared with other passed and students as well as current students.

The second Saturday of every month is fixed.. Not only does it connect and network well amongst the alumni, it also brings a pool of knowledge beyond the curriculum for the current students

2. Institute Loyalty --- Referring Siblings / Relations/ friends for admission.

Objectives of Practice

- The Institution believes that the best advertisement is one of word of mouth publicity.
- Satisfied students should refer for admission to our Institutions.

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

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The Internal Quality Assurance Cell (IQAC) is regarded as a mechanism to build and ensure a quality culture at the Institutional level. The college has established Internal Quality Assurance System with appropriate structure and processes and with enough flexibility to meet diverse needs of the stakeholders. The IQAC undertakes periodic review of various programmes and practices established from time to time and evaluate them for their effectiveness.. Among the several reforms undertaken for institute development, as a result of IQAC meetings, the following two can be cited here as good examples:

1. Upgrading of faculties : IQAC also support & encourages faculties for their own development through research project, research paper publication, presentation, participation in various Conferences, workshop, seminar etc.. IQAC asked the faculties to published their ressearch papers in UGC care listed & Scopus indexed Journals. IQAC also directed faculties to upgrade themselves with Swayam Courses.

2 . Value addition of the students through certificate courses. : IQAC recommended that value addition of students can be done through some certificate courses. This year institute organised a 30 hrs certificate course on ED .

To monitor the implementation of these reforms IQAC conduct the Academic Audit at the end of every semester.

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)

A. All 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	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The concept of gender equity refers to "fairness of treatment for both women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities"

1. Safety and security:

. Following actions have been taken to ensure safety of the girl students.

1. CCTV Camera: 24 hour CCTV surveillance is maintained in the college.
2. Visitor register to record the details of any person entering the college premise.
3. At CIBMRD we have 40:60 ratio of females to male's ratio of employees irrespective to gender.
4. Medical facility in campus: There is a doctor on call facility.
5. Women's Grievance redressal cell - to address the issues of all the female students & staff. Cell actively work regularly to organized the awareness programs for sexual harassment, menstrual hygiene, girl safety, self-defense etc.
6. Escort during educational visit outside campus: During trips which are made out of station, at least a female faculty will accompany the students.

2 Counselling: Faculty advisors are assigned the responsibility of mentoring and counselling of the students boys and girls both.

3. Common room: At CIBMRD we have separate common room for girls & boys.

4. Open and transparent system: Open and transparent system of recruitment and promotion of faculty and staff which is purely based on merit. The Institute has an open platform for admissions irrespective of gender.

5. Female faculties are permitted flexible working hours too. Besides, they are provided with maternity leave.

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/

B. Any 3 of the above

power efficient equipment	
File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded
<p>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</p> <p>The Institute follows a policy of reusing all the papers for internal communication. Finally when both the sides of the paper are used and when the paper is not required any more, it is collected and sold off for recycling.</p> <p>Separate, green and blue dustbins are maintained for recycling. All students and staff are advised to bring the plastic waste to the institute which is then handedover to "Maitreyi Parivar", an NGO with which the institute has a tie-up. Maitreyi Parivar sends the plastic waste to an industry where it is recycled.</p> <p>Similarly for electronic waste as well, Maitreyi Parivar collects the material and sends it to an organization in the Industrial area for recycling. The Institute conducts a program during induction itself on sensitizing the students towards wastemanagement. Representatives of "Maitreyi Pariwar" come to address the students. The solid waste generated from the campus is dropped into compost pit. The manure so produced is utilized for plants and trees located in the campus.</p> <p>The waste, mainly from the canteen is collected for the purpose of vermi-composting. Rain water harvesting is provided for so that it is ensured that the water does not go into drains and be wasted.</p>	
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	A. Any 4 or all of the above

well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

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

7.1.5 - Green campus initiatives include

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

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

B. Any 3 of the above

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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	A. Any 4 or all of the above
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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).
Institute has organized various programs throughout the year so as to provide inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities starting with "World environment day on 05/06/2021". Sustainable development can very well be understood by knowing and

celebrating this day. Then institute host program on "Fit India initiative, Azadi ke 75 saal , by Prof DR Sudhir Bhawe, on 22/08/2021. Students understand importance of fitness so as to get ready for working for Nation and to remember the efforts taken to improve India in last 75 years. Institute also hosted "World ozone day on 16/9/2021" which provide the insight about recycling of natural resources and conservation of the same. Through "Waste management workshop on 2nd October" in the memory of Mahatma Gandhi, students could understand community responsibility towards nation to keep our place and environment clean. As a social and community initiative institute also hosted "Vaccination drive on 27/10/2021".

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

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

Institute organized various programs throughout the year for inculcating values for being responsible citizens as reflected in the Constitution of India. Through celebrating International Youth Day students will get the insight for understanding their role in standing the nation, Which will make them responsible citizens. Then by celebrating International women's day student will know different aspects of women empowerment and its need. Gender sensitization and enhancement of women's contribution in GDP of the nation can be understood by this program. World environment day gives the important insight about use of natural resources sustainably.

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

A. All of the above

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

Institute celebrates all days of national importance. Through celebrating Indian Independence at 15th August students know the importance of freedom and also remember the sacrifice and hard efforts of freedom fighter to get India free from the hands of the Britishers. Then through celebrating Indian Republic Day on 26th Jan , students understand the importance of our republic and its administration through constitutional framework.

Institute organized various programs throughout the year for inculcating values for being responsible citizens as reflected in the Constitution of India. Through celebrating International Youth Day students will get the insight for understanding their role in standing the nation, Which will make them responsible citizens. Then by celebrating International women's day student will know different aspects of women empowerment and its need. Gender sensitization and enhancement of women's contribution in GDP of the nation can be understood by this program. World environment day gives the important insight about use of natural resources sustainably.

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

7.2 - Best Practices

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

BEST PRACTICES : 1

1. Title : " Gyan Ganga" Alumni talks

2. Objectives

- to connect the alumni together.
- Knowledge, experiencesharing
- Networking.

3. Context :

The institute has a vibrant alumni association.

4. Practice -The second Saturday of every month is fixed and the calendar is already prepared for the alumni talks.

5. Benefits :-

Connect & networking of alumni, Knowledge & experience sharing.

6. Problems encountered :-

The last moment cancellation due to unavoidable reasons by the resource person.

Best Practice 2

1. Title -

Institute Loyalty --- Referring Siblings / Relations/ friends for admission.

2. Objectives:

1. Satisfied students should refer for admission to our Institutions.
2. students may generate a sense of goodwill from the referred friends.

3.The Context: Now a days, running an Institution with full admissions is a challenge. There is lot of competition , advertising for the institute isvery expensive affair.

We believe that the existing students have a perception towards the institutes resources .This perception is passed on to the new students by referring them through word of mouth.

4. The Practice: The existing or passout students refer the new students .

5.The problems encountered and resources requires :

The Institute is required to maintain a high level of satisfaction among the faculty and administrative staff & students. ,

The students do not mention the reference and at times mention more than one reference.

File Description	Documents
Best practices in the Institutional website	http://cibmrd.edu.in/uploads/images/best_practices-.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 has done exceptionally well in the area of developing the entrepreneurship development cell. This activity has been in the thrust area . As per the guidelines of the ministry of innovation and under the drive carried out by AICTE, the Institute has scored 3.5/4 in its assessment of performance during the academic year..

The IIC cell of the institute has conducted various activities as

like:

- Orientation Session on National Education Policy (with a focus on Innovation and entrepreneurship)
- Panel Discussion on Atmanirbhar Bharat- Vocal for Local, Make In India for the world
- My Story - Motivational Session by Successful Entrepreneur/Startup founder
- Workshop on "Entrepreneurship and Innovation as Career Opportunity
- Session on Process of Innovation Development
- Orientation Session on National Innovation and Startup Policy (NISP)
- Workshop on Intellectual Property Rights (IPRs)
- Session on "How to plan for Start-up and legal & Ethical Steps
- Session/ Workshop on Business Model Canvas (BMC)
- Session on Building an Innovation/ product fit for market
- Session on Angel Investment/VC Funding Opportunity for Early Stage Entrepreneurs

As a result, many students have been motivated to set up their own ventures and the institute will be doing hand holding in their ventures for a period of one year. The institute has also been recognized as an incubation centre by MSME.

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

7.3.2 - Plan of action for the next academic year

Future Plans of action for next academic year (200 words)

So far, the Institute has performed satisfactorily in the basic criteria. However, to soar to greater heights, there is room for not only improvements but also for expansion. Thus for the future the areas have been divided under two criteria, 1) Improvements in the existing system

2) Expansion.

1) Improvements in the existing system:

- It is envisaged that all the existing faculties complete their

PhD BY 2024.

- All faculties should have at least one research paper published in UGC Care journal every year
- All faculties should publish at least one case study every year.
- All faculties should get at least one certificate of SWAYAM in a year.
- All faculties should be trained in the area of outcome based assessment
- The Institute should have at least one case of start up every year and the percentage of entrepreneurs should increase.
- The CTC for the students in their placements should improve as well as the quality of internships be improved.
- The faculties should apply for and get at least one research grant

2) Expansion:

- The Institute should apply for recognition under 12B
- The Institute should apply for the approval of additional construction of floors for the creation of additional classrooms
- The institute should apply for new courses under RTMNU, i e , B com Honors