RGCMS

Rajeev Gandhi College Of Management Studies

Welcomes

Hon'ble Chairman and Members of

NAAC PEER TEAM

2nd and 3rd February 2023

Welcomes
Hon'ble Chairman and Members of
NAAC PEER TEAM

Dr. Easwaran Iyer
Chairperson

Prof. Sreeramulu
Member Co-ordinator

Prof. Jagat Bhushan Nadda
Member

OUTLINE

PART-I: ABOUT TRUST

PART-II : INSTITUTE PROFILE

PART-III : NAAC CRITERIAS

PART-IV : SWOC ANALYSIS

PART V : FUTURE PLAN

RGCMS

Rajeev Gandhi College Of Management Studies

ABOUT TRUST

ABOUT TRUST

Honorable Shri. Vitthalrao M. Jadhav
(Ex-Member of Parliament)
Founder & President
Jawaharlal Nehru Institute of Education Science &
Technological Research (JNIESTR) Trust

He has played a pivotal role in establishment of various educational trusts across Maharashtra namely , "MIT-PUNE" & "Marathwada Mitra Mandal-Pune". He has established more than 30 educational Institutes all over Maharashtra under the banner name of JNIESTR Trust in various fields like management, engineering, agriculture, bio-technology, research etc. His ideology reflects in Vision and Mission of RGCMS.

PROMOTERS

Ms. Ashvini Jadhav
Co-Founder - RGCMS

- Ms. Ashvini Jadhav is the Co-founder of RGCMS & now managing trustee. She has played a pivotal role in establishment of institutes across Navi Mumbai for JNIESTR Trust.
- She has produced Plays & Short Films. Was Member Of Censor Board For Film Certification (CBFC) for 2 years. Winner of WOW Awards (Women's Achiever Awards) as an independent Entrepreneur and Socialite.
- In charge of the most popular cultural festival "IGNITE" of Smt. Indira Gandhi College of Engineering , Navi Mumbai for over 2 decades, has also established herself in the Entertainment Industry by acting in Hindi Theatre, Gujarati Films and Hindi serials.
- With an experience of over 22 years in the field of education and entertainment, she is the guiding spirit for our institute.

PROMOTERS

Mrs. Sharmishtha Jadhav
Hon. Trustee Member
Secretary - JNIESTRT

- Mrs. Sharmishtha Jadhav is the First women commercial pilot from Marathwada region.
- She Studied "Education Innovation and Social Entrepreneurship" in Comparative Perspective at Harvard University, Boston, USA.
- She is a Pioneer in Development of women in "Indian Aviation" Sector.
- Her core strength is in social aspects & decision making with a clear focus on her contribution to the growth of society & development of women at large.

PROMOTERS

Mr. Sunil Jadhav
Hon. Trustee Member
Joint Secretary - JNIESTRT

- An eminent enterprising educationist and social entrepreneur, Mr. Sunil Jadhav has gained a prominent position in society due to the exemplary work he has done in his career.
- He did his B.E (Hons) in Electrical and Electronics Engineering from **BITS Pilani**, M.S in Computer and Information Science & **NJIT from New Jersey, USA**, and is Level 3 Candidate for **Chartered Financial Analyst**
- After working in US for more than 2 decades in the various Wall-Street firms such as UBS and Citibank as Senior Vice President and Director he decided to follow his passion and dream to build a world class educational institute, focused on research, entrepreneurship development and emerging technologies and dedicate his expertise to education and research.

GOVERNING BODY MEMBERS

#	Name	Position
1	Hon. Shri. V. M. Jadhav	Chairman
2	Ms. Ashvini Jadhav	Trust Nominee
3	Mr. Sunil Jadhav	Trust Nominee
4	Mrs. Sharmishtha Jadhav	Educationist
5	Mr. Kaustubh Gokhale	Industrialist
6	Dr. Dinesh Gabhane	Member Secretary
7	Dr. Radhika Wadhera	Faculty Member
8	Ms.Farheen Ahmad	Faculty Member
9	{Nomination Awaited}	University of Mumbai Nominee
10	Dr. Abhay Wagh	DTE/State Govt. Nominee (Ex-Officio)
11	Dr. Ajeet Singh	AICTE Nominee (Ex-Officio)

CDC MEMBERS

#	Name	Designation
1	Ms. Ashvini Jadhav	Chairperson Nominee (Ex-Officio)
2	Mr. Sunil Jadhav	Secretary Nominee
3	Mr. Vitthalrao Jadhav	Educationist
4	Mrs. Sharmishtha Jadhav	Educationist
5	Mr. Kaustubh Gokhale	Educationist
6	Dr. Dinesh Gabhane	Director (Member Secretary)
7	Dr. Radhika Wadhera	IQAC Coordinator
8	Ms. Farheen Ahmad	Faculty Member
9	Mr. V. P. Patil	Member (Teacher's Representative)
10	Dr. Sunil Chavan	Member (Teacher's Representative)
11	Mrs. Jyotika Pawar	Member (Non-Teaching Representative)

NAMES OF OTHER INSTITUTIONS ESTABLISHED BY THE TRUST

- Smt. Indira Gandhi B.Ed. College, Nanded (1987)
- Smt. Indira Gandhi M.Ed. College, Nanded (1987)
- Smt. Indira Gandhi Public School, Vasant Nagar, Nanded (1989)
- Yashwantrao Chavan Vidyalaya, Newaga, Nanded (1990)
- Kamla Nehru Kanya High School, Rajgadh, Nanded (1991)
- Smt. Indira Gandhi Primary School, Vasant Nagar, Nanded (1991)
- Padmabhushan Vasantdada Patil Madhyamik School, Billali, Nanded (1991)
- Madhavrao Patil Madhyamik School, Rajgadh, Nanded (1991)
- Krishi Vigyan Kendra, Pokharni, Nanded (1993)
- Santabai Patil Madhyamik School, Pala, Nanded (1993)
- Smt Indira Gandhi College of Engineering, Ghansoli, Navi Mumbai (1993)
- Smt. Indira Gandhi Vidyalaya, Koparkhairane, Navi Mumbai (1995)
- Mahatma Gandhi Agriculture Biotechnology College, Pokharni, Nanded (2004)
- Yashwantrao Chavan College of Arts, Commerce & Science, Koparkhairane, Navi Mumbai (2008)
- Rajeev Gandhi College of Management Studies, Ghansoli, Navi Mumbai (2009)
- Yashwantrao Chavan Junior College, Koparkhairane, Navi Mumbai (2009)
- Yashwantrao Chavan English Medium School, Koparkhairane, Navi Mumbai (2010)

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Rajeev Gandhi College Of Management Studies

INSTITUTE PROFILE

INSTITUTE PROFILE

Name of the Institute	Rajeev Gandhi College of Management Studies
Year of Establishment	2009
AICTE Approval	Approved and Extended Annually
Affiliating University	University of Mumbai
College Status	Affiliated
Financial Category	Private and Self- Financing
Type of College	Co-Education
Shift	Regular
No. of Programs Offered	01
Location	Urban
Area of the Campus	3.5 Acres.
Built up area	1986 Sq. Mts.

INSTITUTE PROFILE

Total Number of Faculty	12
Total Number of Non-Teaching Staff	6
Total Number of Students	2021-22 :- 169 2022-23 :- 237
NAAC Cycle	First
Date of Establishment of IQAC	01/07/2016

Awards and Accolades

#	Year	Award
1	2022	Business School of the Year by Excellence Awards
2	2022	Most Trusted Management College Award by Eminent Research
3	2022	Business School of the year by Indian Icon Awards
4	2019	Eduprenuers Award by The Times Group
5	2018	Management Institute of the year by Higher Education Review

ABOUT H.O.I. (DIRECTOR)

Dr. Dinesh Gabhane

- **Ph.D. - Business Management (Nagpur University)**
- **M.Phil. - Commerce**
- **MBA - Marketing & HR**
- **UGC-NET (Management)**
- **UGC-NET (Commerce)**
- **B.E. - Productions**

Experience: 16+ years

Research Contribution

- Published research papers in globally indexed National & International Journals
- Editorial Board Member/Reviewer of more than 10 Management journals
- Author of 4 reference books and 4 text books
- Ph.D. supervisor of JJT University, Rajasthan for Management subject

Awards & Memberships

- Outstanding Teacher Award by IGCC&I (Aug-2018)
- Best Researcher Award by DK International Research Foundation (Dec-2018)
- Innovative Educator Award by Global Education Forum (Oct-2021)
- BOS - Member - Department of IT, Karmaveer Bhaurao Patil College
- Life time member of Centre for Education Growth & Research (CEGR)
- Delivered Expert Sessions on SPSS (Statistical Packages for Social Sciences) as a resource person in various reputed institutes for their RUSA/MHRD sponsored programs

Knowledge Enrichment

- Successfully completed refresher courses through ARPIT on Data Analysis for Social Science Teachers and Online Refresher Course in Management for Career Advancement Scheme

VISION AND MISSION

VISION

To be an institute that nurtures business professional to deliver social and economic impact

MISSION

- To provide a platform for academic delivery in coherence with defined teaching process.
- To encourage our faculty and students for Industry Academia Interaction.
- To expose and inculcate social ethical values in students.

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III

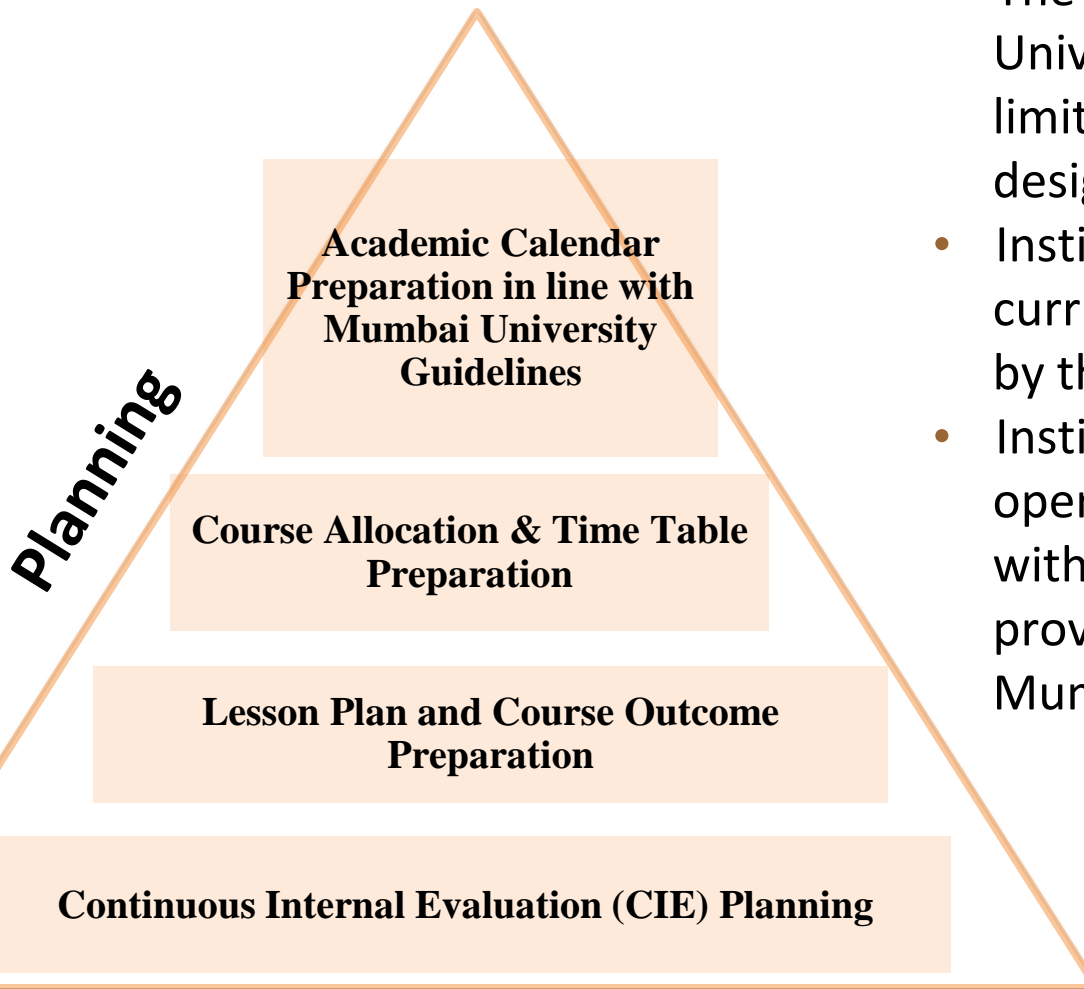**NAAC CRITERION**

RGCMS

Rajeev Gandhi College Of Management Studies

Cr-1

CURRICULAR ASPECTS

CURRICULAR ASPECTS

Curricular Planning and Implementation

Planning

- Academic Calendar Preparation in line with Mumbai University Guidelines
- Course Allocation & Time Table Preparation
- Lesson Plan and Course Outcome Preparation
- Continuous Internal Evaluation (CIE) Planning

- The Institute is affiliated to University of Mumbai & has limited role in curriculum designing and development.
- Institute adopts the curriculum overview provided by the University of Mumbai.
- Institute tries to operationalize the curriculum within the overall framework provided by University of Mumbai.

CURRICULAR ASPECTS

Implementation

Communication of Course Outcomes, Syllabus and Overview of courses

Actual Conduction of Theory, Practical and Tutorial as per Plan

Conduction of Continuous Internal Evaluation (CIE)

Communication of SEE question paper pattern

Conduction of Course Exit Survey & Faculty Feedback

Semester End Examination (SEE)

Result Declaration

Completed Course File Submission

CURRICULAR ASPECTS

Academic flexibility through university curricula

Programs Offering CBCGS and Electives
Master of Management Studies (MMS)

- Choice Based Credit Grading System (CBCGS) and Electives are offered.

- CBCGS has been introduced by University of Mumbai from Academic Year **2016-17** and Institute has been duly following the same.
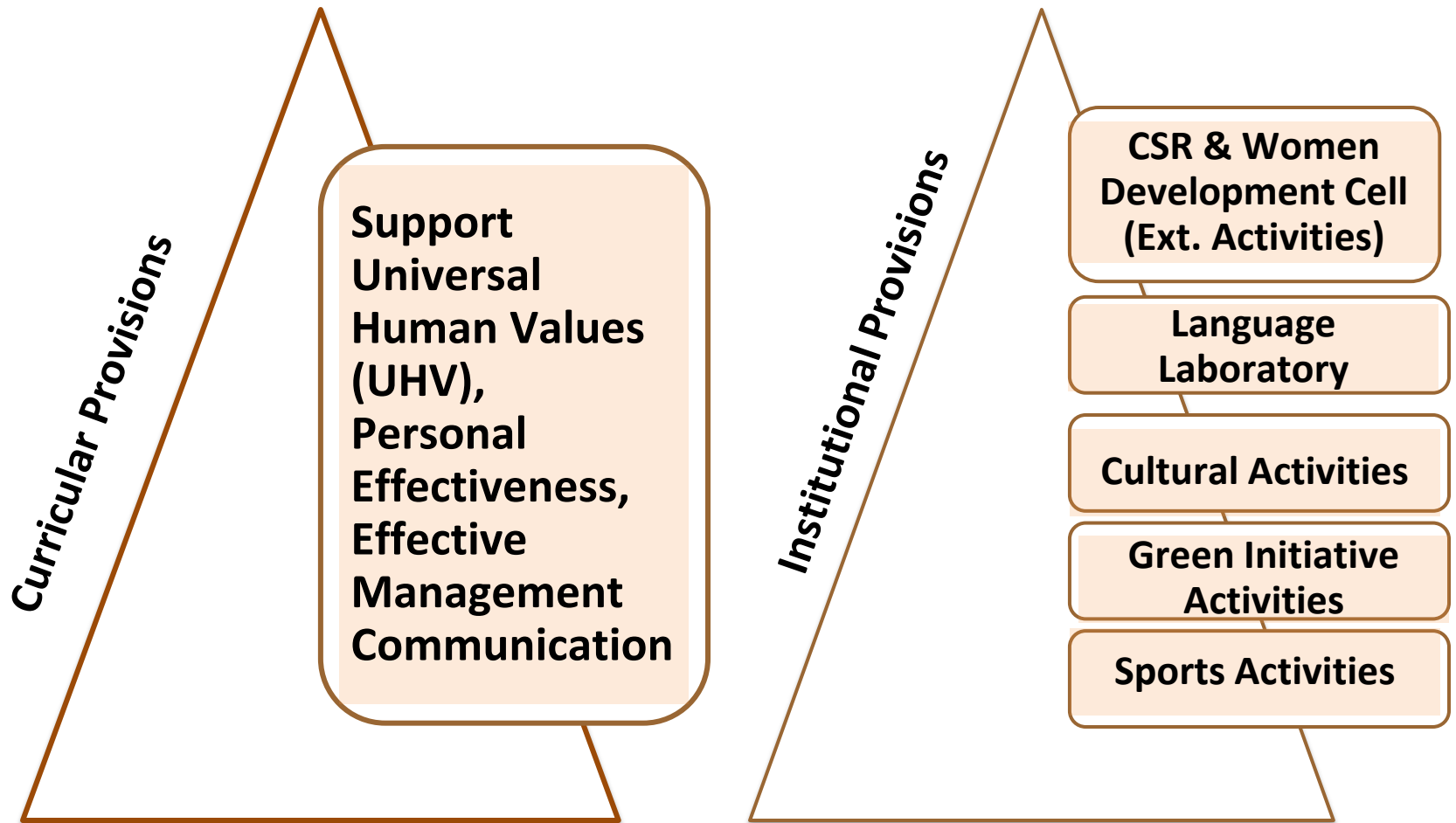
CURRICULAR ASPECTS

Academic flexibility through Add on /Certificate/Value Added Programs

- Institute offers Add on/ Certificate/ Value Added Programs to the students in the slots available for students apart from the regular lectures.

- VAP's like Advance Excel, Business Analytics, Digital Marketing, etc (ExcelR), Advanced Excel Course (ATS Infotech), SAP training in business modules (ISUN Technova) and Soft Skills Course (Tata Voltas Edubridge) have been offered during the last 5 years.

- 77.87% of students enrolled in Certificate/Add-on/Value Added Programs during the last 5 Years.
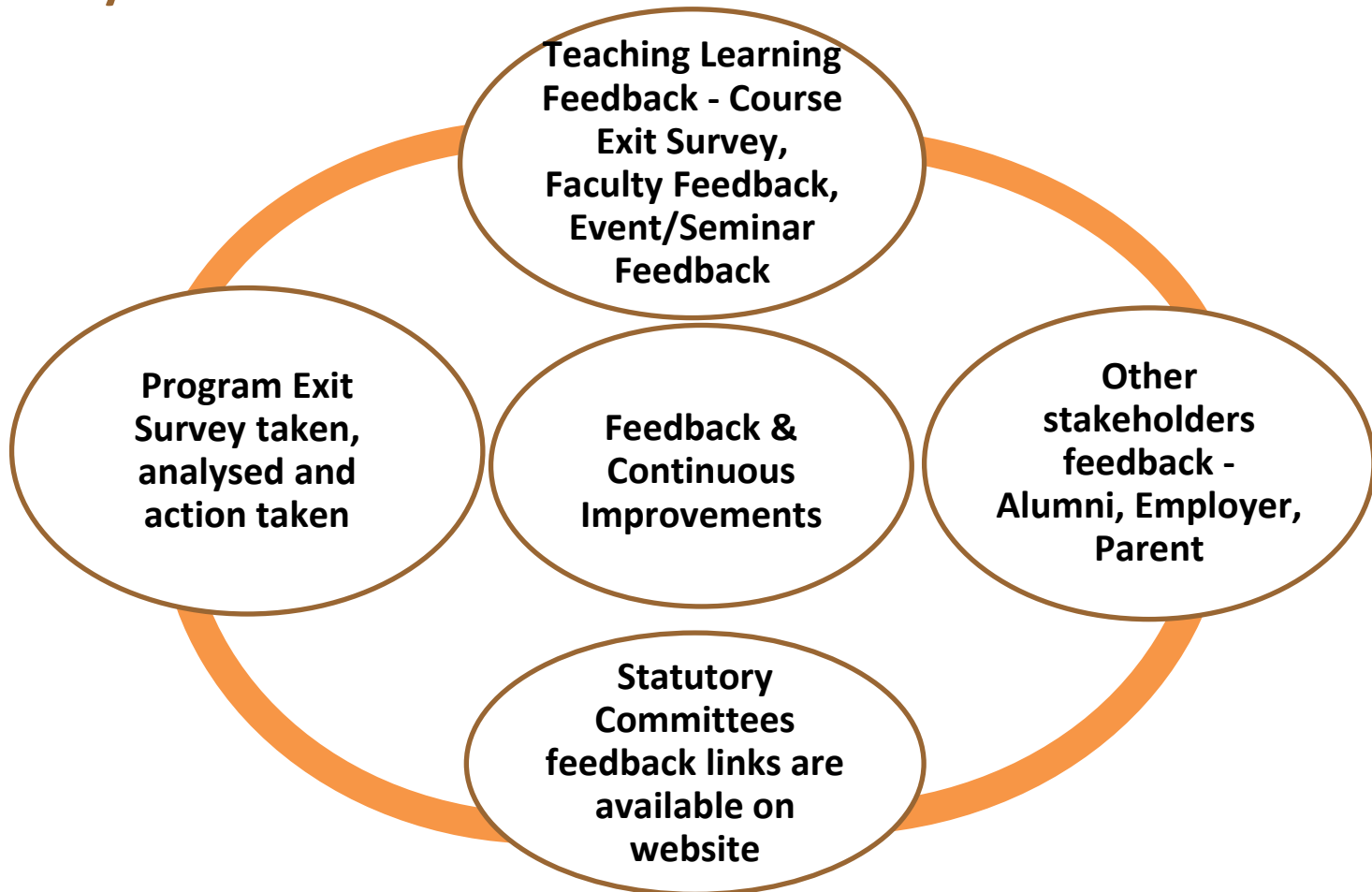
CURRICULAR ASPECTS

Curriculum Enrichment through integration of cross-cutting issues

Curricular Provisions

Support Universal Human Values (UHV), Personal Effectiveness, Effective Management Communication

Institutional Provisions

- CSR & Women Development Cell (Ext. Activities)
- Language Laboratory
- Cultural Activities
- Green Initiative Activities
- Sports Activities

CURRICULAR ASPECTS

Feedback System

- Teaching Learning Feedback - Course Exit Survey, Faculty Feedback, Event/Seminar Feedback
- Program Exit Survey taken, analysed and action taken
- Feedback & Continuous Improvements
- Other stakeholders feedback - Alumni, Employer, Parent
- Statutory Committees feedback links are available on website

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Rajeev Gandhi College Of Management Studies

TEACHING LEARNING AND EVALUATION

TEACHING LEARNING AND EVALUATION

Student Enrolment and Profile

Sr. No.	Particular	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of sanctioned seats	120	120	120	120	120
2	Number of students admitted	117	117	104	54	107
3	Number of seats earmarked for reserved category as per GOI/State Govt.	60	60	60	60	60
4	Number of students admitted from the reserved categories	18	18	35	23	25

Average enrolment percentage= 83.17%
Percentage of seats filled against seats reserved for various categories = 39.67%

TEACHING LEARNING AND EVALUATION

Student - Full time teacher ratio

Sr. No.	Particular	2021-22
1	Number of students enrolled	169
2	Number of faculty	12

Student - Full time teacher ratio = 14.08

TEACHING LEARNING AND EVALUATION

Student centric methods for Teaching and Learning

Experiential learning

Internship, Industry Visits, Study Tours, Presentation and Role Play

Participative learning

Group Discussions

Problem solving methodologies

Case Studies and Academic Project

TEACHING LEARNING AND EVALUATION

Use of ICT for **effective** teaching with Learning Management Systems (LMS), E-learning resources etc.

ICT Tools

- **Learning Videos**
- **Mentimeter**
- **Projectors & White-Board Equipped Classrooms**

E- Resources of Library

- **E-Journals**
- **E-Books**
- **DELNET Subscription**
- **E-Granthalaya**
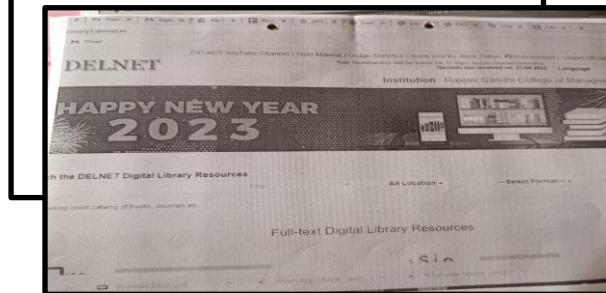
LMS

- **G-Suite**
- **G-Classroom**
- **G-Forms**
- **G-Drive**
- **G-Meet**
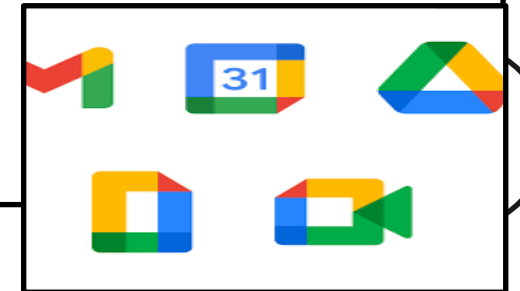
Teacher Profile and Quality

Sr. No.	Particular	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of full time teachers	12	12	12	12	12
2	No. of full time teachers with Ph.D/NET/SET	3	3	4	4	4

Percentage of full-time teachers against sanctioned posts = 100%

Percentage of full time teachers with NET/SET/SLET/ Ph. D. = 30%

Evaluation Process and Reforms

Continuous Internal Evaluation(CIE) system at the institutional level

- Current examination system includes internal evaluation having 40% weightage and external evaluation (Semester End Examination – SEE) consisting of 60% weightage.
- At RGCMS, Continuous Internal Evaluation (CIE) consists of 40 marks. These 40 marks are distributed into four criteria prescribed by University of Mumbai.

1. Class Test consisting of 10 marks, conducted after 30% completion of syllabus
2. 10 marks are reserved for Attendance and Classroom Participation
3. For remaining 20 marks faculty conducts any two of the activities among the Group Presentations, Role Plays, Case Studies, Assignments, Projects and Quizzes having weightage of 10 marks each.

TEACHING LEARNING AND EVALUATION

Usual exam related grievances & redressal

- Along with College Level examination conduction, the Examination committee also helps in the administration of University of Mumbai examinations including examination form filling, hall ticket distribution, displaying seating arrangement etc.

- In the matter of grievance related to the hall ticket, mark sheet like printing of wrong name, the Examination Committee immediately investigates the matter and takes necessary actions.

- The examination related issues of the students are dealt with high priority and solved as soon as possible. If required, the committee contacts the concerned authorities of the University and tries to resolve issues on priority.

Exam related grievances & redressal

- In the case of re-verification or re-counting of University of Mumbai result, the University of Mumbai needs to be contacted, a standard fee is collected by the University of Mumbai.

- Upon receiving the fee, the college in-charge follows the issue with University of Mumbai till it is resolved.

- The University of Mumbai then re-evaluates the student's performance in the respective exam and communicates their decision.

- All grievances are, therefore, solved with utmost care to the student's satisfaction.

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Student Performance and Learning Outcomes

Dissemination of Various Outcomes

Vision, Mission:-

College Website, Library, Classrooms, Seminar Hall, Office Corridor, College Lobby, College Diary
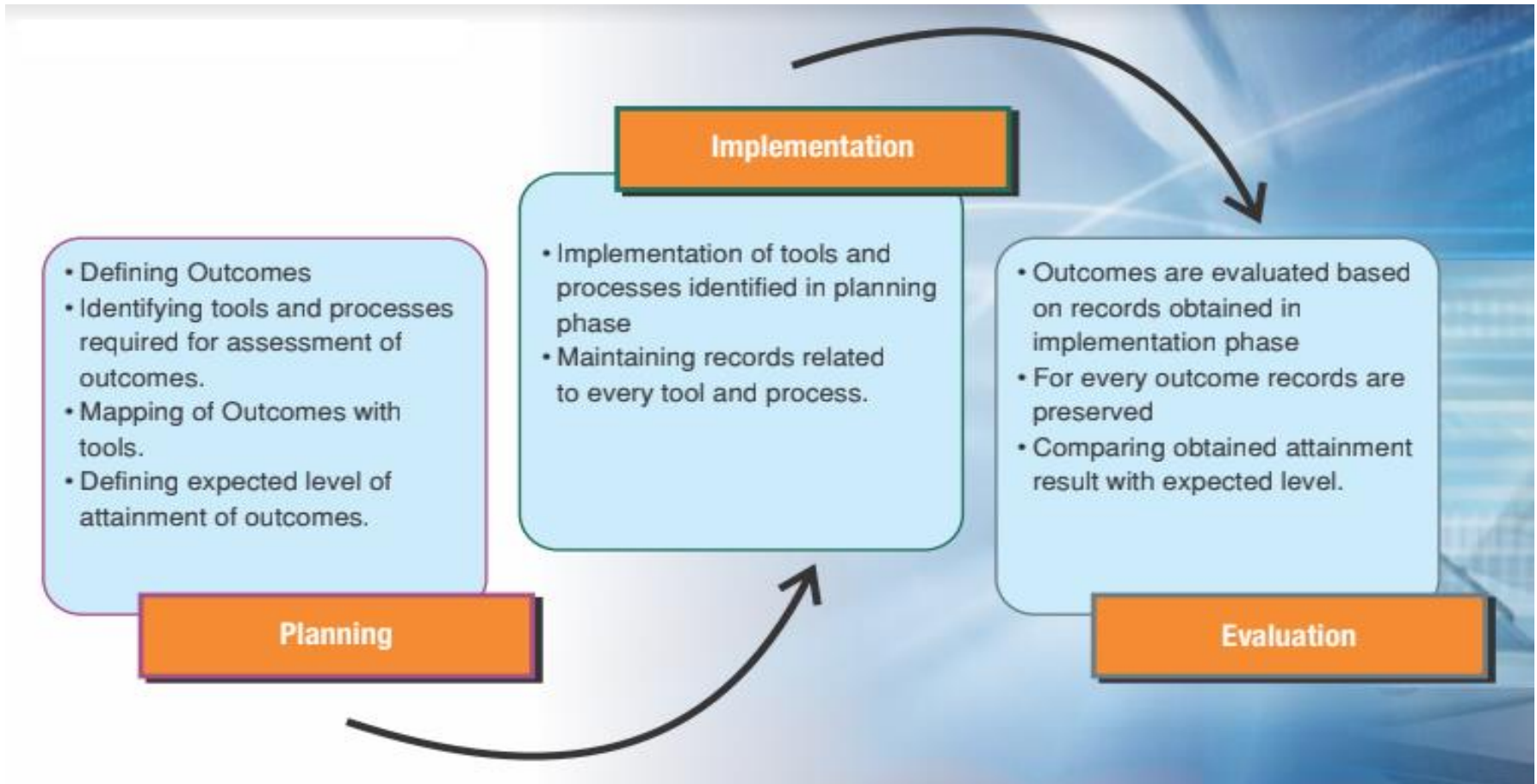
POs, PSOs & PEOs:-

College Website, Library, Classrooms, Faculty room, Course File of Faculty Members

COs:-

G-Classroom, Course File of Faculty Members

Calculation of Attainment of Various Outcomes

TEACHING LEARNING AND EVALUATION

Average pass percentage of students

Sr. No.	Particular	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of students appeared in examination	74	107	103	98	55
2	Number of students passed in examination	69	102	101	97	46

Pass percentage of students during last five years = 94.97%

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Cr-3 RESEARCH, INNOVATIONS AND EXTENSION

RESEARCH, INNOVATIONS AND EXTENSION

Resource Mobilization for Research

Grants for research projects sponsored by government/non-government sources

Sr. No.	Particular	2017-18	2018-19	2019-20	2020-21	2021-22
1	Grants in Lac	0	0	0	0	0

Grants received from Government and non-governmental agencies in last 5 years = Nil

RESEARCH, INNOVATIONS AND EXTENSION

Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices

Sr. No.	Particular	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of workshops/ Seminars	8	20	14	11	6

Total workshop/seminar conducted in last 5 years = 59

RESEARCH, INNOVATIONS AND EXTENSION

Number of research papers in the Journals notified on UGC

Sr. No.	Particular	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of full time teachers	12	12	12	12	12
2	Number of research papers in the Journals	5	5	2	1	7

Total research papers in UGC Notified journal in last 5 years= 20

RESEARCH, INNOVATIONS AND EXTENSION

Number of books and chapters in edited volumes/books published and papers in national/international conference proceedings

Sr. No.	Particular	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of full time teachers	12	12	12	12	12
2	Number of books and chapters in edited volumes/books	2	1	1	0	4

Total books and chapters and conference papers in last 5 years= 8

RESEARCH, INNOVATIONS AND EXTENSION

Extension Activities Summary

Sr. No.	Particular	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of Extension Activities organized	4	6	7	3	2
2	Awards/ Recognition	19				
3	Number of students participating	195	221	210	154	169

- **Total extension activities conducted in last 5 years= 22**
- **Total Awards/ Recognition in last 5 years= 19**
- **Average number of students participated= 100%**

FDP on Publishing in Open-Access journals

SDP on Developing Effective PowerPoint Presentation

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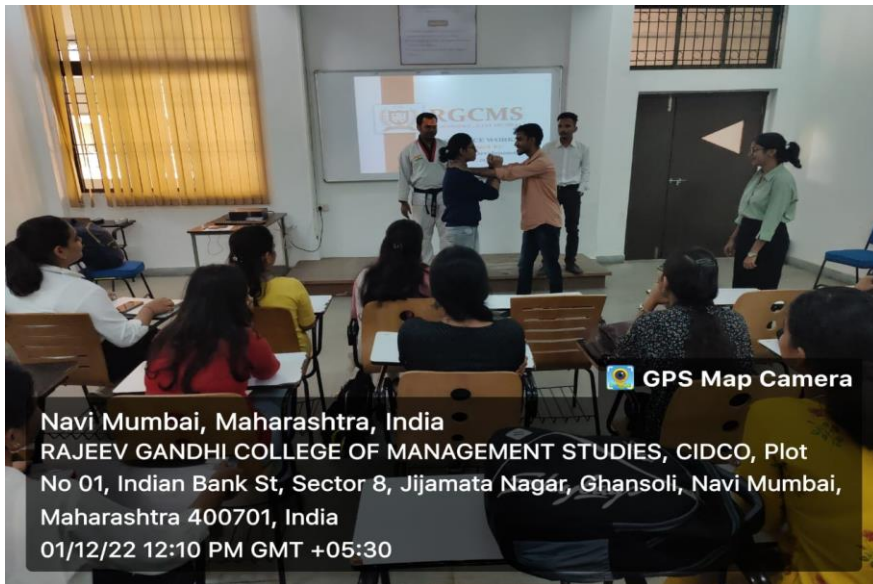National Level Workshop on Small Business Ideas

Seminar on Innovation: Bamboo India

**Extension Activity:
Unnat Bharat Abhiyan, Asangaon**

**Extension Activity: Save Soil
Campaign**

Extension Activity: Self-defence workshop

Extension Activity: Webinar on Gender sensitization & Women's Day celebration

RESEARCH, INNOVATIONS AND EXTENSION

MoUs and Collaborations

Total Number of MOUs = 14

Training Activities | Internship | Industrial Visits | Guest Lectures | Workshops | Placement Activities
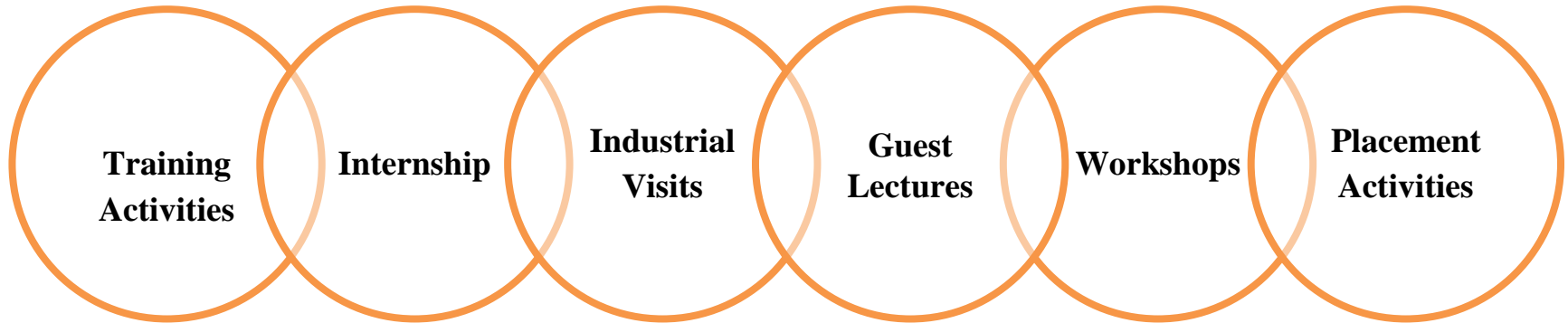
Eat My News	Gajanan Enterprises
Zaphire Information Technology and Services Private Limited	M/s Isun Technova
ExcelR Solutions	Quantsapp Pvt. Ltd.
YBI Foundation	CSRBOX
Pace Career Academy	M/s ATS InfoTech Pvt. Ltd.
Ignition Incubation Center	Chandrabhan Sharma college of Arts, Science and Commerce, Powai, Mumbai
Agriforetell (A brand of Ignisnova Robotics Pvt. Ltd.)	Edubridge Learning Pvt. Ltd

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Rajeev Gandhi College Of Management Studies

Cr-4

INFRASTRUCTURE AND LEARNING RESOURCES

INFRASTRUCTURE AND LEARNING RESOURCES

Physical Facilities

1. General Physical Facilities

- Institute has spacious class-rooms, tutorial rooms, labs well equipped with latest computers
- Institute has ICT facilities in classrooms
- Institute has well-equipped computer laboratory and computer centre available for students
- Internet Speed is 100 Mbps
- CCTV cameras are in place throughout the campus
- Language Laboratory
- First aid-cum-sick room is available
- Girls and Boys common room
- Canteen Facility is available at campus
- Fire extinguishers are installed across campus

INFRASTRUCTURE AND LEARNING RESOURCES

2. Sports Facilities

- Institute has ground for Outdoor games like Cricket, Football, Badminton, Volleyball, etc.

- Institute has provision for indoor games like Carroms, Chess, Table-Tennis, etc.

3. Cultural Facilities

- Multipurpose Hall, Seminar Hall, Good audio system

INFRASTRUCTURE AND LEARNING RESOURCES

Library as a Learning Resource

Software Used	E- Granthalaya
Nature of Automation	Fully Automated
Text books	Titles - 3573 Volumes – 5250
Journals and E-Journals	DELNET
Student Reading Room	Capacity - 50 students
Staff Reading Room	Capacity – 12 staff
Digital Library with PC's	PCs - 07
Issue and Return of books	Software based

INFRASTRUCTURE AND LEARNING RESOURCES

Library as a Learning Resource

Reference Section	Available
Competitive Exam Books	Available
Rare Books	Available (Online)
Syllabus and University Question Papers	Available
Timings	9.30 AM to 5.30 PM
Library Area	160 Sq.m.

INFRASTRUCTURE AND LEARNING RESOURCES

Sr. No.	Particular	Validity Period	Details
1	e–journals	Membership renewed annually.	DELNET
2	e-ShodhSindhu	NA	Institute has taken login of - ShodhSindhu
3	Shodhganga	NA	It is publicly available for research scholars and Ph.D pursuing faculty members has applied for Shodhganga Membership
4	e-books	--	Link of free E-Books are books is given on website
5	Databases	--	Available in DELNET

INFRASTRUCTURE AND LEARNING RESOURCES

IT Infrastructure

Sr. No.	Item	Quantity
1	Computers	40
2	LCD Projectors	7
4	Printers	7
5	Scanners	2
6	CCTV	19
7	Router	7
8	Xerox Machines	1
9	Student - Computer ratio	4.23
10	Available bandwidth of internet connection	100 Mbps

INFRASTRUCTURE AND LEARNING RESOURCES

Maintenance of Campus Infrastructure

Process for maintenance of Campus Infrastructure

Laboratory	• **Lab assistant inspects and checks for correct functioning of all equipments and instruments.** • **He/she place order for expert services for repair / calibration as per the requirement and ensures smooth conduction of lectures**
Library	• **Library committee is formed every year.** • **Library committee is responsible for providing effective and interactive access to library resources**
Electrical	• **Electrical Maintenance is done by electrician hired as and when required**
IT Infra Maintenance	• **Institute has dedicated IT Infra lab assistant to take care of IT Infra Maintenance.**
Building Maintenance	• **Maintenance in-charge is appointed for civil maintenance at Trust level** • **Dedicated Housekeeping team is appointed.**

Maintenance of Campus Infrastructure Cont…

Process for maintenance of Campus Infrastructure

Security & Access control	• The security guards screen the visitors and issue ENTRY PASS at the entrance. They maintain a register for visitors. • All fire extinguishers are necessarily checked by service providers once in six months to ensure proper working. • CCTV cameras are in place and maintained periodically.
Medical Facility	• Sufficient availability of medicines in the first aid box is checked time to time • Doctor is available on call. • The Institute has a 24 x 7 on call ambulance facility to address medical emergencies.
Canteen	• Faculty members visit canteen to check quality of food served as well as to resolve grievance related to canteen if any.

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Cr-5 **STUDENT SUPPORT AND PROGRESSION**

STUDENT SUPPORT AND PROGRESSION

Student Support

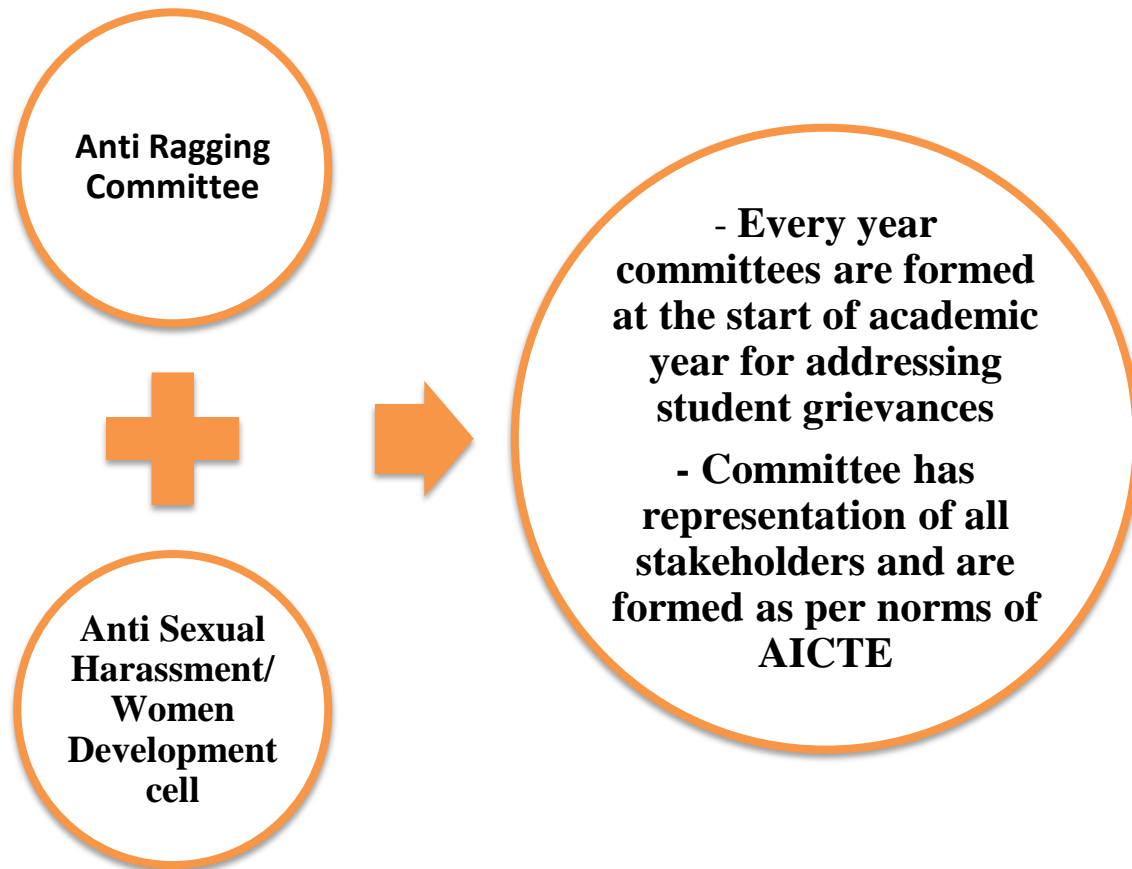Number of students benefited by scholarships and freeships provided by the Government and Institute.

Sr. No	Particular	2017-18	2018-19	2019-20	2020-21	2021-22
1	Government	39	57	94	95	97
2	Institute	0	0	0	5	27

Percentage of students benefited by scholarships and freeships in last 5 years = 40.25%

STUDENT SUPPORT AND PROGRESSION

Anti Ragging Committee

Anti Sexual Harassment/ Women Development cell

- **Every year committees are formed at the start of academic year for addressing student grievances**

- **Committee has representation of all stakeholders and are formed as per norms of AICTE**

STUDENT SUPPORT AND PROGRESSION

Student Progression: Placements and Higher Education

Batch	Total Number of final year students	Total Students Placed and / or progressed to higher education	Total Students passed competitive examination
2017-18	69	64	0
2018-19	97	73	0
2019-20	101	82	0
2020-21	102	78	0
2021-22	54	35	0

Percentage of students Placed and / or progressed to higher education in last 5 years = 75.8%

Number of students passed in competitive examination in last 5 years= 0

STUDENT SUPPORT AND PROGRESSION

Student Participation and Activities

Sports and cultural activities/ competitions organized at the institution every year

Annual Cultural Event (ZEST)
Annual Sports Event
Navratri

STUDENT SUPPORT AND PROGRESSION

Student Participation and Activities

Awards / Medals for outstanding performance in sports/cultural activities

Year	Name of the award/ medal	Team / Individual	Level	Sports / Cultural	Name of the student
2017	Allana Institute of Management Studies Annual Inter B-School Competition Ignited Minds Winner 2016	Individual	University	Sports	Khadir Pathan
2017	Lala Lajpatrai Institute of Management – Annual Cultural Fest 2016	Group	University	Cultural	Vikrant Pawar & Team
2017	Winner Group Dance	Group	University	Cultural	Shriya & Group
2018	IIBM & WCCBM – Fashion Show Runner up – 2018	Group	University	Cultural	Aniket & Group
2018	Best Fashion Show	Group	University	Cultural	Aniket & Group

STUDENT SUPPORT AND PROGRESSION

Student Body Preface

Student body is the voice of the students. Students are encouraged to conceptualize, coordinate, and manage different activities at the institute, as well as take responsibility for the execution. All these activities help them to sharpen their leadership, coordination, managerial skills and improve their decision-making capabilities and team building skills that leads to holistic development.

Student Body Objectives

- To promote participative decision-making process

- To provide students an opportunity to develop leadership.

- To inculcate self-reliance and boost the confidence among students for their all-round development.

Student Body Functions

- To involve students in various committees for incorporating their ideas.

- It contributes to the total educational and overall growth of all students

- To schedule, organize and execute Student led activities.

- To plan and prepare budget for conducting various activities throughout the year.

STUDENT SUPPORT AND PROGRESSION

Student Body 2021- 2022	
Senior member of Faculty	Radhika Wadhera
General Secretary	Akanksha Ajit Sawant
President	Yadnesh
Student representative from FYMMS	Vishal Kantale
Student Lady Representative	Pradnya Dilip Kadam
Class representative FYMMS	Mohini Mishra
T&P Secretary	Bhushan Patil
Dy. T&P Secretary	Ajay Chavan, Vishal Patil
Dy. Cultural Secretary	Narmadha Somji
Cultural Members	Sonali Gharat, Manjusha Nikam, Alpesh Mule, Takshak Sapkale,Nandini Borade, Gudiya Rajpurohit,Raj Chavan, Bhagyashri Mestry,Ajay Chavan, Pallavi Madarkar, Priyanka Gangurde,Akhil, Rashi, Prathamesh, Mitali Bhosale, Manish Sharma, Dhanshri, Prasad, Nilanjan, Ankita Maurya,Ashwini Panchal, Vijay Kanna,Anusaya,Aaditya

STUDENT SUPPORT AND PROGRESSION

Sports Secretary	Vishwajit More
Media Secretary	Prathamesh Waghmare
Dy. Media Secretary	Sonali Gharat
Digital Media Members	Viplav Vijay Madhavi
Reservation category representative	Takshak Sapkale
Entrepreneurship Cell secretary	Atul Kori, David Girish Ghule
R&D Secretary	Priyanka Naresh Gajula,Akanksha Ajit Sawant
Alumni Secretary	Amar Waghmare
Dy. Alumni Secretary	Kajal Salve

STUDENT SUPPORT AND PROGRESSION

CSR Secretary	Rohini Nimbekar
Dy. CSR Secretary	Viplav Vijay Madhavi
Student Body members	Shrijeet Panaskar,Shreyas Kalbage, Manjusha Nikam,Ashwin Vade,Alpesh Mule,Rashmi Mishra,Nandini Borade,Anil Kalal,Sushant Desai,Khushal,Viplav Vijay Madhavi,Narmadha Somji ,Vishal Patil,Raj Chavan,Bhagyashri Mestry,Mayur Chorat,Vishwajit More,Sonali Gharat,Ajay Chavan,Anusaya,Kajal Salve
Computer lab coordinator	Prachi Santosh Patil
Student Welfare	Nandini Borade
Library coordinator	Momin Aaliya Mumtaz Ahmad

Alumni Association

- Registration of Alumni Association is done recently.

- Registration Number:- F44065/ Thane

- Opening of Bank Account by the name of Alumni Association is in process and shortly funding provision will be in place.

- Every year, the institute hosts the alumni meet. The event attracts 30 to 50 alumni on an average. During the meeting, alumni share their memories as student, experience as alumni, bond with teachers, attachment and also express their ideas for improving the institute's overall success.
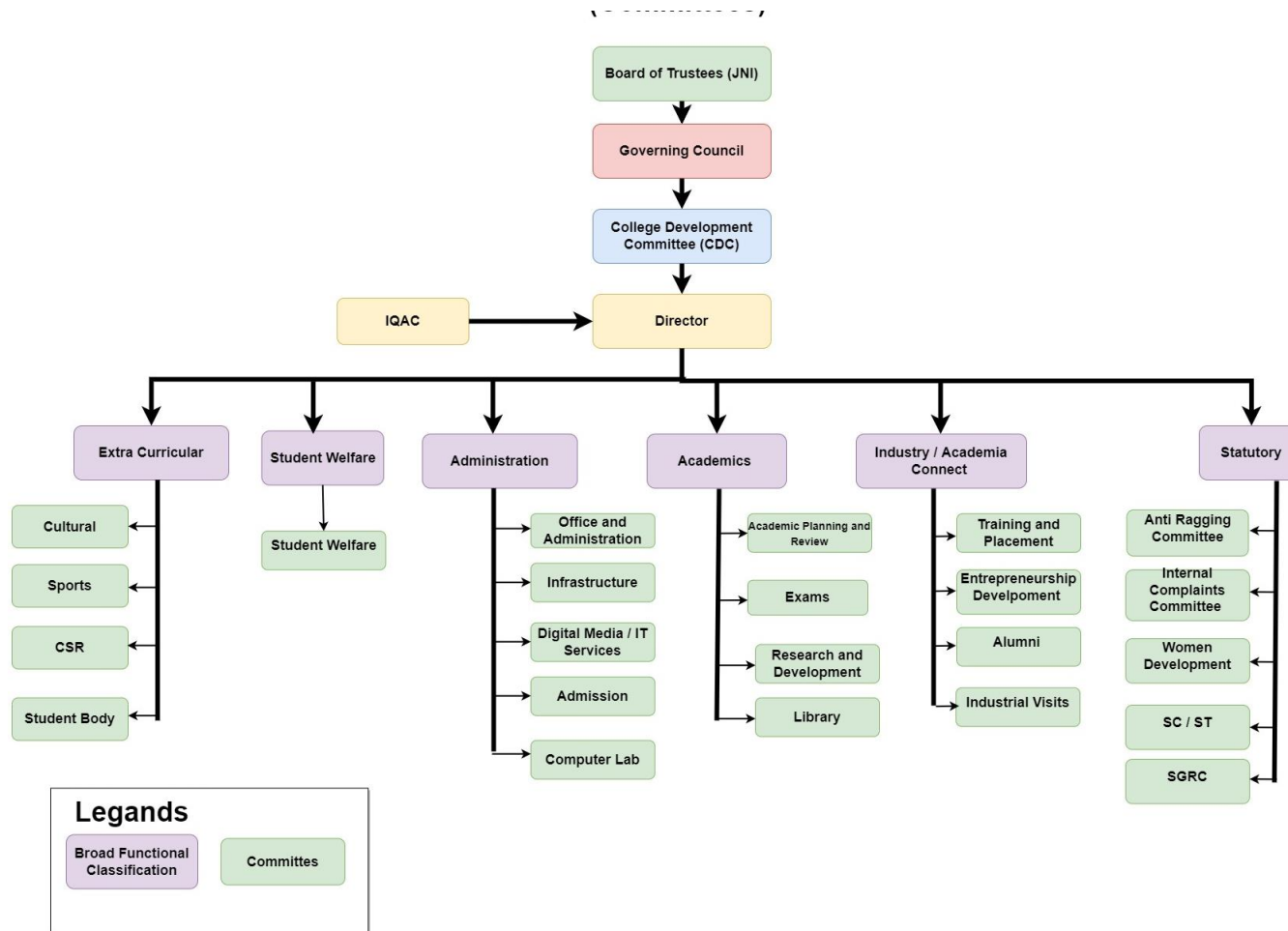
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Cr-6 GOVERNANCE, LEADERSHIP AND MANAGEMENT

Decentralization and participative management

Decentralization and participative management

- IQAC
- Anti-Ragging Committee
- Women Internal Complaint Committee/ Women Development Cell
- Grievance Redressal and Anti Sexual Harassment Committee
- Student Council
- Cultural Committee
- Sports Committee
- Extension Activity (CSR) Cell
- Library Committee
- College Development Committee

- Committees are formed of students, faculty and staff members.
- Representatives of Parents, Employer, Govt. Nominees are included as required.
- Committees have decision making authority about matters coming under their scope.

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Faculty Empowerment Strategies: Welfare Measures for Teaching and Non-Teaching staff

Faculty:

- Motivate and deputes faculty for pursuing higher education.
- Encouragement for the faculty for attending workshops, conferences, seminars, short term courses and faculty development program.
- Encourage the faculty to become members of professional bodies and to participate in the activities organized by them along with financial support.
- Encourage the faculty to receive research grants for their projects and provides support.
- Promote and motivate the faculty to use the ICT tools in their teaching-learning process.
- Encourage the faculty for publication of research papers in reputed Journals/conferences along with financial support.

Non-Teaching Staff:

- The institute organizes training programmes as per the need of the non-teaching staff for the development and improvement of their skills.
- They are encouraged to participate in the organization of technical events.

The other welfare provisions made for both teachers and non-teaching staff are:-

- Provident Fund
- Fees concession and priority in admissions to the wards of faculty and staff.
- Leaves (Casual, Earned, Medical, Vacation) as per university norms.
- Maternity leaves for female faculty and staff.
- Medical Facility/ First Aid.
- Medical Insurance.
- PF and Gratuity as per government norms.

Performance Appraisal System for teaching and non-teaching staff:-

- The institute adopts a self-assessment appraisal system to monitor the performance of faculty and staff.

- The evaluation process is conveyed at the beginning of the Academic year that consists of 4 parameters for teaching staff - Academic Performance Index, Institute Development Index, Research Contribution Index and Special awards & achievements.

- All non-teaching staff are evaluated based on the administrative duties assigned, timely completion and overall performance.

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Number of teachers provided with financial support

Sr. No.	Particulars	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of full time teachers	12	12	12	12	12
2	Number of teachers provided with financial support	12	12	12	12	12

Average number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years= 100%

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Number of teachers undergoing online/ face-to-face Faculty Development Programmes

Sr. No.	Particulars	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of full time teachers participated in FDPs	12	12	12	12	12
2	Number of Non-Teaching Staff participated in inhouse activities conducted	5	5	5	5	5

Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP) during the last five years = 100 %

Financial Management and Resource Mobilization

External Audit:-

- Every year a group of external auditors comprising a team of chartered accountants perform the auditing of the institutes financial records and book as per guidelines of the Income Tax Department.
- For external audit Management has appointed **Mr. Santosh Ingale** and Associates who takes care about external audit at the end of every financial year.

Internal Audit:-

- Internal financial audit is the continuous process and accountant mainly handles it. Internal audit is carried out annually.

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INSTITUTIONAL VALUES AND BEST PRACTICES

Promotion of gender equality

- To understand the importance of gender equality in students and employees, institute pays attention to provide equal chances to all for the activities which include their personal developments, higher education, extra-curricular and co-curricular activities, female students and staff has given equal representation on various committees formed at department as well as institute level.
  - Institute has formed women's grievance cell to sort-out the issues raised.
  - Awareness talks by various experts arranged by Women Development Committee.
  - Girls and boys together take parts in various events.

Security and Safety

- Institute is very much serious about security and safety. 24*7 high security is provided by security team to all staff members and students in institute campus. Outsiders are not allowed in college premises until and unless they maintain their entry in security register.

- IDs are issued to all students and staff members and it is to be verified by security officer frequently.

- CCTV cameras are installed near the office and Exam cell which ensure safety of students, staff and facilities provided in institute.

- Institute is also having floor-wise fire extinguishers at appropriate places.

- Sanitary napkin vending machine is provided in girls washroom.

INSTITUTIONAL VALUES AND BEST PRACTICES

National and international commemorative days, festivals and birth/death anniversaries of the great Indian personalities:-

National and international commemorative days: -
- Independence Day
- Republic Day
- International Women's Day
- Teachers Day
- Yoga Day
- Engineers Day

Birth/ Death Anniversaries: -
- Gandhi Jayanti
- Ambedkar Jayanti
- APJ Abdul Kalam Jayanti
- Shivaji Maharaj Jayanti

Events:-
- Annual Sports Day
- Annual Cultural Day
- Extension Activities
- Navratri

INSTITUTIONAL VALUES AND BEST PRACTICES

The Institution has facilities and initiatives for:-

Alternate sources of energy and energy conservation measures	• **Use of LEDs**
Management of the various types of degradable and nondegradable waste	• **Sewage Treatment Plant, Dustbins and Compost facility**
Green campus initiatives	• **Landscaping with trees and plants**
Disabled-friendly, barrier free environment	• **Ramp, Wheelchair, Disabled friendly washroom, Lift and Scribe in examination**

INSTITUTIONAL VALUES AND BEST PRACTICES

The institutional environment and energy initiatives are confirmed through the following:-

Green audit / Environment audit and Energy audit	• **Conducted by Ashwamedh Engineers and Consultants.**
Clean and green campus initiatives and beyond the campus environmental promotion activities	• **Activities like Tree Plantation, Swatch Bharat conducted regularly in the campus as well as beyond the campus also.**

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BEST PRACTICES

Best Practice - I

Title of the Practice: Spreading Awareness About Various Scholarships Schemes of State and Central Government.

Objective: To increase the number of students graduating in the management field by spreading awareness about various scholarship schemes of state and national government.

The Practice: The various activities to make students aware about scholarship schemes of state and central government has been conducted as well as students were guided about Do's and Don'ts of scholarship form filling. We have observed that, because of sessions conducted, the Institute is witnessing an increase in reserve category students' admissions as well as economically backward students every year. Analysis of the same is given below.

Evidence of success: It is observed that students benefiting from scholarship provided by state and central government has notable count as tabulated below: -

Sr. No.	Particulars	2017-18	2018-19	2019-20	2020-21	2021-22
1	Number of students benefitted	39	57	94	95	97

Problems encountered and resources required: To bring seriousness among the students of the deadlines, documents required is a difficult task.

Best Practice – II

Title of the Practice: Feedback & Continuous Improvement

Objective: RGCMS being a student centric Institute focuses on giving best to the students. Students as our brand ambassadors bring laurels to the Institute by performing their best socially, ethically & financially in corporates and as Entrepreneurs.

The Practice: The feedback policy aims at identifying the gaps with regards to curriculum, teaching, events, infrastructure, computer lab, Library, website, value added courses, projects guided, examination etc. Students are encouraged to give structured & unstructured feedback.

Evidence of success:

- Increase in average placement percentage in recruitment drives of various companies is seen.

Year	Feedback Conducted By	Feedback	Action Taken
2021-22	Office and Administration	Alumni expressed that getting transcripts and documents from college is a tedious process	SOP was made for documents. A form was made in website for requesting documents. Alumni were informed regarding it.
2020-21	Website Committee	Website is not continuously updated	Taken measures to update website as and when event is finished.
2019-20	APRC Committee	Subject notes not updated	It was made compulsory for all faculty to give notes through g-classroom
2018-29	Cultural Committee	Change certificate colors	Colorful certificates were made

Problems encountered and resources required : One of the major problems faced was to promote feedback & continuous improvement culture. Motivating students to give right feedback was a task. Students were ensured that feedback is anonymous and action will be taken as and when required.

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INSTITUTIONAL DISTINCTIVENESS

INSTITUTIONAL VALUES AND BEST PRACTICES

- ## RGCMS Distinctiveness Statement
- *Planning, Execution and monitoring of overall Institution performance, as per vision, mission, core values and Focus Areas in an organized, systematic way through transparent roadmaps and feedback systems*

- ## Context / Requirement
- Need for comprehensive, trackable long term roadmap to excellence
- Need to make RGCMS process oriented, responsive and inclusive

- ## Solution Provided
- Actionable / Monitorable 5 year roadmap - *Strategic Plan 2018-2023*
- Process to execute / track action items and deliverables as per Strategic Plan

- Objective
- Easy to understand Focus Areas / Thrust Areas broken into granular tasks / objectives
- Easy way to track objectives year over year (Planning, Implementation or Monitoring phase)

- Strategic Plan is divided into 5 Focus / Thrust Areas
  - **FA 1:** Academic Excellence
  - **FA 2:** Institutional Effectiveness
  - **FA 3:** College Relations
  - **FA 4:** Employment, Innovation & Entrepreneurship
  - **FA 5:** Student Support and Wholistic Growth

- Division of Focus Areas into Institutional Goals and Objectives

Focus Area — FA1
Institutional Goals — IG 1.1, IG 1.2
Objectives — Obj. 1, Obj 2, Obj 3

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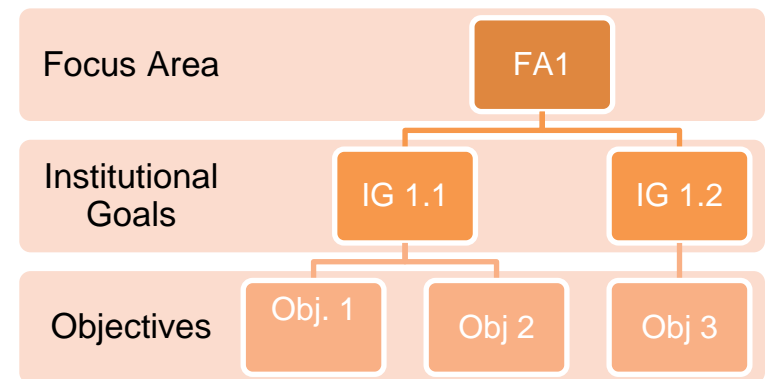
Sample: Division of Focus Areas into Institutional Goals and Objectives

- FA 1: Academic Excellence

5.1.1 Institutional Goal - IG 1.1:

- IG 1.1: Support teaching and learning environment with high quality professional development

#	Objectives	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1	Create opportunities for faculty professional development, through Faculty Development Program, including participation in workshops, faculty exchange, seminars and retreats, as well as a leadership training program to facilitate career advancement.	P	P	I	M	M
2	Focus on hiring and retaining talent	P	I	M	M	M
3	Promote and encourage faculty to get higher education and industry relevant certification	P	I	I	M	M
4	Implement effective Faculty Performance Appraisal system to provide timely feedback to the faculty	P	I	M	M	M

5.1.2 Institutional Goal - IG 1.2:

- IG 1.2: Implement Outcome based Pedagogy and proven quality assurance processes.

#	Objectives	2018-19	2019-20	2020-21	2021-22	2022-23
1	Application of the Blooms taxonomy in lesson plan creation	P	I	I	M	M
2	Awareness of course and program outcomes amongst students and faculty and mapping activities and course curriculum to outcome	p	I	M	M	M
3	Apply for NBA / NAAC accreditation to validate the quality of the Outcome based Pedagogy. This will also help promote and recognize excellence in technical education and continuous quality improvement.	P	I	I	I	I

- Functional Area 1: Academic Excellence
- Encouraging FDP Policy where reimbursement was paid for attending
- Talent faculty were promoted
- Increments were given after Ph.D
- Transparent Faculty Performance Appraisal System
- Lesson plans with Cognition – Knowledge Matrix
- Process for identifying Strong and Weak Students
- Encouraging R&D policy to incentivize paper / books publication and research
- Application for Research Center from University of Mumbai
- Training Need Assessment form and process
- Various MoUS with industry to promote industry – academia collaboration
- Academic and Admin Audits

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SWOC ANALYSIS

SWOC ANALYSIS

Institutional Strength

1. Academic Excellence – Outcome Based Teaching pedagogy
2. State-of-the-art Infrastructure as per AICTE requirements.
3. Strategic Location – proximity to Thane-Belapur Industrial belt and Reliance Corporate Park
4. Well documented SOP, Policy and Strategic Plan documents for efficient functioning of organization.
5. Working Environment with Strong leadership and excellent support by faculty members and staff
6. Highly qualified, talented and dedicated Faculty meeting the requirement ratio i.e. 1:20 as per AICTE guidelines.
7. Qualified technical and support staff.
8. There is transparency in all academic and administrative processes.
9. Sponsorship & Awards Scheme that promotes faculty development through research publication, seminars, workshops, conferences, FDP, PhD and motivation through rewards, etc.

SWOC ANALYSIS

Institutional Weakness

1. Shortage of senior faculty members with doctorate qualification and/or industry/research background
2. Absence of autonomy for curriculum improvement to suit the industry
3. Limitation of funds for organising advanced academic and professional programme
4. Being a self-finance private Institute, brand building at par with the premier Institutes is difficult task
5. Inadequate funds from Government agencies for Research.
6. Limitation on non-recurring expenditure for replacement of obsolete equipment/machinery/computers

SWOC ANALYSIS

Institutional Opportunity

1. Strengthen Internship program for students and faculty.
2. Enhance Industry-Institute interaction for networking.
3. Use the alumni base for improving Institutional processes.
4. Improve Research and Development activities
5. Strengthen Online courses & certifications.
6. Establishment of PhD Centre.
7. Strengthen entrepreneurial ecosystem.
8. Facilities for learning beyond curriculum to broaden student and faculty knowledge, skills and employability.

SWOC ANALYSIS

Institutional Challenge

1. Private Institution- No central or state grant hence dependent on student fees for meeting the ever-increasing cost of running the institute and programmes without increasing the fees.
2. Requirement from regulatory bodies to fulfil infrastructure and institutional facilities particularly for accreditation.
3. Fast changing requirements of the IT Industry due to advancement of technology.
4. Fluctuations in the job market and placement.
5. Limitation on international collaboration due to various constraints.
6. Admissions are regulated by statutory authorities, making it difficult to achieve 100 percent admission.
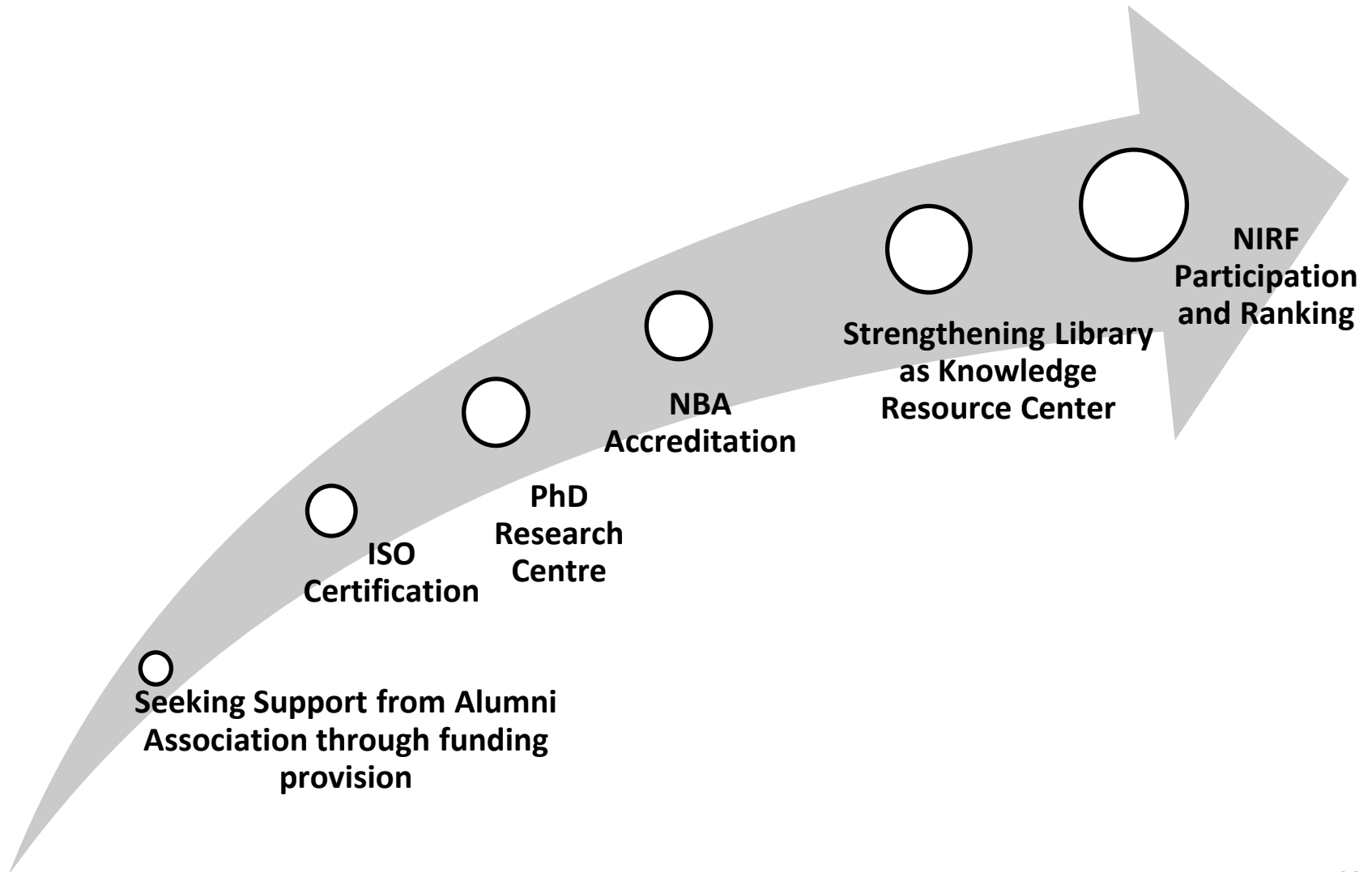7. Limited facility for R&D and Consultancy.

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Part-VI

FUTURE PLAN

FUTURE PLANS

Seeking Support from Alumni Association through funding provision

ISO Certification

PhD Research Centre

NBA Accreditation

Strengthening Library as Knowledge Resource Center

NIRF Participation and Ranking

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THANKS A LOT....