



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

**KESHAV MEMORIAL INSTITUTE OF COMMERCE AND
SCIENCES**

H NO 3-5-1026 , NARAYANAGUDA , HYDERABAD.

500029

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SSR SUBMITTED DATE: 02-06-2024

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

June 2024

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Nurturing Excellence: The Legacy and Vision of Keshav Memorial Institute of Commerce and Sciences

Nestled in the heart of Hyderabad, Telangana, Keshav Memorial Institute of Commerce and Sciences (KMICS) stands as a beacon of academic excellence and holistic development. Established in 1995, KMICS has upheld its rich legacy while embracing a forward-thinking vision for the future, affiliated with Osmania University. The institution embodies a spirit of educational empowerment and societal transformation.

A Legacy of Educational Empowerment: Founded in 1940, Keshav Memorial Educational Society laid the foundation for KMICS, championing the transformative power of education. Named after Sri Justice Keshav Rao Koratkar, the society has pursued excellence and inclusivity relentlessly.

Institutional Milestones and Distinctiveness: As the flagship institution of Keshav Memorial Educational Society, KMICS offers diverse undergraduate and postgraduate courses. It boasts a modern infrastructure and state-of-the-art facilities, complemented by a vibrant academic community and student-centric approach.

Cultivating Entrepreneurial Excellence: KMICS emphasizes fostering an entrepreneurial mindset among students. Through innovative programs and industry partnerships, it empowers students to embrace risk-taking and seize opportunities in entrepreneurship.

Empowering Through Inclusivity and Social Responsibility: KMICS is committed to fostering inclusivity, social responsibility, and community engagement. It offers scholarships to underprivileged students, conducts medical camps, and promotes environmental sustainability, instilling empathy and global citizenship.

Key Aspects: KMICS champions inclusive education, ensuring quality learning for all. Situated strategically in Hyderabad, it fosters diversity and a large vibrant campus community. Renowned for its robust security and modern facilities, it provides a safe and accessible environment. Proactive management and an experienced bilingual faculty enrich the learning experience, promoting holistic growth through extracurricular activities.

Conclusion: Guided by its founding principles of excellence and inclusivity, KMICS is poised to shape the future of education. With a commitment to nurturing leaders and responsible citizens, it stands ready to make a meaningful difference in the lives of its students and communities.

Vision

Vision Statements:

1. To be an institute that can mould students with a realistic approach towards life.
2. To make students successful with quality education, and a holistic vision.
3. To make concern for better.
4. To follow holistic Indian tradition by being environmentally friendly.
5. To make them responsible citizens to cater to the welfare of society.

Introduction: Keshav Memorial Institute of Commerce and Sciences (KMICS) holds a steadfast vision aimed at transcending conventional education paradigms. Grounded in historical reverence and a commitment to holistic development, KMICS aspires to shape students into empowered individuals capable of effecting positive change.

Vision Elaboration: KMICS envisions itself as more than a mere educational institution; it aims to serve as a crucible for nurturing individuals with a pragmatic outlook on life. By fostering critical thinking and problem-solving skills, KMICS endeavors to equip students with the resilience and adaptability needed to navigate life's challenges with confidence and integrity.

Central to KMICS's vision is the pursuit of holistic education, which goes beyond academic excellence to encompass the development of the whole individual. Through a curriculum that emphasizes not only intellectual growth but also emotional intelligence and moral values, KMICS seeks to cultivate well-rounded individuals who are equipped to lead meaningful and fulfilling lives.

Furthermore, KMICS is committed to fostering a culture of environmental stewardship rooted in India's rich heritage of holistic living. By integrating sustainable practices into its campus operations and curriculum, KMICS aims to instill in students a deep sense of responsibility towards the environment, encouraging them to be conscientious custodians of the planet.

In line with its ethos of social responsibility, KMICS endeavors to cultivate a sense of civic duty among its students. Through community engagement initiatives, service-learning projects, and advocacy for social justice, KMICS seeks to empower students to become active agents of positive change in their communities, contributing to the welfare and upliftment of society at large.

Conclusion: In summary, KMICS nurtures individuals with critical thinking and resilience, fostering holistic education and environmental stewardship, and empowering students for community service and societal betterment.

Mission

Mission Statements:

1. Empowering students with all the knowledge and guidance they need to become worthy in the fields of commerce and sciences.
2. Learning through a realistic approach of doing and knowing, providing holistic platforms for self-development with value-based guidance.
3. Developing social consciousness among students, grooming them with quality education to become global personalities equipped with global employable skills.
4. Enabling students to gain all-round development and grow with multiple energies that will make them complete individuals.

Mission Alignment with Vision: KMICS's mission aligns seamlessly with its visionary pursuit of holistic education, environmental stewardship, and social responsibility. Through its mission, KMICS endeavours to empower students with the knowledge and guidance necessary to embody the values encapsulated in its vision.

Mission Elaboration: KMICS's mission is deeply ingrained in its commitment to holistic development,

emphasizing not only academic excellence but also personal growth and societal responsibility. By providing a realistic approach to learning, KMICS equips students with practical skills and knowledge essential for success in the fields of commerce and sciences.

Central to KMICS's mission is the cultivation of global personalities, individuals who are not only academically proficient but also socially aware and culturally competent. Through quality education and emphasis on employable skills, KMICS prepares students to excel on a global scale, contributing positively to the communities they serve.

Furthermore, KMICS recognizes the importance of developing social consciousness among students, instilling in them a sense of empathy and compassion for others. By fostering a culture of inclusivity and diversity, KMICS ensures that students are equipped to navigate the complexities of an interconnected world with integrity and respect.

In essence, KMICS's mission seeks to empower students to become well-rounded individuals, capable of making meaningful contributions to society while leading fulfilling and purposeful lives. Through its holistic approach to education, KMICS endeavors to nurture the next generation of leaders, innovators, and changemakers who will shape the future for the better.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Strengths

- 1. Rich Historical Legacy and Collective Wisdom:** Keshav Memorial Institute of Commerce and Sciences (KMICS), established in 1995 under the esteemed Keshav Memorial Educational Society, draws from a legacy dating back to 1940. Rooted in the values of its founding society, KMICS exemplifies a commitment to community service and student welfare, benefitting from the collective wisdom of an educational society with a longstanding presence in the field.
- 2. Inclusivity and Diversity:** KMICS embraces students from diverse socioeconomic backgrounds, nurturing an inclusive and diverse student community that enriches the educational experience for all.
- 3. Central Location and Accessibility:** Strategically positioned in the heart of Hyderabad amidst urban vibrancy, KMICS offers easy accessibility via city buses and metro rail, ensuring convenience for students from various locations.
- 4. Robust Security Measures:** KMICS prioritizes the safety and security of its campus, fostering a secure environment conducive to academic and personal growth.
- 5. Outstanding Infrastructure:** KMICS boasts modern facilities, including well-equipped classrooms, laboratories, libraries, and recreational spaces, enhancing the overall learning environment and student engagement.
- 6. Inclusive Fee Structure:** With a reasonable fee structure, KMICS ensures education remains accessible and affordable to students from diverse socioeconomic backgrounds.
- 7. Proactive Management:** The institution benefits from proactive, supportive, and effective management, creating a nurturing learning environment conducive to academic and personal development.
- 8. Experienced Bilingual Faculty:** KMICS's faculty comprises experienced bilingual professionals who cater to diverse linguistic needs, enriching the learning experience and fostering effective

communication.

9. **Holistic Development with NSS/NCC:** KMICS prioritizes holistic growth through participation in extracurricular and co-curricular activities, supported by robust NSS and NCC programs, promoting overall well-being and character development beyond academics.
10. **Large Student Population:** With a thriving student body exceeding 2500, KMICS cultivates a vibrant campus life, fostering diverse interactions and opportunities for networking, collaboration, and personal growth.
11. **Industry Partnerships and Placements:** KMICS fosters strong industry ties, ensuring internships, guest lectures, and placements in prestigious firms. Its curriculum, guided by industry experts, promotes employability, backed by skill development opportunities and alumni mentorship.

Conclusion: KMICS, with its rich legacy, empowers students for success, embracing social responsibility and holistic development.

Institutional Weakness

Weakness

While Keshav Memorial Institute of Commerce and Sciences (KMICS) boasts numerous strengths, it also faces institutional weaknesses that necessitate strategic intervention. These areas of improvement present opportunities for growth and innovation, enabling KMICS to better serve its students and stakeholders.

1. **Affiliated Curriculum Constraints:** Structural limitations on curriculum development hinder innovation and flexibility.
2. **Alumnae Engagement:** Alumni connection falls short, impacting community fostering and student support, requiring initiatives to strengthen alumni networks. Insufficient alumni involvement in mentoring or networking activities for current students.
3. **Inconsistencies in Internships and Placements:** Variations in the quality of internships or job placements obtained by students across different departments.
4. **Placement Opportunities:** Some students' preferences for specific job conditions may limit placement opportunities, necessitating collaboration with industry partners to diversify offerings.
5. **Lack of Interdisciplinary Certificate Courses:** Inability to offer interdisciplinary Certificate courses due to synchronization issues between undergraduate and postgraduate academic calendars.
6. **Research and Consultancy Outcomes:** Despite efforts, research and consultancy endeavors fail to meet expectations, prompting a review of strategies and enhancement of support systems.
7. **Delayed Fee Reimbursement:** Delays in state government fee reimbursement restrict funding for supplementary activities.

By acknowledging and addressing these challenges, KMICS can reinforce its commitment to academic excellence and student success. Through strategic initiatives and a dedication to continuous improvement, KMICS is poised to overcome these weaknesses and emerge as a stronger, more resilient institution.

Institutional Opportunity

Institutional Opportunities at KMICS

Introduction:

Keshav Memorial Institute of Commerce and Sciences (KMICS) stands poised for significant advancement. Through strategic resource utilization and partnerships, KMICS can revolutionize its academic landscape, fortify infrastructure, cultivate industry alliances, and enrich extracurricular endeavors, elevating service to students and stakeholders.

Academic Expansion:

- Introduction of pioneering programs in data science, artificial intelligence, and renewable energy.
- Forge collaborative ties with international universities for student exchanges, research ventures, and dual-degree initiatives.
- Establish specialized research centers focusing on niche domains to attract funding and expertise.
- Integrate interdisciplinary courses for innovation and holistic learning experiences.
- Offer flexible online courses, catering to diverse learners, including professionals and distance learners.
- Expand continuing education and executive courses for professional upskilling and lifelong learning.

Infrastructure Development:

- Invest in cutting-edge infrastructure and technology for enriched teaching, research, and student amenities.
- Implement eco-friendly initiatives like solar power utilization and waste management systems.
- Expand sports facilities for student well-being and recreational areas.
- Enhance digital resources and e-learning platforms for remote learning and accessibility.
- Introduce smart campus solutions for heightened security and administrative efficiency.
- Collaborate with government and private entities for infrastructure projects via PPPs.

Industry Partnerships and Placements:

- Strengthen industry alliances for augmented internships and placements.
- Offer industry-backed scholarships to attract top talent and support research.
- Increased collaboration on curriculum development with industry experts to ensure graduate readiness.
- Organize increased career fairs and alumni meet-ups for professional opportunities and mentorship.
- Leverage alumni networks and corporate connections for guest lectures and development programs, and student success.
- Explore global internship opportunities for international exposure.

Extracurricular Initiatives:

- Expand student-led clubs for leadership and community engagement.
- Host increased competitions and conferences to showcase talent and foster collaboration.
- Enhanced partnering with local organizations for impactful community service projects.
- Offer enhanced skill development workshops and entrepreneurship training.
- Enhanced collaboration with cultural institutions for vibrant arts festivals.

- Increased mentorship interventions for personal and professional growth.

Conclusion:

Seizing these opportunities, KMICS can evolve into an educational powerhouse, offering enriched academics, state-of-the-art infrastructure, industry-aligned programs, and vibrant extracurricular activities, empowering students for success.

Institutional Challenge

Institutional Challenges at KMICS

Introduction:

Keshav Memorial Institute of Commerce and Sciences (KMICS) confronts several challenges inherent in the competitive higher education landscape. However, by viewing these challenges as opportunities for growth and innovation, KMICS can navigate the path toward academic excellence and institutional advancement.

Challenges:

1. Competitive Landscape:

- Competition from renowned institutions with established brand recognition and academic standing.
- Emergence of new colleges offering similar programs, intensifying competition for resources and students.
- Pressure to sustain competitiveness in faculty recruitment, infrastructure development, and academic offerings.

2. Financial Constraints:

- Dependency on fluctuating tuition fees and government funding amid economic uncertainties.
- Limited access to external funding sources for research and infrastructure upgrades.
- Rising operational costs without commensurate increases in revenue, straining financial sustainability.

3. Recruitment and Retention:

- Difficulty in attracting and retaining talented faculty amidst competition from other institutions and industries.
- Challenges in recruiting and retaining qualified administrative staff, impacting institutional efficiency.

4. Quality Assurance:

- Maintaining academic quality standards amidst resource constraints and rapid growth.
- Ensuring alignment of curriculum and teaching methods with industry needs and academic standards.
- Compliance with regulatory requirements and accreditation standards, demanding significant time and resources.

5. Technology Integration:

- Challenges in integrating technology into teaching and learning processes due to infrastructure limitations.
- Ensuring robust cybersecurity measures to protect sensitive information and intellectual property.
- Providing adequate training and support for faculty and students to leverage technology effectively.

6. Stakeholder Engagement:

- Balancing diverse stakeholder needs, including students, faculty, staff, alumni, and the community.
- Addressing stakeholder concerns and feedback promptly to maintain trust and goodwill.
- Managing communication efforts amidst competing priorities and limited resources.

Conclusion:

By embracing these challenges as opportunities for growth and innovation, KMICS can chart a course toward academic excellence and institutional resilience. Through strategic planning and collaborative efforts, KMICS can overcome these challenges, emerge stronger, and continue to deliver quality education to its students and stakeholders.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Curricular Aspects at KMICS

At Keshav Memorial Institute of Commerce and Sciences (KMICS), the essence of education lies in its Curricular Aspects, a cornerstone determining the institution's educational ethos. This criterion encapsulates KMICS's approach to curriculum planning, academic flexibility, curriculum enrichment, and feedback systems, each playing a vital role in sculpting the educational journey of its students. Let's explore how KMICS fares in these key areas:

1. Curricular Planning and Implementation

KMICS exhibits a meticulous approach to curriculum planning and implementation. With a well-defined process documented through flowcharts and academic calendars, the institution ensures effective delivery of the curriculum. Sample workload allocations and teaching plans attest to KMICS's commitment to structured and organized academic activities.

2. Academic Flexibility

Recognizing the importance of academic flexibility, KMICS offers a diverse range of certificate and value-added courses, along with opportunities for online learning through platforms like MOOCs, SWAYAM, and NPTEL. Enrollment data and course completion certificates validate the institution's efforts in providing students with avenues for interdisciplinary learning and skill enhancement.

3. Curriculum Enrichment

KMICS goes beyond the conventional curriculum by integrating crosscutting issues such as professional ethics, gender, human values, and environmental sustainability. Through projects, internships, and fieldwork, students engage with real-world challenges, fostering a holistic understanding of their disciplines. Activities addressing these issues are meticulously documented, showcasing KMICS's commitment to comprehensive education.

4. Feedback System

A robust feedback system forms the backbone of KMICS's continuous improvement process. Soliciting feedback from various stakeholders—students, teachers, employers, and alumni—the institution analyzes and acts upon it diligently. Survey methodology employed, Sample feedback forms, stakeholders' feedback analysis reports, and action taken reports underscore KMICS's responsiveness to stakeholder input.

Conclusion

In the realm of education, KMICS stands as a beacon of excellence, guided by its unwavering commitment to Curricular Aspects. Through structured curriculum planning, academic flexibility, enrichment initiatives, and a robust feedback system, KMICS not only imparts knowledge but also nurtures well-rounded individuals equipped to thrive in an ever-evolving world.

Teaching-learning and Evaluation

Criterion II: Teaching Learning and Evaluation at KMICS

At Keshav Memorial Institute of Commerce and Sciences (KMICS), fostering effective teaching-learning experiences and ensuring comprehensive evaluation processes are paramount. Let's delve into the institution's endeavors under Criterion II through various key indicators.

1. Student Enrolment and Profile

KMICS ensures transparent admission processes, complying with regulatory norms. The institution emphasizes equity and diversity, reflecting in its student profile.

Enrolment Percentage:

- Admission lists and affiliation letters validate the process.
- Reserved category admissions adhere to state policies.

2. Student Teacher Ratio

A lower student-teacher ratio enhances student engagement and success. KMICS maintains an optimal ratio to facilitate personalized learning experiences.

Ratio Data:

- Lists of full-time teachers and students affirm the ratio's effectiveness.

3. Teaching Learning Process

Diverse learner backgrounds influence KMICS's relevant teaching-learning modalities. The institution prioritizes learner-centered education, employing participative, experiential, and collaborative methods.

Teaching Methods:

- Experiential, participative, and problem-solving methodologies integrate ICT tools for enriched learning.
- Activities conducted under these methodologies are documented for assessment.

4. Teacher Profile and Quality

Teacher quality at KMICS encompasses qualifications, recruitment procedures, and professional development. Continuous improvement and innovation are encouraged among faculty members.

Teacher Qualifications:

- Percentage of full-time teachers against sanctioned posts is monitored.
- Faculty possessing NET/SET/SLET/Ph.D. are documented.

5. Evaluation Process and Reforms

Efficient evaluation processes at KMICS focus on development-inducing feedback and transparent assessment mechanisms.

Evaluation Mechanism:

- Policies, guidelines, and grievance redressal systems ensure transparency and efficiency.
- Communications inform students about grievance procedures.

6. Student Performance and Learning Outcomes

KMICS evaluates student performance based on specified Programme Outcomes (POs) and Course Outcomes (COs), ensuring alignment with learning objectives.

Outcome Evaluation:

- Dissemination of COs and POs is facilitated through the institution's website.
- Attainment of COs and POs is meticulously assessed and reported.

In conclusion, KMICS's commitment to effective teaching-learning experiences and robust evaluation processes reflects its dedication to student success and academic excellence. Through continuous improvement initiatives, the institution ensures holistic development and quality education delivery.

Research, Innovations and Extension

Criterion III: Research, Innovations, and Extension at KMICS

At Keshav Memorial Institute of Commerce and Sciences (KMICS), fostering a culture of research, innovation, and community engagement is a fundamental aspect of institutional development. Let's explore how KMICS has navigated through this criterion over the past five years.

Introduction: Research, innovations, and extension activities form the backbone of KMICS's academic endeavors. These elements not only contribute to the institution's growth but also reflect its commitment to societal progress.

1. Resource Mobilization for Research: KMICS has provided comprehensive support to faculty members for research initiatives. The institution facilitated access to financial, academic, and human resources, enabling faculty to pursue research projects and secure external funding.

2. Innovation Ecosystem: KMICS has cultivated an environment conducive to innovation. The institution emphasizes the importance of an innovation ecosystem, with initiatives such as workshops on Intellectual Property Rights (IPR) and collaborations between academia and industry.

3. Research Publications and Awards: KMICS has emphasized the importance of research output and scholarly publications. Faculty members have contributed to academic discourse through research papers, books, and participation in national and international conferences.

4. Extension Activities: Community engagement has been a core value at KMICS. The institution has undertaken various extension activities aimed at sensitizing students to social issues and fostering a sense of responsibility towards the community. These efforts have resulted in tangible outcomes and garnered recognition from governmental bodies.

5. Collaboration: Collaboration has been instrumental in broadening KMICS's academic horizons. The institution has fostered partnerships with academic institutions, industries, and other agencies, facilitating opportunities for internships, student exchanges, and collaborative research projects.

Conclusion: Over the past five years, KMICS has demonstrated a steadfast commitment to research, innovation, and community engagement. By nurturing a conducive environment for exploration and collaboration, the institution has not only advanced its academic pursuits but also made meaningful contributions to societal development. As KMICS continues on its journey, it remains dedicated to fostering a culture of excellence and innovation in research and extension activities.

Infrastructure and Learning Resources

Criterion IV: Infrastructure and Learning Resources at KMICS

At Keshav Memorial Institute of Commerce and Sciences (KMICS), we recognize the pivotal role that infrastructure and learning resources play in shaping the educational experience. Let's delve into how KMICS has addressed this criterion over the past five years.

Introduction: A robust infrastructure and adequate learning resources are imperative for the smooth functioning of academic activities. KMICS is committed to providing a conducive environment for teaching, learning, and overall development.

1. Physical Facilities: KMICS boasts comprehensive infrastructure facilities, including classrooms, laboratories, computing equipment, and ICT-enabled resources. Additionally, the institution offers amenities for cultural and sports activities, yoga, and recreation to foster holistic development.

2. Expenditure for Infrastructure Development: A percentage of the institution's annual budget is allocated for infrastructure development and augmentation. Expenditure reports, audited by certified accountants, demonstrate the commitment to continual improvement and expansion of facilities.

3. Library as a Learning Resource: The KMICS library is equipped with modern amenities, including an Integrated Library Management System (ILMS), e-resources, and digital subscriptions. These resources are utilized effectively by faculty and students to access a wealth of knowledge and information.

4. IT Infrastructure: KMICS prioritizes the adoption and maintenance of cutting-edge IT facilities. The institution ensures sufficient internet bandwidth and regularly updates ICT equipment to facilitate seamless access to technology and information retrieval.

5. Student-Computer Ratio: The institution maintains a balanced student-computer ratio, providing students with access to computers for academic purposes. Stock registers and purchase records validate the availability and distribution of computers across departments.

6. Maintenance of Campus Infrastructure: Regular maintenance and upkeep of campus infrastructure are paramount for optimal functionality. KMICS allocates a portion of its resources for infrastructure maintenance, as evidenced by audited expenditure statements.

Conclusion: Over the past five years, KMICS has made significant strides in enhancing its infrastructure and learning resources. By investing in physical facilities, library resources, IT infrastructure, and maintenance, the institution has created an environment conducive to academic excellence and student success. KMICS remains committed to continual improvement and innovation to meet the evolving needs of its stakeholders.

Student Support and Progression

Student Support and Progression at Keshav Memorial Institute of Commerce and Sciences (KMICS)

Keshav Memorial Institute of Commerce and Sciences (KMICS) places a strong emphasis on the holistic development and progression of its students, ensuring they receive comprehensive support for their academic journey and beyond. Criterion V underscores KMICS's commitment to student support, progression, participation in activities, and alumni engagement.

1. Student Support

KMICS offers a range of support mechanisms, including guidance, placement, and grievance redressal cells, tailored to meet students' diverse needs. Special attention is given to students with learning difficulties, with provisions for bridge and value-added courses. The institution's structured guidance and counseling system ensures personalized assistance, supplemented by scholarships and freeships.

Documentation: Detailed records such as beneficiary lists, sanction letters, and policy documents substantiate KMICS's support initiatives.

2. Student Progression

KMICS is dedicated to facilitating students' progression to higher education and employment. The institution identifies factors hindering attainment and implements remedial measures. KMICS's provisions enable smooth vertical movement of students, evidenced by their placements and enrollment in higher education programs.

Documentation: Placement details, enrollment lists, and qualification certificates authenticate students' achievements at KMICS.

3. Student Participation and Activities

Inclusive practices and value-based education are integral to KMICS's ethos. The institution encourages active participation in social, cultural, and leisure activities, fostering holistic development. Recognition of outstanding performances in sports and cultural events underscores KMICS's commitment to nurturing talent.

Documentation: Records of awards and certificates showcase students' accomplishments, while the tally of participation in various programs reflects the vibrant campus life at KMICS.

4. Alumni Engagement

The alumni association at KMICS serves as a vital pillar, contributing to academic endeavors and resource mobilization. With registered chapters and active participation, KMICS's alumni significantly contribute to the institution's growth and development.

Documentation: From registration certificates to support and contributions and minutes of meetings, KMICS maintains comprehensive records of alumni engagement.

Conclusion

At Keshav Memorial Institute of Commerce and Sciences, the dedication to student support, progression, active participation, and alumni engagement forms the bedrock of its educational philosophy. Through robust initiatives and sustained efforts, KMICS ensures that every student receives the necessary assistance to thrive academically and beyond.

Governance, Leadership and Management

Criterion VI: Governance, Leadership, and Management at KMICS

Keshav Memorial Institute of Commerce and Sciences (KMICS) prioritizes effective governance, leadership, and management, ensuring optimal planning and quality assurance. Criterion VI highlights its focus on vision, strategy, faculty empowerment, financial management, and quality assurance.

1. Institutional Vision and Leadership

KMICS is guided by a clear institutional vision and leadership that aligns with its mission and goals. The institution emphasizes participative decision-making and coordination between academic and administrative planning. Policies and practices, including NEP implementation and institutional growth strategies, reflect KMICS's commitment to its vision.

Documentation: Vision and mission statements, NEP implementation strategies, institutional perspective plans, and evidence of leadership participation in governance.

2. Strategy Development and Deployment

Under the leadership's clear vision, KMICS develops and deploys effective strategies for institutional growth and development. Transparent governance principles govern the institution, ensuring alignment between academic objectives and administrative functions.

Documentation: Strategy implementation plans, organizational structure, policy documents, and evidence of e-governance implementation.

3. Faculty Empowerment Strategies

KMICS prioritizes faculty empowerment through comprehensive human resource planning, performance appraisal systems, FDPS, and professional development programs. The institution fosters a culture of continuous improvement and provides avenues for career progression.

Documentation: Staff welfare policies, performance appraisal mechanisms, support for conferences/workshops, and participation in development programs.

4. Financial Management and Resource Mobilization

KMICS adopts robust financial management practices, including budgeting, resource allocation, and regular audits. Transparent procedures ensure optimal utilization of funds and mobilization of resources from various sources.

Documentation: Strategies for resource mobilization, internal and external audit reports, and evidence of financial transparency.

5. Internal Quality Assurance System (IQAS)

KMICS maintains a rigorous internal quality assurance system, overseen by the Internal Quality Assurance Cell (IQAC). The institution continuously reviews and improves its academic and administrative processes, ensuring academic excellence and institutional effectiveness.

Documentation: IQAC composition and functions, quality audit reports, NIRF participation, and evidence of collaborative quality initiatives.

Conclusion

KMICS prioritizes governance, leadership, and management for success. With strategic planning and quality assurance, it maintains educational excellence, staff welfare, and academic advancement.

Institutional Values and Best Practices

Criterion VII: Institutional Values and Best Practices at KMICS

Introduction

KMICS is dedicated to promoting gender equity, environmental sustainability, and holistic development through various initiatives and best practices, ensuring academic excellence and a distinctive educational experience.

7.1 Institutional Values and Social Responsibilities

KMICS promotes gender equity and environmental sustainability through various initiatives. The institution conducts gender audits, implements sensitization programs, and integrates gender equity into curricular and extracurricular activities. Environmentally friendly practices, such as energy conservation, waste management, and green campus policies, are actively adopted. Additionally, KMICS provides facilities for differently-abled individuals and emphasizes professional ethics and human values.

Gender Equity Initiatives:

- Annual gender sensitization action plans
- Inclusion of gender equity in academic and co-curricular activities
- Facilities for women on campus

Environmental Sustainability Efforts:

- Alternate energy sources and conservation measures
- Waste management (solid, liquid, and e-waste)
- Water conservation and green campus initiatives

7.2 Best Practices

KMICS identifies and adopts internal best practices to enhance its functioning. These practices evolve

organically to address specific challenges in teaching, administration, or organizational aspects.

Best Practice 1: PARAMPARA - Preserving Heritage, Empowering Minds

- **Objectives:** Promote cultural heritage awareness and interdisciplinary learning.
- **Activities:** Cultural events, workshops, field trips, and innovative teaching methods.
- **Evidence of Success:** Increased student participation and recognition from cultural organizations.
- **Challenges:** Pandemic disruptions and reengaging students post-pandemic.

Best Practice 2: PARIRAKSHA - Nurturing Student Well-being

- **Objectives:** Provide mentorship and counseling, raise mental health awareness, and involve parents.
- **Activities:** Orientation programs, stress management workshops, peer mentoring, counseling services, and parental engagement events.
- **Evidence of Success:** Improved academic performance, increased engagement, and better parental participation.
- **Challenges:** Scheduling conflicts, participation reluctance, and communication barriers.

7.3 Institutional Distinctiveness

KMICS stands out for its holistic development approach and entrepreneurial focus. Established in 1995, it emphasizes academic excellence alongside extracurricular activities. The institution nurtures entrepreneurial skills through real-world projects, internships, and mentorship programs.

Conclusion

KMICS fosters gender equity, environmental sustainability, and holistic development. It implements best practices like PARAMPARA for cultural heritage and PARIRAKSHA for student well-being, emphasizing academic excellence and entrepreneurship.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	KESHAV MEMORIAL INSTITUTE OF COMMERCE AND SCIENCES
Address	H NO 3-5-1026 , NARAYANAGUDA , HYDERABAD.
City	HYDERABAD
State	Telangana
Pin	500029
Website	www.kmics.ac.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal(in-charge)	V Santhi	040-23224651	9949495712	-	iqackmics@gmail.com
IQAC / CIQA coordinator	B ANUPREE THI	040-23227009	9573679443	-	anupreethikmics@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Telangana	Osmania University	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	07-03-2022	View Document
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	H NO 3-5-1026 , NARAYANAGUDA , HYDERABAD.	Urban	4.5	10234

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom,Commerce,General	36	Intermediate	English	60	60
UG	BCom,Commerce,Computer Applications	36	Intermediate	English	180	180
UG	BCom,Commerce,Honours	36	Intermediate	English	180	180
UG	BCom,Commerce,Business Analytics	36	Intermediate	English	60	60
UG	BSc,Physical Sciences,Mathematics Physics Computer Sciences	36	Intermediate	English	80	79
UG	BSc,Physical Sciences,Mathematics Physics Chemistry	36	Intermediate	English	1	0
UG	BBA,Management,Bachelor of Business Administration	36	Intermediate	English	60	60
UG	BSc,Biotechnology,Biotechnology Microbiology Chemistry	36	Intermediate	English	60	60
UG	BSc,Statistics,Mathematics Statistics	36	Intermediate	English	161	161

	Computer Science					
PG	MCom, Commerce, Finance	24	UG Degree	English	48	7
PG	MSc, Chemistry, Organic Chemistry	24	UG Degree	English	36	31
PG	MSc, Chemistry, Analytical Chemistry	24	UG Degree	English	36	22
PG	MSc, Statistics, Statistics	24	UG Degree	English	48	20
PG	MSc, Statistics, Applied Statistics	24	UG Degree	English	48	21

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				88			
Recruited	0	0	0	0	0	0	0	0	22	66	0	88
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				10
Recruited	5	5	0	10
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				6
Recruited	2	4	0	6
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	5	2	0	7
M.Phil.	0	0	0	0	0	0	2	5	0	7
PG	0	0	0	0	0	0	22	66	0	88
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	5		4		9

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	433	0	0	0	433
	Female	407	0	0	0	407
	Others	0	0	0	0	0
PG	Male	32	0	0	0	32
	Female	69	0	0	0	69
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	53	63	63	44
	Female	59	59	65	59
	Others	0	0	0	0
ST	Male	19	27	22	24
	Female	9	12	8	8
	Others	0	0	0	0
OBC	Male	124	133	123	130
	Female	145	132	173	102
	Others	0	0	0	0
General	Male	232	258	241	188
	Female	230	182	213	173
	Others	0	0	0	0
Others	Male	11	12	21	13
	Female	11	15	14	13
	Others	0	0	0	0
Total		893	893	943	754

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	<p>a) KMICS envisions itself as a center for holistic education that transcends traditional disciplinary boundaries. The institution is committed to fostering an environment where students explore diverse fields of knowledge and develop a comprehensive understanding of various subjects. By integrating multidisciplinary approaches into its curriculum and academic activities, KMICS aims to nurture well-rounded individuals capable of addressing complex challenges from multiple perspectives. b) In the current programs offered by KMICS, the integration of humanities and science with STEM may not be explicitly addressed in every course. However, elements of interdisciplinary learning can still be</p>
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present through various means: 1. Elective Courses: Students may have the option to choose elective courses from a range of subjects, allowing them to explore areas beyond their core discipline. These electives could include humanities courses providing students with a broader perspective and enhancing their critical thinking skills. 2. Cross-Disciplinary Projects: Collaborative projects or research initiatives involving students from different disciplines may naturally integrate aspects of humanities and science with STEM. For instance, a project in applied statistics might involve analyzing data related to social or environmental issues, requiring students to consider ethical implications and societal context. 3. Interdisciplinary Seminars or Workshops: KMICS may organize seminars, workshops, or guest lectures that explore interdisciplinary topics or highlight the intersection of humanities and STEM fields. These events can expose students to diverse perspectives and encourage them to think critically about the connections between different areas of knowledge. While the current programs may not explicitly outline combinations of humanities and science with STEM, opportunities for interdisciplinary learning and integration likely exist within the curriculum through elective choices, collaborative projects, and extracurricular activities. c) While KMICS adheres to the curriculum mandated by Osmania University, it supplements its offerings with elective courses and projects emphasizing community engagement, environmental education, and value-based learning. These components are designed to provide students with diverse perspectives and practical experiences, enriching their education beyond the core requirements. d) As KMICS is affiliated with Osmania University, consequently, the institution does not currently have an independent plan for implementing a multidisciplinary flexible curriculum with multiple entry and exit points. However, KMICS remains committed to providing a rigorous academic experience within the confines of the existing curriculum, ensuring students receive comprehensive training in pharmaceutical sciences while emphasizing the importance of interdisciplinary learning. e) KMICS is strategizing to enhance multidisciplinary research endeavors by fostering collaborations with academia, research institutions, and industry partners. It aims to establish

	<p>dedicated research centers or forge partnerships to facilitate interdisciplinary studies across pharmaceutical sciences and healthcare domains. f) Through initiatives such as organizing interdisciplinary seminars, workshops, and conferences, encouraging faculty members to incorporate interdisciplinary perspectives into their teaching and research activities, providing students with opportunities to participate in interdisciplinary projects, internships, and community engagement activities, and establishing interdisciplinary research centers or institutes, KMICS promotes multidisciplinary and interdisciplinary approaches in its educational and research endeavors.</p>
<p>2. Academic bank of credits (ABC):</p>	<p>a) KMICS has yet to enroll in the Academic Bank of Credits (ABC) framework but is wholeheartedly adopting credit-based education. Its goal is to set up systems for managing credits efficiently. The institution is actively exploring diverse methods to achieve this, preparing the foundation for potential integration into the ABC system in the future. b) As an affiliated institution of Osmania University, KMICS adheres to the university's guidelines and regulations regarding academic frameworks and policies. Thus, the institution's enrollment in the ABC framework would depend on decisions and initiatives undertaken by Osmania University. Nevertheless, KMICS is committed to supporting any endeavors by Osmania University to implement the ABC framework and would actively engage in the process when required. c) Despite not being formally registered under the ABC framework, KMICS acknowledges the significance of fostering seamless collaboration, internationalization of education, and facilitating credit transfer. The institution aims to establish partnerships with esteemed international institutions to offer joint degree programs, exchange opportunities, and research collaborations. These partnerships enrich the global exposure of KMICS students and facilitate credit transfer between institutions, enabling learners to utilize credits earned abroad towards their degrees at KMICS and vice versa. d) Faculty members at KMICS are encouraged to design curricular and pedagogical approaches that align with the institution's objectives and academic standards. While adhering to the curriculum provided by Osmania University, faculty members have the</p>

	<p>autonomy to incorporate innovative teaching methods, select relevant textbooks and reading materials, and design assessments that foster active learning and critical thinking among students. KMICS conducts faculty development programs to enhance the pedagogical skills of faculty members and empower them to deliver high-quality education effectively. e) Despite not being enrolled in the ABC framework, KMICS prioritizes experiential learning and competency-based education as integral components of its educational philosophy. The institution integrates practical training, internships, industry projects, and community engagement initiatives into its curriculum to cultivate students' real-world skills and competencies. By aligning learning outcomes with industry requirements and societal needs, KMICS ensures that students graduate equipped with both academic knowledge and practical skills, thereby enhancing their employability and contributing to societal development. Moreover, KMICS regularly reviews and supports updates to its curriculum to reflect emerging trends, technological advancements, and industry demands, ensuring the continued relevance and currency of its programs.</p>
3. Skill development:	<p>a) While Keshav Memorial Institute of Commerce and Sciences (KMICS) does not currently offer vocational courses, it prioritizes the alignment of its curriculum with the National Skills Qualifications Framework (NSQF). This alignment is achieved through the integration of skill development modules and practical training opportunities within existing academic programs. b) KMICS, in accordance with the curriculum provided by Osmania University, does not have specific programs combining humanities, science, and STEM subjects. However, students are encouraged to pursue interdisciplinary learning through elective courses and research projects, fostering a holistic understanding of their field. c) KMICS follows Osmania University's curriculum guidelines to ensure comprehensive education and values-based learning. While the institution does not have its own flexible or innovative curriculum, it adheres to the university's standards to provide a robust academic experience. d) Following Osmania University's guidelines, KMICS does not offer a multidisciplinary flexible curriculum with multiple entry and exit options. Instead, the institution follows</p>

	<p>a structured academic program where students progress through their undergraduate education as per the prescribed syllabus and academic calendar. e) KMICS aims to facilitate multidisciplinary research endeavors by fostering collaboration among faculty and students across various disciplines. While the institution may not have specific plans for multidisciplinary research, it promotes an environment conducive to interdisciplinary collaboration, encouraging faculty to explore research opportunities that address society's pressing issues and challenges. Despite not having specific practices to promote multidisciplinary or interdisciplinary approaches in view of NEP 2020, KMICS encourages students to engage in extracurricular activities, seminars, and workshops that foster interdisciplinary thinking and holistic development. Additionally, the institution supports faculty members in pursuing interdisciplinary research and fosters collaboration with other institutions and industry partners to address complex societal issues.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>a) Keshav Memorial Institute of Commerce and Sciences (KMICS), following the curriculum guidelines set by Osmania University, primarily emphasizes pharmaceutical education without specific provisions for integrating Indian knowledge systems or teaching in Indian languages. Nonetheless, the institution actively seeks opportunities to infuse elements of Indian culture and traditional wisdom into relevant courses. This integration is facilitated through avenues such as guest lectures, seminars, and elective modules, enriching students' educational experiences. b) Given that KMICS conducts its classes primarily in English, there are currently no plans to provide faculty training for bilingual delivery in English and vernacular languages. However, faculty members have the flexibility to incorporate vernacular languages into their teaching methodologies based on student needs, fostering inclusivity and catering to diverse linguistic backgrounds. c) Degree courses in various disciplines at KMICS are predominantly taught in English in alignment with Osmania University's curriculum standards. Presently, there are no specific degree programs offered in Indian languages or conducted bilingually at the institution. d) Efforts to preserve and promote Indian languages,</p>

	<p>ancient traditional knowledge, arts, and culture are exploratory. Nevertheless, the institution promotes awareness of Indian languages and culture through various extracurricular activities, cultural events, and collaborations with cultural organizations, enriching the overall educational environment. e) Although KMICS may not have specific practices outlined in the National Education Policy (NEP) 2020 concerning the integration of Indian knowledge systems, the institution actively explores opportunities to incorporate elements of Indian culture and traditional wisdom into its curriculum. This integration is facilitated through interdisciplinary approaches and collaborations with cultural institutions. Additionally, KMICS utilizes online platforms to disseminate information about Indian knowledge systems and culture, fostering a deeper understanding among students and the wider community.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>i. At KMICS, we recognize the significance of Outcome-Based Education (OBE) in preparing students for successful careers in different fields. While we primarily adhere to Osmania University's curriculum, we are dedicated to aligning our teaching and learning practices with OBE principles. Some of our institutional initiatives towards OBE include:</p> <ul style="list-style-type: none"> • Alignment of Learning Outcomes: We ensure that the learning outcomes of our courses are clearly defined and aligned with industry requirements and professional standards. Our faculty collaboratively identifies key competencies and skills that students should possess upon completion of their programs. • Curriculum Mapping: We conduct regular reviews of our curriculum to ensure that it effectively addresses the desired learning outcomes. This involves mapping course content, teaching methods, and assessment strategies to specific learning outcomes to promote coherence and alignment. • Integration of Assessment Methods: We employ a variety of assessment methods, including written exams, practical assessments, projects, and presentations, to measure student attainment of learning outcomes. Our assessments are designed to be authentic and reflective of real-world scenarios, allowing students to demonstrate their knowledge and skills effectively. • Student-Centered Approaches: We promote student-centered teaching and learning approaches, such as

active learning, problem-based learning, and group projects, to enhance student engagement and achievement of learning outcomes. Our faculty facilitates interactive sessions and provides opportunities for students to apply theoretical knowledge to practical situations. ii. At KMICS, we emphasize the importance of continuous improvement in teaching and learning practices to align with OBE principles. Our faculty members are encouraged to undergo professional development programs to enhance their understanding of OBE and its implementation strategies. They are encouraged to design instructional activities and assessments that focus on measuring student performance against specific learning outcomes. Furthermore, we foster a culture of feedback and reflection, where faculty members regularly review student progress and course effectiveness to identify areas for improvement. Feedback mechanisms, such as course evaluations and peer reviews, are utilized to gather insights into the extent to which learning outcomes are being achieved and to inform instructional decision-making. iii. While KMICS may not have specific OBE initiatives in place, we leverage certain practices to align with the principles outlined in the National Education Policy (NEP) 2020. These include:

- **Emphasis on Competency Development:** We focus on equipping students with the competencies and skills required for successful careers in varied fields. By aligning our curriculum with industry needs and professional standards, we ensure that graduates are well-prepared to meet the demands of the workforce.
- **Continuous Quality Improvement:** We are committed to continuous improvement in teaching and learning practices, curriculum design, and assessment strategies. This commitment aligns with the NEP 2020's emphasis on fostering a culture of excellence and innovation in higher education institutions.
- **Student-Centered Learning:** We adopt student-centered teaching approaches that prioritize active engagement, critical thinking, and problem-solving skills. These practices support the NEP 2020's vision of promoting holistic development and lifelong learning among students.

At KMICS, we demonstrate a commitment to aligning our teaching and learning practices with the principles of outcome-based education, ensuring that our students are well-prepared for success in the

<p>6. Distance education/online education:</p>	<p>pharmaceutical field.</p> <p>a) At KMICS, we recognize the potential benefits of Open and Distance Learning (ODL) mode, especially for individuals facing constraints such as location, work commitments, or personal responsibilities. Although we currently do not offer vocational courses through ODL mode, we are actively exploring opportunities to introduce such courses in collaboration with Osmania University or other recognized institutions. By embracing ODL, we aim to extend our reach to a wider audience and provide avenues for skill development in different domains.</p> <p>b) KMICS utilizes a variety of technological tools to enhance the educational experience of our students. These tools encompass Learning Management Systems (LMS), video conferencing platforms, online discussion forums, multimedia presentations, and virtual laboratories. Efforts have been made to seamlessly integrate these tools into our curriculum, fostering blended learning that combines traditional face-to-face instruction with online components. For instance, we leverage LMS platforms to disseminate lecture materials, assignments, quizzes, and other learning resources to students. Additionally, video conferencing platforms facilitate live interactive sessions and guest lectures by industry experts, while online discussion forums encourage academic discourse and collaboration. Multimedia presentations and virtual laboratories provide students with visual aids and hands-on experiences, enhancing their understanding and retention of course concepts. Overall, our institutional efforts towards blended learning aim to create a flexible and engaging environment that caters to diverse learning styles and preferences, promoting active learning and ensuring student success in the field of pharmacy.</p> <p>c) KMICS acknowledges the potential of Massive Open Online Courses (MOOCs) in enriching distance and online education, aligning with the objectives outlined in the National Education Policy (NEP) 2020. While we are not currently affiliated with specific MOOC platforms, we actively encourage our students to explore available online resources independently. Our faculty members integrate MOOC content into their teaching methodologies, complementing traditional coursework with relevant online materials. Despite the absence of formal</p>
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partnerships, we advocate for self-directed learning through MOOCs, fostering interdisciplinary knowledge acquisition and skill development among our students. This approach underscores our commitment to leveraging technology for educational enrichment, aligning with the principles outlined in NEP 2020.

Institutional Initiatives for Electoral Literacy

<p>1. Whether Electoral Literacy Club (ELC) has been set up in the College?</p>	<p>1. Establishment of Electoral Awareness Club: KMICS has proactively launched an Electoral Literacy Club (ELC) on its premises, aiming to enhance understanding and education on electoral procedures among students and the wider community.</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>2. Functional Representation: The institution has assigned student coordinators and faculty members as coordinators to ensure the efficient operation of the ELCs. These individuals play pivotal roles in orchestrating activities and maintaining the inclusive nature of the clubs, fostering diverse student involvement.</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>3. Innovative Programs and Initiatives: KMICS' ELCs have initiated various creative programs and projects to promote electoral literacy. These include conducting voter registration campaigns within the institution and neighboring communities, supporting district election administrations during elections, organizing voter education drives, and advocating for ethical voting practices. Special attention is given to encourage participation from marginalized groups, including persons with disabilities and senior citizens.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>4. Socially Impactful Projects: KMICS has launched numerous socially impactful projects and initiatives related to electoral matters. These involve conducting research, surveys, and awareness initiatives to deepen comprehension of democratic principles and encourage active engagement in electoral processes. Additionally, the institution produces content and publications highlighting its commitment to advancing democratic values and electoral</p>

<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>engagement.</p> <p>5. Voter Enrolment Endeavors: Through its ELCs, KMICS actively promotes voter enrolment among students aged 18 and above. They organize campaigns and awareness sessions to motivate eligible students to register as voters. Furthermore, the institution institutionalizes mechanisms to streamline the voter registration process, ensuring eligible students receive guidance and support to enroll. Ahead of elections, enrollment camps or online processes are facilitated to further simplify voter registration for eligible students.</p>
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Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
2530	2391	2202	1771	1499

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 123

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
75	65	72	68	59

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
634.52	547.40	432.93	337.05	263.13

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

Ensuring Effective Curriculum Planning and Delivery at KMICS

Introduction: Keshav Memorial Institute of Commerce and Sciences (KMICS), affiliated with Osmania University, is dedicated to providing high-quality education through effective curriculum planning and delivery. This essay explores KMICS's well-structured processes, including academic calendar management, continuous internal assessment, and streamlined examination procedures, to ensure comprehensive learning experiences for its students.

Well-Planned Curriculum Process: KMICS meticulously plans and documents its curriculum delivery process to maintain academic excellence. Collaborative efforts among faculty members and academic administrators ensure transparency and accountability in curriculum delivery. Through a step-by-step planning process outlined in a flow chart, KMICS delivers a curriculum aligned with academic standards and tailored to meet the evolving needs of students.

Continuous Internal Assessment: As an integral part of the curriculum delivery process, KMICS conducts continuous internal assessment. A systematic approach to internal assessment, depicted in another flow chart, includes the design of assessment tasks, evaluation criteria, and feedback mechanisms. Regular assessments enable KMICS to monitor student learning progress, identify areas for improvement, and provide timely feedback to enhance learning outcomes.

Adherence to Academic Calendars: KMICS strictly adheres to academic calendars issued by Osmania University, ensuring alignment with the university's schedule. These calendars serve as a framework for planning various academic activities, including class schedules, examination dates, and holidays. Additionally, KMICS develops institutional academic calendars tailored to its specific requirements, enriching the learning experience with additional activities and events.

Workload Allocation and Teaching Plans: Workload allocation and teaching plans play vital roles in curriculum planning and delivery at KMICS. Workload allocation documents ensure equitable distribution of teaching responsibilities among faculty members, optimizing resource utilization. Similarly, teaching plans outline course content, methodologies, and assessment strategies, ensuring clarity and consistency in instructional delivery.

Structured Timetables and Exam Schedules: KMICS designs structured timetables and exam schedules to streamline the curriculum delivery process. Institutional timetables organize classes efficiently, while mid-exam timetables provide schedules for mid-term examinations, allowing effective

preparation and management of academic commitments by students and faculty.

Examination Management: The Examination Cell at KMICS meticulously handles all examination-related communications from the University, ensuring timely dissemination to stakeholders. It prepares comprehensive circulars for students, detailing exam fee collection deadlines, payment modalities, and any associated fines. Mid-term tests, tailored to student attendance, facilitate effective revision. External exam processes are streamlined through an online application system, with KMICS managing fee collection and issuing hall tickets. Semester-end examinations are conducted punctually, and students failing exams have the opportunity for reevaluation, with supplementary fees applicable if results remain unchanged. Successful candidates receive consolidated memos during convocation ceremonies, symbolizing their academic achievements.

Conclusion: KMICS maintains a robust framework for curriculum planning, delivery, and continuous improvement, ensuring high-quality education. Through structured processes like academic calendar management and internal assessment, KMICS fosters an environment for academic excellence and holistic development. Dedicated to educational excellence, KMICS continuously refines its curriculum delivery to meet stakeholders' evolving needs and uphold its premier reputation.

File Description	Document
Upload Additional information	View Document

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 37

File Description	Document
List of students and the attendance sheet for the above mentioned programs	View Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	View Document
Institutional data in the prescribed format	View Document
Evidence of course completion, like course completion certificate etc. Apart from the above:	View Document

Other Upload Files

1

[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 56.29

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1882	1575	0	1312	1081

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

Fostering Holistic Development: A Glimpse into KMICS's Curriculum Enrichment

Introduction: At KMICS, an esteemed higher education institution affiliated with Osmania University, our commitment extends beyond academic excellence. We recognize the imperative of holistic development in nurturing well-rounded individuals who are not only proficient in their chosen disciplines but also socially responsible and ethically conscious citizens. With this ethos at our core, we have curated a curriculum enriched with courses and activities that address cross-cutting issues pertinent to contemporary global challenges, including professional ethics, gender equality, environmental sustainability, and human values.

1. Professional Ethics Integration: In alignment with our ethos, KMICS integrates courses addressing professional ethics issues within our university curriculum. These courses aim to instill ethical values and principles essential for ethical decision-making in various professional contexts. Furthermore, we organize a range of activities focusing on professional ethics, documented meticulously with circulars, reports, and attendance records over the past five years, ensuring sustained engagement and learning.

2. Gender Sensitization Initiatives: Recognizing the importance of gender equality and inclusivity, KMICS embeds courses addressing gender issues in our curriculum. These initiatives aim to promote gender sensitization, foster inclusivity, and combat gender-based discrimination. Complementing these courses, we organize diverse activities focused on gender issues, meticulously documented with records of circulars, reports, and student participation over the past five years.

3. Cultivating Human Values: Our commitment to cultivating human values reflects in the integration of courses addressing human values issues in our curriculum. These courses aim to nurture empathy, compassion, and integrity among students, fostering a culture of respect and understanding. In tandem, our activities centered on human values are documented with circulars, reports, and attendance records, demonstrating our continuous efforts in this domain.

4. Environmental Sustainability Focus: With a deep-rooted commitment to environmental sustainability, KMICS integrates courses addressing environmental and sustainability issues in our curriculum. These courses aim to cultivate environmental stewardship, ecological awareness, and sustainable practices among students. Concurrently, our activities pertaining to environment and sustainability are meticulously documented, reflecting our dedication to fostering environmental consciousness.

Integration Across Programs: This integration is evident across diverse undergraduate programs, including B.Com, BBA, and B.Sc, where courses such as Universal Human Values, Environmental Science, and Professional Skills are consistently incorporated, as outlined in the table provided. Courses addressing these cross-cutting issues are marked with a checkmark across multiple programs, indicating their consistent inclusion in the curriculum. Additionally, specialized courses such as Organization Behavior and Basic Quality Management are integrated into specific programs, aligning with professional domains. This holistic approach underscores our commitment to nurturing graduates equipped with both subject-specific expertise and a broader understanding of ethical, environmental, and societal issues.

Conclusion: At KMICS, we integrate professional ethics, gender sensitization, human values, and environmental sustainability into our curriculum. Through diverse activities, we nurture students' holistic growth, aiming to shape conscientious leaders capable of addressing 21st-century challenges.

File Description	Document
Upload Additional information	View Document

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 35.57

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 900

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System**1.4.1**

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	View Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	View Document
Action taken report on the feedback analysis	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 91.27

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
893	893	943	754	690

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1016	1006	1006	826	718

File Description

Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 84.27

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2022-23	2021-22	2020-21	2019-20	2018-19
431	453	489	393	345

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
559	553	553	449	391

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	View Document
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	View Document

2.2 Student Teacher Ratio

2.2.1

**Student – Full time Teacher Ratio
(Data for the latest completed academic year)**

Response: 33.73

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 and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

Fostering Dynamic Learning Environments at Keshav Memorial Institute of Commerce and Sciences

Introduction:

At Keshav Memorial Institute of Commerce and Sciences (KMICS), the focus on student-centric methodologies has transformed the learning landscape, providing dynamic experiences that go beyond traditional classroom settings. Through experiential learning, participative learning, problem-solving methodologies, and the strategic integration of ICT-enabled tools, KMICS is dedicated to enhancing the educational journey of its students.

Experiential Learning:

Experiential learning at KMICS is not confined to textbooks; it's a hands-on approach that immerses students in real-world scenarios. From field trips to industry visits, students actively engage with practical applications of their subjects. For example, the Commerce Department organizes educational tours to industries, allowing students to witness firsthand the processes they study in class. Reports from such activities capture the essence of experiential learning, showcasing the practical insights gained beyond theoretical knowledge.

Participative Learning:

Participative learning methodologies encourage active involvement and collaboration among students. At KMICS, this takes various forms, including interactive sessions, group discussions, seminars, and quizzes. For instance, the Statistics department leverages ICT classes and student seminars to foster deeper understanding and critical thinking. Through these activities, students not only grasp concepts but also develop essential communication and teamwork skills.

Problem-Solving Methodologies:

Problem-solving lies at the core of academic and professional success. KMICS emphasizes problem-solving methodologies across various disciplines, empowering students to tackle real-world challenges. In Mathematics, for instance, students engage in group discussions, seminars, and hands-on activities to apply mathematical concepts to practical situations. This approach instills confidence and analytical thinking skills vital for future endeavors.

Integration of ICT-Enabled Tools:

In today's digital age, the effective use of technology enhances the learning experience. KMICS integrates ICT-enabled tools seamlessly into its curriculum, enriching teaching and learning processes. From interactive LCD sessions to online resources, students have access to a plethora of learning aids. The commitment to utilizing technology is evident across departments, as seen in the extensive use of ICT classes and online platforms for assignments and assessments.

Conclusion:

Keshav Memorial Institute of Commerce and Sciences (KMICS) stands as a beacon of innovative education, prioritizing student-centric methodologies to nurture well-rounded individuals. Through

experiential learning, participative engagement, problem-solving initiatives, and ICT integration, KMICS fosters an environment where learning transcends boundaries. By embracing these progressive approaches, KMICS empowers students to thrive in an ever-evolving world, equipping them with the skills and knowledge to excel in their academic and professional pursuits.

File Description	Document
Upload Additional information	View Document

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 100

2.4.1.1 Number of sanctioned posts year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
75	65	72	68	59

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	View Document

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 18.58

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
14	15	14	11	9

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	View Document

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

Ensuring Transparent Assessment and Efficient Grievance Redressal: KMICS' Commitment to Academic Integrity

Introduction: Keshav Memorial Institute of Commerce and Sciences (KMICS) upholds a strong commitment to academic excellence and integrity. Central to this dedication is the establishment of a robust framework for internal and external assessments, ensuring transparency and fairness in evaluating students' academic performance. Additionally, KMICS maintains a responsive grievance redressal system, guaranteeing timely resolution of student concerns and fostering a supportive learning environment.

Transparency, Frequency, and Mode: The effectiveness of KMICS' assessment mechanism hinges on transparency, frequency, and variety. To maintain rigor and clarity in internal assessments, meticulous planning occurs before examinations. A comprehensive schedule is devised aligning with the University Almanac, detailing assessment components and objectives. Students receive timely communication via various channels, including WhatsApp messages and personal interactions, ensuring they are well-informed and prepared for evaluations.

Internal Examinations: Internal examinations at KMICS are conducted with fairness and transparency, following the schedule outlined by Osmania University. Faculty members, responsible for setting and evaluating papers, ensure adherence to Continuous Comprehensive Evaluation (CCE) patterns. Moreover, faculty actively engage with students to identify areas for improvement, offering guidance and support to enhance performance in subsequent assessments.

External Examinations: External examinations, governed by Osmania University, adhere to prescribed schedules and procedures. KMICS provides ample opportunities for students to address grievances related to external examinations, facilitating processes such as revaluation and recounting through the Examination Branch. The institution's examination committee remains dynamic, swiftly addressing

student concerns to ensure a seamless examination experience.

After the Examination: Following examinations, KMICS promptly records and submits marks to the Examination Branch, adhering to University guidelines. The implementation of the Choice Based Credit System (CBCS) underscores the institution's commitment to academic standards and transparency. Additionally, KMICS initiates individual discussions with students to review performance and implement remedial measures as necessary, ensuring continual improvement in academic standards.

University Level: At the University level, KMICS supports students in navigating processes such as recounting and revaluation for undergraduate courses. The institution collaborates closely with Osmania University to facilitate a transparent and efficient grievance redressal system, ensuring that student concerns are addressed promptly and effectively.

Conclusion: In conclusion, KMICS' dedication to transparent assessment mechanisms and efficient grievance redressal systems underscores its commitment to academic integrity and student welfare. By upholding high standards of fairness and accountability, KMICS creates a conducive learning environment where students can thrive and excel academically.

File Description	Document
Upload Additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

Disseminating Learning Outcomes at KMICS

Introduction:

Keshav Memorial Institute of Commerce and Sciences (KMICS), affiliated with Osmania University, is deeply committed to fostering student success and academic excellence. Central to this commitment is the effective dissemination of Course Outcomes (COs) and Programme Outcomes (POs) across all departments. KMICS employs various methods to ensure that COs and POs are accessible and comprehensible to both faculty and students, thus providing a clear roadmap for achieving learning objectives.

Dissemination Methods of COs and POs:

1. **Course Syllabi:** COs are integrated into course syllabi, ensuring that students are aware of the intended learning outcomes at the beginning of each course. Faculty members meticulously design syllabi to align with COs, creating a structured framework for student learning.
2. **Online Platforms:** KMICS maintains dedicated online platforms where students can access COs and POs. These platforms serve as digital repositories, allowing students to review learning outcomes at their convenience. Additionally, faculty members utilize online learning management systems to upload course materials, including COs, for easy access.
3. **Orientation Sessions:** At the onset of each academic year, KMICS conducts orientation sessions for both new and returning students. During these sessions, faculty members discuss COs and POs, clarifying academic expectations and highlighting the relevance of learning outcomes to students' educational and career goals.
4. **Departmental Meetings:** Departments organize regular meetings where faculty members discuss COs and POs collaboratively. These meetings facilitate dialogue among faculty members, ensuring alignment of learning objectives with departmental goals and objectives.
5. **Student Handbooks:** KMICS publishes student handbooks that contain comprehensive information about academic policies, procedures, and learning outcomes. COs and POs are prominently featured in these handbooks, serving as reference guides for students throughout their academic journey.
6. **Feedback Mechanisms:** KMICS solicits feedback from students regarding the effectiveness of COs and POs dissemination. Student feedback surveys and focus group discussions enable continuous improvement in the communication and understanding of learning outcomes.
7. **Display at Prominent Places:** Additionally, KMICS ensures that COs and POs are prominently displayed at key locations within the institution. These include notice boards, common areas, and the institution's website. By making COs and POs visible in such places, KMICS reinforces the importance of learning outcomes and encourages students and faculty to actively engage with them as part of their academic journey.

Conclusion:

Through a multi-faceted approach to dissemination, KMICS ensures that COs and POs are effectively communicated to students, faculty, and stakeholders. By integrating COs into course syllabi, leveraging online platforms, conducting orientation sessions, facilitating departmental meetings, publishing student handbooks, and soliciting feedback, KMICS empowers students to align their learning goals with institutional objectives. This commitment to transparency and accessibility underscores KMICS's dedication to fostering a culture of continuous improvement and academic excellence.

File Description	Document
Upload Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

The institution evaluates program outcomes by mapping course outcomes with respective program outcomes for each program.

Standard Operating Procedure for Undergraduate Programmes:

1. COs of each course are mapped with the POs of each program.
2. Weightage is assigned on a scale of 3 to 1 based on the strength of mapping - strong, medium, and low.
3. The mapping and correlation matrix are approved by the Head of the Department.
4. The mathematical average of the course-wise mapping (for all courses in a semester) for each PO is calculated.
5. The target CO attainment level is calculated for each course using the formula:
 - $CO = \text{Sum of PO attainment levels} / \text{Number of POs}$
6. The result of the end semester examination conducted and evaluated by the affiliating university is taken as the basis for calculating the CO attainment achieved.
7. Threshold value is assigned for each course result based on the difficulty level of the question paper by the concerned faculty with the approval of the HOD.
8. The number of students attaining the grade % above the threshold value are taken as the basis for assigning the weightage on a scale of 1 to 3, such that:
 - > 70 - Attainment level is 3
 - ≤ 70 but > 60 – Attainment level is 2
 - ≤ 60 but > 50 – Attainment level is 1
9. The target attainment level is compared with attainment achieved to measure the CO attainment.
10. Action taken report is prepared based on the above comparative statement.

Standard Operating Procedure for Postgraduate Programmes:

1. Steps from 1 to 5 in SOP for undergraduate programs are followed. Based on CO-PO mapping target attainment level is tabulated.
2. Attainment of CO is evaluated by considering student's marks, where the student marks consist of:
 - Internal Tests 15 marks
 - Assignments 05 marks
 - End Semester Exam 80 marks
3. Threshold value is assigned for each course based on the difficulty level by the concerned faculty with the approval of the HOD for Internal exams, Assignment, and for the End Semester exam.
4. The percentage of students above the threshold value is taken as the basis for assigning the attainment level on a scale of 1 to 3 such that:
 - $> 70\%$ Attainment level is 3
 - $\geq 70\%$ but $> 60\%$ Attainment level is 2
 - $\geq 60\%$ but $> 50\%$ Attainment level is 1
5. Average attainment in internal exams and assignments for each course is calculated.
6. Overall course attainment for each course is calculated using the formula: Overall attainment = 80% of End Semester exam + 20% of Internal Exams.
7. Target PO attainment for the program is calculated by taking the average of each PO for all courses in the program.

8. PO attainment for all courses is evaluated by taking:
- (average of each PO) X (CO attainment) / Highest attainment level.
9. Target PO attainment and PO attainment achieved are tabulated.
10. This details the evaluation of POs and COs.

File Description	Document
Upload Additional information	View Document

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 79.27

2.6.3.1 Number of final year students who passed the university examination year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
762	619	441	395	322

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
873	741	692	497	400

File Description	Document
Institutional data in the prescribed format	View Document
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	View Document
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	View Document

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response:

File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - 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 last five years (INR in Lakhs)

Response: 0

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

File Description

Document

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

KMICS: A Thriving Innovation Ecosystem

Introduction

Keshav Memorial Institute of Commerce and Sciences (KMICS) is dedicated to fostering an environment ripe for innovation and excellence in education, research, and community engagement. Through meticulously planned initiatives, KMICS aims to enhance the creation and transfer of knowledge, emphasizing intellectual property, entrepreneurship, and collaborative research.

Innovation Ecosystem

KMICS has laid the groundwork for a robust innovation ecosystem designed to support creative and technological advancements. Central to this ecosystem is the concept of an incubation center, envisioned to provide aspiring entrepreneurs and researchers with essential resources, mentorship, and networking

opportunities. Regular workshops and seminars on Intellectual Property Rights (IPR) and industry-academia innovative practices are planned to raise awareness and skill levels. The institution proudly anticipates recognizing and celebrating the achievements of its community members, including awards for innovation and the incubation of successful start-ups on-campus.

Institutional Innovation Policy

This policy provides a comprehensive framework to promote creativity, experimentation, and impactful solutions across all academic activities.

Purpose:

1. Stimulate innovation and entrepreneurship among faculty, students, and staff.
2. Encourage interdisciplinary collaboration and knowledge exchange.
3. Promote innovative research and educational practices.
4. Translate innovative ideas into societal benefits.
5. Manage and protect intellectual property effectively.

Key Principles:

1. **Encouragement of Creativity and Risk-taking:** Foster exploration of novel ideas.
2. **Interdisciplinary Collaboration:** Promote cross-disciplinary partnerships.
3. **Resource Support:** Provide infrastructure and funding for projects.
4. **Ethical and Responsible Innovation:** Maintain high ethical standards.
5. **Knowledge Sharing and Dissemination:** Facilitate open access to research.
6. **Education and Training:** Offer innovation-focused education and mentorship.
7. **Commercialization and Technology Transfer:** Support commercialization through technology transfer programs.

Implementation Strategies:

1. **Innovation Incubators and Centers:** Establish hubs for idea development.
2. **Seed Funding and Grants:** Provide initial funding for innovative projects.
3. **Innovation Competitions and Challenges:** Organize events for problem-solving.
4. **Industry Partnerships:** Develop strategic collaborations for research and commercialization.
5. **Curriculum Innovation:** Integrate innovative teaching methods.
6. **Intellectual Property Management:** Ensure effective IP management.

Monitoring and Evaluation:

KMICS regularly reviews policy effectiveness using feedback and innovation-related indicators.

Research & Innovation Centre Framework

KMICS envisions a Research & Innovation Centre designed to drive innovation, nurture talent, and catalyze transformative changes.

Purpose:

1. Serve as a hub for ideation and experimentation.
2. Support aspiring entrepreneurs with resources and mentorship.
3. Facilitate interdisciplinary collaboration and knowledge exchange.
4. Engage with industry and community for impactful solutions.

Key Components:

1. **Physical Space:** Flexible, state-of-the-art facilities for collaborative work.
2. **Programs and Services:** Incubation support, mentorship, workshops, and funding access.
3. **Technology Transfer and Commercialization:** Support for technology commercialization.
4. **Community Engagement:** Partner with local communities to co-design solutions.
5. **Education and Training:** Provide education on innovation and entrepreneurship.

Governance and Management:

1. **Steering Committee:** Provide strategic direction.
2. **Centre Director:** Manage day-to-day operations.
3. **Advisory Board:** Offer guidance and networking opportunities.
4. **Partnership Coordination:** Facilitate collaborations with stakeholders.

Monitoring and Evaluation:

Planned metrics monitor Centre's effectiveness and impact.

Conclusion

KMICS thus fosters an inclusive innovation ecosystem, empowering individuals for societal advancement.

File Description	Document
Upload Additional information	View Document

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 79

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
16	15	1	26	21

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 0.27

3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
8	18	6	0	1

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	View Document
Links to the papers published in journals listed in UGC CARE list or	View Document
Institutional data in the prescribed format	View Document

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.44

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in

national/ international conference proceedings year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
9	13	16	12	4

File Description	Document
List of chapter/book along with the links redirecting to the source website	View Document
Institutional data in the prescribed format	View Document

3.4 Extension Activities**3.4.1**

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

Impact of Extension Activities on Holistic Development: A Five-Year Overview

Introduction: Extension activities play a crucial role in sensitizing students to social issues, fostering community engagement, and promoting holistic development. This overview provides a comprehensive overview of the extension activities conducted by KMICS over the past five years and their outcomes in terms of community impact and student sensitization.

Extension Activities and Outcomes:

Academic Year	Extension Activities	Outcomes
2022-2023	Save Our Children on the Road	Raised awareness about road safety for children
	Blood Donation Camp	Contributed to saving lives through blood donations
	Sarvasambelan Program	Enhanced teamwork and leadership skills among students
	Dental Awareness Program	Improved dental hygiene awareness
	Eye Checkup Camp	Detected and addressed vision issues among students
	National Deworming Day	Contributed to improving the health of children

	Run for Unity	Promoted national unity and integration
	Anti-Drug Awareness Campaign	Raised awareness about the dangers of drug abuse
	Cybercrime Awareness Campaign	Educated students about online safety measures
	Save Water Campaign	Raised awareness about water conservation
	Awareness on Arogyasethu app	Promoted access to healthcare services through technology
2021-2022	NCC Volunteer Service at Covid Vaccination Center	Contributed to the COVID-19 vaccination drive
	NSS Special Camp at Sri Ramanuja Sahasrabdi Samaroham	Engaged in community service and cultural activities
	Statue of Equality	Raised awareness about social equality and inclusion
	Save Soil	Promoted environmental conservation
	Telangana Formation Day	Celebrated the state's formation day
	Covid 19 Awareness Programme	Educated communities about COVID-19 prevention and safety measures
	Anti-Drug Abuse Campaign	Raised awareness about the adverse effects of drug abuse
	Fire Protection Awareness	Educated students about fire safety measures
	Literacy Campaign	Promoted literacy among underprivileged communities
	Women's Education Campaign	Advocated for gender equality in education
	Pollution Awareness Campaign	Raised awareness about environmental pollution and its impact
2020-2021	NCC Volunteer Service at Covid Vaccination Center	Contributed to the COVID-19 vaccination drive
	Koti Vruksharchana	Promoted tree plantation and environmental conservation
	Swachh Bharat Activities	Contributed to cleanliness drives
	Plantation Program	Promoted environmental sustainability through tree planting

	Kargil Vijay Diwas	Commemorated India's victory in the Kargil War
	Say No to Drugs	Raised awareness about drug abuse prevention
	Cancer Awareness Program	Educated communities about cancer prevention and early detection
2019-2020	NCC Volunteer Service at Covid Vaccination Center	Contributed to the COVID-19 vaccination drive
	National Voters Day	Promoted voter awareness and participation
	Blood Donation Camp	Contributed to saving lives through blood donations
	Go Green Initiative	Promoted environmental conservation through tree planting
	Haritha Haram Program	Contributed to environmental sustainability
	Digital Management Awareness	Educated students about digital literacy and online safety
	HIV/AIDS Awareness Programme	Raised awareness about HIV/AIDS prevention and treatment
	Malaria Awareness Activity	Educated communities about malaria prevention and control
	TB Awareness Programme	Raised awareness about tuberculosis prevention and treatment

(Note: Due to space limitations, only representative activities are listed in the table.)

Conclusion: KMICS's extension activities over five years significantly impacted the community and student development, promoting health awareness and social responsibility. Continued engagement is crucial for nurturing socially conscious individuals.

File Description	Document
Upload Additional information	View Document

3.4.2

Awards and recognitions received for extension activities from government / government

recognised bodies**Response:****Celebrating Excellence: KMICS's Awards for Extension Activities**

Introduction: KMICS's extension activities embody its ethos of social responsibility, fostering community engagement and holistic student development. This overview explores the institution's impactful initiatives and the prestigious awards received for its unwavering commitment to societal welfare.

Extension Activities and Outcomes: KMICS's extension activities over the past five years have significantly impacted both the neighborhood community and student development. From promoting health awareness to fostering social responsibility, these initiatives have contributed to the holistic development of students while addressing pressing social issues in the community. Notable activities include blood donation camps, health awareness programs, environmental conservation initiatives, and campaigns against drug abuse and cybercrime. Each activity has yielded tangible outcomes, ranging from raising awareness about crucial issues to actively contributing to community welfare.

Awards and Recognitions: In recognition of its exemplary extension activities, KMICS has received prestigious awards and accolades from government and government-recognized bodies. Notable among these is the Certificate of Appreciation from Gandhi Hospital, which commends the institution for its outstanding contribution to society through voluntary blood donation camps. This recognition underscores KMICS's dedication to saving lives and serving the community, reinforcing its position as a beacon of excellence in social service.

Conclusion: KMICS's extension activities and the recognition received reflect its unwavering commitment to societal welfare and holistic student development. Through impactful initiatives and exemplary leadership, the institution continues to make a positive difference in the community while nurturing socially responsible individuals. Moving forward, KMICS remains dedicated to fostering excellence in extension activities and inspiring positive change in society.

File Description	Document
Upload Additional information	View Document

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 49

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
14	11	07	10	07

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View Document
Institutional data in the prescribed format	View Document
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	View Document

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 20

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	View Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

Fostering Holistic Development: Evaluating Facilities at Keshav Memorial Institute of Commerce and Sciences

Introduction: Keshav Memorial Institute of Commerce and Sciences (KMICS) prioritizes the provision of comprehensive facilities to support holistic education. This evaluation aims to assess the adequacy of facilities provided at KMICS, encompassing teaching and learning resources, sports amenities, and ICT-enabled infrastructure.

Teaching and Learning Facilities: KMICS boasts well-equipped classrooms, seminar halls, and laboratories across its UG and PG blocks. The distribution of facilities ensures a conducive environment for academic endeavors. With 33 classrooms in the UG block and 14 in the PG block, along with adequately equipped labs and seminar halls, KMICS facilitates effective teaching and learning experiences.

Sports Facilities: The institute provides extensive sports facilities, catering to a diverse range of interests both indoors and outdoors. From a well-equipped gymnasium to outdoor playgrounds for various sports including volleyball, cricket, and football, KMICS encourages physical activity and fosters a spirit of sportsmanship among its students. The inclusion of indoor games such as table tennis and chess further enhances recreational opportunities within the campus.

ICT-Enabled Facilities: Recognizing the importance of technology in education, KMICS offers digital classrooms in both UG and PG blocks. With 22 digital classrooms in the UG block and 8 in the PG block, the institute embraces innovative teaching methodologies and fosters interactive learning environments. This integration of ICT ensures students have access to modern educational tools and resources, enriching their academic experiences.

Library and Information Resources: The library at KMICS serves as a hub of knowledge resources, providing access to a diverse collection of books, periodicals, and online resources. With spacious reading areas and an extensive collection of over 8,000 books, the library supports research and enhances the learning experience of students and faculty alike. Additionally, the inclusion of e-library facilities further expands access to digital resources and promotes self-directed learning.

Conclusion: Keshav Memorial Institute of Commerce and Sciences exemplifies a commitment to holistic education through its comprehensive facilities and resources. From well-equipped classrooms and laboratories to extensive sports amenities and ICT-enabled infrastructure, KMICS ensures a conducive environment for academic excellence and overall development. By fostering a culture of continuous improvement and innovation, the institute prepares students to excel in their chosen fields and contribute meaningfully to society.

File Description	Document
Upload Additional information	View Document

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 8.65

4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
69.01	40.73	38.18	17.32	26.38

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

Empowering Learning: KMICS's Digitally Enhanced Library

Introduction: As the academic landscape evolves with digital advancements, Keshav Memorial Institute of Commerce and Sciences (KMICS) recognizes the pivotal role of its library as a learning resource. With a rich collection of books, journals, and digital materials, coupled with technology-aided learning mechanisms, the library serves as a catalyst for students' acquisition of knowledge, skills, and information essential for their study programs. In response to the digital era, KMICS has embraced automation through an Integrated Library Management System (ILMS), ensuring adequate subscriptions to e-resources and journals, thus revolutionizing the library's functionality.

Digital Transformation with KOHA: Automating KMICS's Library: KMICS has implemented KOHA, a Linux-based ILMS software, to partially automate its library operations. This software, regularly upgraded under annual maintenance contracts, facilitates efficient management of the library's extensive collection of resources. With KOHA, students can access a dedicated terminal to search for books, check availability, and initiate borrowing processes. The software also offers comprehensive features, including circulation status, fine tracking, reading history, and contact details, enhancing user experience and administrative efficiency.

Expanding Horizons: Extensive E-Resource Subscriptions: KMICS has prioritized the acquisition of e-resources and journal subscriptions to meet the diverse needs of its academic community. Through strategic partnerships and subscriptions, students and faculty gain access to a vast repository of digital materials, including e-books, e-journals, and online databases. This digital library ecosystem ensures that users have access to up-to-date and relevant information, fostering a culture of continuous learning and scholarly inquiry. KMICS proudly maintains a five-year subscription/membership to prestigious platforms such as OPAC, DELNET, and NLIST, as evidenced by official documentation.

Efficiency and Accessibility: Optimizing Library Utilization: The digital transformation of KMICS's library has resulted in its optimal utilization by faculty and students. With remote access to e-resources and user-friendly interfaces, the library accommodates diverse learning preferences and schedules. The integration of barcoding systems enables seamless book issue and return processes, enhancing efficiency and user satisfaction. Additionally, KMICS maintains meticulous records and generates various reports using ILMS, facilitating compliance with regulatory requirements and supporting institutional decision-making processes. The audited income and expenditure statement, SOP for calculation of per day usage, and screenshots of the library accession register and gate register provide further evidence of effective library management and utilization. Links to the website for library information and OER repositories further enhance accessibility and promote continuous learning.

Conclusion: In conclusion, KMICS's digitally enhanced library exemplifies its commitment to providing a dynamic and accessible learning environment for its academic community. Through the integration of ILMS, extensive e-resource subscriptions, and user-friendly interfaces, the library empowers students

and faculty to engage in scholarly pursuits and lifelong learning. As KMICS continues to prioritize technological advancements and digital literacy initiatives, its library remains a cornerstone of academic excellence, supporting the institution's mission of holistic education and intellectual growth.

File Description	Document
Upload Additional information	View Document

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

Empowering Connectivity: KMICS's Upgraded IT Infrastructure

Introduction: As technology continues to evolve, Keshav Memorial Institute of Commerce and Sciences (KMICS) recognizes the significance of robust IT infrastructure in facilitating academic and administrative activities. With a commitment to ensuring access to cutting-edge technology, KMICS adopts policies and strategies for the deployment and maintenance of adequate ICT facilities and learning resources. Staff and students alike benefit from seamless access to technology and information retrieval, enabling them to stay abreast of current and relevant issues. This description explores how KMICS frequently updates its IT facilities and provides sufficient bandwidth for internet connection to support a thriving digital ecosystem.

Year-wise Upgrade of IT Facilities: KMICS demonstrates a proactive approach to IT infrastructure development by consistently upgrading its facilities. Yearly details of IT facility upgrades showcase the institution's commitment to staying technologically current and meeting the evolving needs of its academic community. Receipts and invoices of IT products and services provide tangible evidence of these upgrades, ensuring transparency and accountability in resource allocation.

Internet Bandwidth and Connectivity: KMICS prioritizes connectivity by ensuring sufficient bandwidth for internet access. Agreements with internet service providers are meticulously documented, guaranteeing reliable and high-speed internet connectivity for academic and administrative purposes. The

institution's investment in internet infrastructure reflects its commitment to facilitating seamless online learning, research, and communication.

Procurement of ICT Equipment: To support its upgraded IT infrastructure, KMICS procures state-of-the-art ICT equipment tailored to the needs of its academic and administrative functions. Geo-tagged photos of ICT equipment installations provide visual confirmation of their deployment across campus. Receipts and invoices for CCTV cameras, DVRs, camera switches, routers, and related accessories attest to the institution's investment in enhancing security and connectivity.

Conclusion: In conclusion, KMICS's commitment to updating its IT facilities and providing ample internet bandwidth underscores its dedication to fostering a digitally enabled learning environment. By staying abreast of technological advancements and investing in connectivity, the institution empowers its staff and students to leverage technology effectively for academic excellence and administrative efficiency. As KMICS continues to prioritize IT infrastructure development, it remains at the forefront of educational innovation, preparing its community for success in the digital age.

File Description	Document
Upload Additional information	View Document

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response: 10.2

4.3.2.1 Number of computers available for students usage during the latest completed academic year:

Response: 248

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	View Document
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 14.6**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
48.00	105.58	76.09	49.10	44.57

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 77.07

5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1967	1914	1733	1340	1056

File Description

Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

- 1. Soft skills*
- 2. Language and communication skills*
- 3. Life skills (Yoga, physical fitness, health and hygiene)*
- 4. ICT/computing skills*

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	View Document
Report with photographs on ICT/computing skills enhancement programs	View Document
Institutional data in the prescribed format	View Document

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 45.65

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
994	1408	656	656	1030

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	View Document
Proof related to Mechanisms for submission of online/offline students' grievances	View Document
Proof for Implementation of guidelines of statutory/regulatory bodies	View Document
Details of statutory/regulatory Committees (to be notified in institutional website also)	View Document
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	View Document

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 65.93

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
494	408	272	252	248

5.2.1.2 Number of outgoing students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
762	619	441	395	322

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	View Document
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	View Document
Institutional data in the prescribed format	View Document

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 1.73

5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)

2022-23	2021-22	2020-21	2019-20	2018-19
9	1	3	2	0

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	View Document
Institutional data in the prescribed format	View Document

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 last five years

Response: 22

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
10	11	0	0	1

File Description	Document
Upload supporting document	View Document
list and links to e-copies of award letters and certificates	View Document
Institutional data in the prescribed format	View Document

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 33

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
39	35	18	37	36

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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

Response:**Alumni Association: Fostering Engagement and Support**

Introduction: Alumni engagement is integral to the growth and development of educational institutions like KMICS. An active Alumni Association not only strengthens the bond between former students and the institution but also plays a pivotal role in providing support, guidance, and resources. This overview delves into the significant contributions of the Alumni Association at KMICS over the years, highlighting its impact on academic matters, student support, and resource mobilization.

Alumni Association Registration and Structure: The Alumni Association at KMICS, registered as per the Societies Act with registration number 146 of 2021, stands as a testament to the enduring connection between alumni, current students, and the college. Structured with an executive committee and detailed member lists, it serves as a reservoir of professional contacts, fostering mentorship and guidance.

Alumni Engagement Initiatives: Through regular communication via social media platforms and alumni-centric events, KMICS ensures active engagement with its alumni network. The association facilitates alumni mentorship, where former students share their expertise and experiences with current students. These interactions enrich the learning experience by bridging the gap between theory and practice, academia and industry.

Contribution to Academic Ecosystem: Alumni involvement extends beyond mentorship, encompassing academic support and industry collaboration. Through guest lectures, seminars, and workshops, alumni bring real-world insights to the classroom, enhancing students' understanding and career readiness. Alumni also contribute to curriculum enhancements and strategic planning, ensuring relevance and alignment with industry trends.

Support Services and Resource Mobilization: The Alumni Association serves as a vital link between the university and its graduates, facilitating alumni meets, networking opportunities, and career guidance sessions. Alumni contribute through various initiatives like alumni interaction weeks, challenge competitions, and entrepreneurship development programs. Additionally, they support campus placements, internships, and extracurricular activities, nurturing holistic development.

Conclusion: The Alumni Association at KMICS stands as a beacon of support, guidance, and collaboration, enriching the academic ecosystem and fostering lifelong connections. Through its initiatives, it not only enhances student learning experiences but also contributes significantly to the institution's growth and development. As KMICS continues to nurture its alumni relationships, it paves the way for future successes and achievements, embodying the spirit of lifelong learning and collaboration.

File Description	Document
Upload Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

Aligning Institutional Governance with Vision and Mission: A Strategic Overview for KMICS

Introduction

Effective institutional governance and leadership are crucial for achieving the vision and mission of Keshav Memorial Institute of Commerce and Sciences (KMICS). This strategic overview examines how KMICS aligns its governance practices with its overarching objectives, focusing on NEP implementation, sustained growth, decentralization, and active participation in institutional governance. Through these strategies, KMICS strives to create a conducive environment for student success, faculty engagement, and research innovation.

Institutional Vision and Leadership

KMICS's leadership plays a pivotal role in translating the institution's vision into reality. By fostering participative decision-making and setting core values, the institution cultivates an organizational culture geared towards holistic development and academic excellence. The management, principal, vice-principal, faculty, and non-teaching staff work collaboratively to enhance the institution's overall development, providing the necessary infrastructure, technology, and support for the curriculum and instructional processes.

Strategies for NEP Implementation

KMICS is committed to implementing the National Education Policy (NEP) 2020, which emphasizes multidisciplinary education, flexible curricula, skill development, and outcome-based learning. The future strategies include:

- **Multidisciplinary Approach:** Integrating humanities, science, and STEM subjects.
- **Academic Bank of Credits (ABC):** Facilitating multiple entries and exits for learners.
- **Skill Development:** Offering vocational education and soft skills training.
- **Integration of Indian Knowledge System:** Incorporating Indian languages and indigenous knowledge.
- **Outcome-Based Education:** Structuring curricula towards measurable learning outcomes.
- **Distance Education/Online Education:** Leveraging technology for accessible and flexible learning.

Delegation of Powers and Decentralization

KMICS empowers its departments and units through delegation of powers and decentralization. This approach enhances efficiency, promotes innovation, and fosters a sense of ownership among stakeholders. The institution implements decentralization and participative management in various activities, including academic, sports, and cultural programs. Heads of departments and staff are included in committees such as Purchase, At Home, and Finance Committees, ensuring smooth program conduction.

Participation in Institutional Governance

KMICS's leadership actively participates in institutional governance, ensuring transparency, accountability, and stakeholder engagement. This involvement strengthens decision-making processes and promotes inclusivity within the institution. The principal works closely with the vice-principal, heads of departments, coordinators, faculty members, and other stakeholders, handling administrative and academic responsibilities through various committees like Grievance Redressal, Women Empowerment, Placement, Anti-Ragging, Research, etc.

Organogram

KMICS's organogram reflects its decentralized structure, with clear lines of authority and accountability. This organizational framework facilitates effective communication, coordination, and decision-making across departments and units. Regular meetings are held to discuss departmental activities and communicate decisions, ensuring all stakeholders are informed and involved in the governance process.

Conclusion

The alignment of institutional governance with KMICS's vision and mission underscores its commitment to academic excellence and holistic development. Through strategic initiatives such as NEP implementation, decentralization, and active participation in governance, KMICS aims to create an environment conducive to student success, faculty engagement, and research innovation. By embracing progressive practices and fostering a culture of collaboration, KMICS continues to evolve as a dynamic hub of learning and growth.

File Description	Document
Upload Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:**Maximizing Efficiency: Institutional Perspective Plan Deployment at KMICS**

Introduction: Efficient deployment of the institutional perspective plan is essential for Keshav Memorial Institute of Commerce and Sciences (KMICS) to realize its strategic objectives and enhance operational effectiveness. This overview examines how KMICS effectively implements its perspective plan, ensuring the smooth functioning of institutional bodies through well-defined policies, administrative setups, appointment procedures, and service rules.

Strategy Development and Deployment: KMICS's leadership provides a clear vision and mission, guiding the institution's functions with principles of participation and transparency. By aligning academic and administrative aspects, KMICS formulates development objectives and implementation plans, ensuring quality provisions across the institution.

The Institutional Perspective Plan in Action: The institutional perspective plan is a roadmap for KMICS's development, encompassing short-term and long-term goals with specific action steps. Through proactive deployment strategies, KMICS ensures the plan's effectiveness in various aspects:

1. Strategy for Implementation of Perspective Plans:

- **Short-Term Plan (1-3 years):** Strengthening research infrastructure, fostering faculty engagement, and enhancing industry collaborations.
- **Long-Term Plan (3-5 years):** Establishing centers of excellence, strengthening global collaborations, and promoting entrepreneurship.

2. Institutional Bodies and Their Functions:

- **Managing Committee (Society):**
 - **President:** Ensures adherence to society's objectives and mission.
 - **Vice President:** Assists the President and assumes their duties when necessary.
 - **Secretary:** Manages administrative tasks and communication.
 - **Joint Secretary:** Supports the Secretary and takes on additional tasks.
 - **Treasurer:** Manages financial resources and reporting.
 - **Members:** Contribute to decision-making and represent various interests.
- **College Governing Body:**
 - **Chairman:** Leads meetings and provides direction.
 - **University Nominee:** Represents university interests.
 - **Management Representative:** Represents management perspectives.
 - **Industry Representative:** Brings industry insights.
 - **Academic Representatives:** Advocate for academic excellence.
 - **Member-Secretary (Principal):** Ensures compliance and communication.
- **Hierarchy:**
 - **President:** Oversees society operations.
 - **Secretary:** Manages administrative tasks.
 - **Director:** Provides strategic guidance.

- **Principal:** Leads academic and administrative aspects.

3. Policy Framework:

- KMICS's comprehensive suite of policies covers academic, administrative, and welfare aspects, ensuring efficiency and effectiveness in operations.

4. Organogram:

- KMICS's organogram illustrates its hierarchical structure, clarifying lines of authority, responsibility, and communication channels.

5. Roles and Responsibilities:

- Each position within KMICS has well-defined roles and responsibilities contributing to governance, academic excellence, and student welfare.
- **Principal:** Executive head responsible for academic and financial management, discipline, and governance.
- **Head of IQAC:** Oversees quality assurance, promotes a learner-centric environment, and prepares quality reports.
- **Heads of Departments:** Ensure departmental development, manage academic affairs, and support faculty and students.
- **Placement Cell Coordinator:** Facilitates placement activities, career guidance, and internship opportunities.
- **Examination Cell Coordinator:** Manages examination processes, records, and compliance with regulations.

6. Service Rules and Procedures:

- KMICS's service rules and procedures ensure fairness, transparency, and adherence to regulations in appointments, promotions, and administrative processes.

Conclusion: KMICS's strategic deployment of its institutional perspective plan showcases its dedication to excellence, transparency, and stakeholder engagement. By aligning strategies with its vision, it fosters an environment for academic growth, research innovation, and holistic development. Proactive initiatives and adherence to policies strengthen KMICS's position as a premier educational institution, shaping future leaders and contributing to societal welfare.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document

6.2.2

Institution implements e-governance in its operations

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	View Document
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	View Document
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	View Document

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

Fostering Excellence: Staff Welfare and Empowerment at Keshav Memorial Institute of Commerce and Sciences (KMICS)

Introduction: Keshav Memorial Institute of Commerce and Sciences (KMICS) stands as a beacon of commitment to the well-being and empowerment of its staff members. Recognizing the integral role staff welfare plays in fostering a positive work environment, KMICS has implemented comprehensive strategies to ensure the holistic development and satisfaction of both teaching and non-teaching personnel.

Embracing Staff Welfare Measures: KMICS's commitment to staff welfare is reflected in its multifaceted approach, which encompasses various dimensions of support and empowerment:

1. Healthcare Benefits:

- KMICS prioritizes the health of its staff members by providing comprehensive healthcare coverage, including access to medical facilities, health insurance, and regular health check-ups.
- Emphasis is placed on preventive healthcare initiatives, with awareness programs and wellness campaigns aimed at promoting healthy lifestyles and disease prevention among staff members.

2. Financial Assistance:

- The institution extends financial aid schemes to support staff during emergencies or unforeseen circumstances, including medical emergencies, education expenses for staff children, and loans or advances for personal needs.

3. Leave Policies:

- KMICS adheres to statutory leave policies mandated by Indian labor laws, offering provisions for annual leave, sick leave, maternity/paternity leave, and other types of leave as applicable.

4. Work Environment:

- KMICS prioritizes the creation of a safe and conducive work environment for all staff members, adhering to occupational health and safety regulations and addressing ergonomic concerns.
- The institution provides necessary facilities to promote comfort and productivity in the workplace, ensuring that staff members can perform their duties effectively and without compromise to their well-being.

5. Professional Development:

- KMICS actively supports the professional development of its staff members through various initiatives, including training programs, workshops, seminars, and conferences.

6. Recognition and Rewards:

- The institution recognizes and rewards staff members for their contributions and achievements through various mechanisms such as performance-based incentives, awards, and commendations.

Staff Performance Appraisal: KMICS's robust performance appraisal system ensures accountability and excellence among both teaching and non-teaching staff members:

1. Teaching Staff Appraisal:

- Faculty members undergo annual performance appraisals, incorporating feedback from students and stakeholders, and self-appraisal forms are provided for comprehensive self-assessment.

2. Non-teaching Staff Appraisal:

- Non-teaching staff members are appraised by their respective departmental heads and the principal based on their performance in assigned duties, considering factors such as punctuality, technical skills, communication, and work standards.

Conclusion: In conclusion, Keshav Memorial Institute of Commerce and Sciences (KMICS) exemplifies a steadfast commitment to the well-being, empowerment, and professional development of its staff members. Through the implementation of comprehensive welfare measures and robust performance appraisal systems, KMICS ensures the satisfaction and fulfillment of its staff, fostering a culture of excellence and continuous growth. As KMICS continues to uphold the highest standards of staff welfare, it reaffirms its position as a trailblazer in the realm of educational institutions dedicated to nurturing the personal and professional development of its staff members.

File Description	Document
Upload Additional information	View Document

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 53.1

6.3.2.1 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

2022-23	2021-22	2020-21	2019-20	2018-19
46	39	18	40	37

File Description	Document
Policy document on providing financial support to teachers	View Document
Institutional data in the prescribed format	View Document
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	View Document
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	View Document

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 46.44

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
35	35	35	35	36

6.3.3.2 Number of non-teaching staff year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
8	8	8	8	8

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	View Document
Institutional data in the prescribed format	View Document
Copy of the certificates of the program attended by teachers.	View Document
Annual reports highlighting the programmes undertaken by the teachers	View Document

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

Maximizing Resource Efficiency: KMICS

Introduction: Efficient financial management and resource allocation are crucial for the sustained growth and development of educational institutions. Keshav Memorial Institute of Commerce and Sciences (KMICS) acknowledges the importance of optimizing resource utilization to achieve its educational objectives. This article delves into the strategies implemented by KMICS to secure funding and ensure effective resource management, complemented by regular financial audits to uphold transparency and accountability.

1. Strategies for Fund Mobilization: KMICS has developed robust strategies for acquiring funds from various sources, including government entities and non-governmental organizations. These approaches encompass revenue generation through tuition fees, government grants, sponsorships, and voluntary contributions. Furthermore, the college engages in partnerships with industries to support research endeavors and educational activities.

2. Strategies for Efficient Resource Utilization: KMICS prioritizes the efficient allocation of resources across its operations. Investments are directed towards competitive faculty salaries, infrastructure enhancements, research promotion, faculty development, and extracurricular initiatives. By aligning resource allocation with institutional objectives, KMICS fosters an enriching learning environment and promotes holistic student development.

3. Internal Audit: Regular internal audits are conducted to evaluate financial practices and ensure compliance with established protocols. Internal audit reports provide valuable insights into resource utilization patterns, identify financial risks, and highlight areas for enhancement. KMICS's dedication to

internal audit processes enhances financial transparency and reinforces internal governance.

4. External Audit: KMICS undergoes external audits conducted by reputable auditing firms to validate the accuracy and reliability of its financial statements. External audit reports offer stakeholders assurance regarding the college's financial integrity and adherence to regulatory standards. By subjecting itself to external scrutiny, KMICS demonstrates its commitment to accountability and prudent financial management.

Conclusion: KMICS exemplifies proactive financial management and resource utilization practices. Through strategic initiatives, the college effectively secures funding and directs resources towards initiatives that advance its educational mission. Regular internal and external audits further bolster transparency and accountability, consolidating KMICS's reputation as a reputable educational institution dedicated to excellence.

In essence, KMICS's commitment to maximizing resource efficiency underscores its dedication to academic excellence and innovation. Through prudent financial management, the college continues to thrive, positively impacting its stakeholders and contributing to educational and research advancements in the community.

File Description	Document
Upload Additional information	View Document

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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

Elevating Academic Excellence: The Impact of IQAC at KMICS

Introduction: The Internal Quality Assurance Cell (IQAC) at Keshav Memorial Institute of Commerce and Sciences (KMICS) plays a pivotal role in fostering academic excellence and institutional advancement. By implementing robust quality assurance strategies and processes, IQAC contributes significantly to the continual enhancement of educational standards. This narrative explores the multifaceted functions and interventions of IQAC at KMICS.

IQAC Functions: At KMICS, IQAC assumes diverse functions aimed at ensuring quality assurance across academic and administrative domains.

- **Formulation of Quality Policies and Strategies:**
 - Spearheading the formulation of quality policies and strategies aligned with the institution's vision and mission.
 - Designing frameworks for enhancing quality, establishing benchmarks, and standards for academic and administrative procedures.
- **Coordination of Quality Assurance Activities:**
 - Orchestrating all quality assurance endeavors within the institution, ensuring methodical planning and execution.
 - Collaborating with academic and administrative units to streamline operations and uphold adherence to quality benchmarks.
- **Conduct of Internal and External Audits:**
 - Conducting internal audits encompassing academic and administrative realms to gauge compliance with quality criteria.
 - Facilitating external audits by accrediting bodies and regulatory entities, ensuring alignment with external quality standards.
- **Monitoring and Evaluation of Academic Programs:**
 - Monitoring the efficacy of academic programs through routine assessments and evaluations.
 - Evaluating learning outcomes, curriculum viability, and pedagogical methodologies to ensure congruence with educational goals.

IQAC Strategies: IQAC at KMICS employs a variety of strategies to uphold quality standards and promote excellence.

- **Periodic Review of Teaching-Learning Process:**
 - Conducting regular reviews of the teaching-learning process to ensure effectiveness and relevance.
 - Assessing instructional methodologies, curriculum delivery, and student engagement strategies to identify areas for improvement.
- **Evaluation of Structures and Methodologies of Operations:**
 - Evaluating institutional structures and operational methodologies to streamline processes and improve efficiency.
 - Identifying bottlenecks, redundancies, and areas of inefficiency to implement strategic changes.
- **Assessment of Learning Outcomes:**
 - Placing significant emphasis on assessing learning outcomes to gauge the effectiveness of academic programs.
 - Analyzing student performance data and soliciting feedback from stakeholders to ensure educational objectives are met.

The intervention of IQAC in TLP: IQAC's intervention in the teaching-learning process (TLP) at KMICS is instrumental in enriching the educational experience.

- **Curriculum Enhancement:**
 - Collaborating with academic departments to identify opportunities for curriculum enhancement.
 - Introducing Certificate or Value-Added Courses to supplement students' learning.
- **Student-Centric Approach:**

- Championing a student-centric approach through experiential learning and participative teaching.
- Fostering active engagement and critical thinking among students.
- **Pedagogical Innovation:**
 - Encouraging faculty members to explore innovative teaching methodologies.
 - Integrating practical exercises, case studies, and industry projects into the curriculum.

Steps Taken by IQAC for Incremental Improvement: IQAC at KMICS undertakes proactive steps for incremental improvement across various activities.

- **Continuous Assessment and Feedback:**
 - Facilitating regular assessment and feedback mechanisms to identify areas for improvement.
 - Analyzing assessment data and soliciting student feedback to implement targeted interventions.
- **Integration of ICT:**
 - Promoting ICT integration in teaching and learning activities to enhance content delivery.
 - Fostering engaging learning experiences for students through online resources and interactive tools.

Conclusion: In conclusion, IQAC at KMICS fosters quality excellence and institutional advancement, championing continuous improvement. Top of Form Top of Form

File Description	Document
Upload Additional information	View Document

6.5.2

Quality assurance initiatives of the institution include:

- 1. Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
- 2. Academic and Administrative Audit (AAA) and follow-up action taken**
- 3. Collaborative quality initiatives with other institution(s)**
- 4. Participation in NIRF and other recognized rankings**
- 5. Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	View Document
NIRF report, AAA report and details on follow up actions	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	View Document
Link to Minute of IQAC meetings, hosted on HEI website	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

Institution Initiates Gender Audit and Equity Measures

Introduction

Gender equity is a fundamental principle vital for fostering inclusive and supportive educational environments. Keshav Memorial Institute of Commerce and Sciences (KMICS) acknowledges this importance and has taken proactive steps by initiating a gender audit. This essay outlines the journey of initiating the gender audit process at KMICS, highlighting its significance in advancing gender equity and empowerment within the institution.

Gender Audit Initiation

KMICS initiates a gender audit, pivotal for fostering gender equity and inclusivity. Steps include building awareness, forming a Gender Audit Committee, conducting a needs assessment, and developing a comprehensive audit framework. Securing resources and engaging stakeholders ensure a collaborative approach. By collecting and analyzing data, KMICS aims to address gender disparities. This endeavor underscores its commitment to creating an environment where all community members thrive, fostering reflection and action toward a more equitable future.

KMICS has also embarked on efforts to assess the effectiveness of its initiatives in promoting gender equality and empowering women. These include assessments conducted to evaluate the impact of International Women's Day celebrations, emotional resilience programs, self-defense workshops, women's leadership amidst COVID-19, and self-defense certification courses. Each assessment had specific objectives and scopes tailored to assess the effectiveness and impact of gender-related initiatives within the institution.

Annual Gender Sensitization Action Plan Implementation

KMICS has implemented several gender sensitization programs annually, such as International Women's Day celebrations, emotional resilience workshops, self-defense workshops, and leadership seminars. These programs aim to raise awareness, empower individuals, and foster a culture of gender equality within the institution.

Gender Equity and Sensitization in Curricular Activities

Integration of gender perspectives into curricular activities is essential for promoting awareness, understanding, and respect for gender diversity among students. KMICS ensures gender equity and sensitization in curricular activities by incorporating examples, case studies, and discussions that challenge traditional gender roles and stereotypes. By empowering students to recognize and address gender-based inequalities, KMICS fosters a more equitable and just society.

Gender Equity and Sensitization in Co-Curricular Activities

Gender equity and sensitization in co-curricular activities are vital for fostering inclusivity and diversity. KMICS promotes equal participation and representation regardless of gender, challenging stereotypes and biases through discussions and activities. By creating an inclusive environment, KMICS fosters a culture of respect, understanding, and equality among students.

Facilities for Women on Campus

KMICS ensures the safety and security of all its students, with measures such as CCTV surveillance, fire extinguishers, and anti-ragging policies. Additionally, the institution provides separate common rooms for girls, equipped with sanitary napkin incinerators and facilities like gyms and yoga centers. Through these facilities, KMICS prioritizes the well-being and comfort of its female students, ensuring they have access to a supportive and conducive learning environment.

Conclusion

KMICS commits to gender equity through audits and sensitization programs, fostering an inclusive environment where all thrive. These efforts contribute to a just, sustainable future, prioritizing student well-being regardless of gender.

File Description	Document
Upload Additional information	View Document

7.1.2

The Institution has facilities and initiatives for

- 1. Alternate sources of energy and energy conservation measures**
- 2. Management of the various types of degradable and nondegradable waste**
- 3. Water conservation**
- 4. Green campus initiatives**
- 5. Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	View Document
Geo-tagged photographs/videos of the facilities.	View Document
Circulars and report of activities for the implementation of the initiatives document	View Document
Bills for the purchase of equipment's for the facilities created under this metric	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

- 1.Green audit / Environment audit**
- 2.Energy audit**
- 3.Clean and green campus initiatives**
- 4.Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	View Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document
Green audit/environmental audit report from recognized bodies	View Document
Certificates of the awards received from recognized agency (if any).	View Document

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

Nurturing Inclusivity and Civic Awareness: KMICS Initiatives

Introduction:

At Keshav Memorial Institute of Commerce and Sciences (KMICS), the ethos of fostering an inclusive environment and promoting civic awareness is deeply ingrained. Through a myriad of initiatives, KMICS endeavors to cultivate tolerance, harmony, and a sense of responsibility towards cultural, regional, linguistic, communal, and socioeconomic diversity among its student body and staff. Simultaneously, the institution is committed to sensitizing individuals to their constitutional obligations, instilling in them a profound understanding of values, rights, duties, and responsibilities as citizens of the nation.

Fostering Inclusivity:

Under the banner of fostering inclusivity, KMICS has implemented various programs and events aimed at celebrating diversity and nurturing a culture of acceptance and respect. Events such as the "Homage to Dr. Kalam" and the "Telugu Basha Dinotsavam" serve as platforms for honoring cultural icons and languages, fostering a sense of pride and belonging among students from different backgrounds. Similarly, initiatives like the "International Women's Day" celebrations underscore the importance of gender equality and empowerment, promoting inclusivity and diversity in the academic environment.

Furthermore, KMICS organizes cultural festivals like "Bathukamma Celebrations," where students partake in traditional rituals and festivities, fostering cross-cultural understanding and appreciation. By embracing and celebrating diverse cultural traditions, KMICS creates an environment where all individuals feel valued and respected, irrespective of their cultural or regional identity.

Sensitization to Constitutional Obligations:

In parallel, KMICS is deeply committed to sensitizing its students and employees to their constitutional obligations as responsible citizens. Events such as "Independence Day Celebrations" and "Constitution Day" serve as reminders of the fundamental values and principles enshrined in the Constitution of India. Through workshops, seminars, and discussions, participants gain insights into their rights, duties, and responsibilities as citizens, promoting civic engagement and democratic participation.

Additionally, KMICS actively encourages civic participation through initiatives like the "Voters Registration" drive and "Blood Donation Camps." These activities not only raise awareness about civic duties but also provide practical avenues for students and staff to contribute positively to society. By instilling a sense of civic responsibility and social consciousness, KMICS empowers individuals to become active agents of change in their communities.

Conclusion:

In conclusion, KMICS stands as a beacon of inclusivity and civic awareness, where diversity is celebrated, and constitutional values are upheld. Through a multifaceted approach encompassing cultural events, civic education, and community engagement, the institution nurtures a generation of socially responsible and culturally aware individuals. By embracing diversity and promoting civic consciousness, KMICS exemplifies its commitment to shaping responsible citizens and fostering a more inclusive

society.

File Description	Document
Upload Additional information	View Document

7.2 Best Practices

7.2.1

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

Response:

Best Practice 1

Title of the Practice

"PARAMPARA: Preserving Heritage, Empowering Minds: Fostering Rich Indian Heritage and Cultural Legacy in Education"

Objectives of the Practice

The objectives of "PARAMPARA: Preserving Heritage, Empowering Minds: Fostering Rich Indian Heritage and Cultural Legacy in Education" include:

- Promoting awareness and appreciation of cultural heritage among students.
- Encouraging interdisciplinary learning through history, art, literature, and other cultural expressions.
- Empowering students with knowledge of their cultural roots and integrating traditional Indian heritage into the curriculum.
- Providing platforms for students to engage with traditional art forms and inspire pride in Indian cultural heritage among the community.

The Context

Keshav Memorial Institute of Commerce and Sciences (KMICS) serves as a beacon of education and cultural preservation in our community. KMICS believes in education as the key to unlocking every individual's potential. The academic programs are meticulously designed to empower minds, cultivate critical thinking skills, and foster a lifelong love of learning. Through various initiatives, KMICS actively preserves the heritage and empowers the minds of students. Celebrations of cultural festivals, integration of cultural education into the curriculum, provision of quality education, and fostering a supportive learning environment are integral aspects of KMICS's ethos.

The Practice

PARAMPARA is implemented at KMICS to cultivate a rich learning environment. The goal is to equip students for success in a globalized world by fostering open-mindedness and critical thinking through cultural preservation. PARAMPARA instills pride in students' roots, enriches society by promoting harmony and preserving traditions, enhances collaboration, generates new ideas, fosters environmental stewardship, and empowers students academically, professionally, and personally. Community engagement and national pride are fostered through events like the National Youth Festival and honoring NCC and NSS contributions.

Activities:

Activities at KMICS aimed at preserving heritage and fostering cultural appreciation include:

- Regular cultural events showcasing diverse traditions through dances, music, art exhibitions, and culinary festivals.
- Workshops and seminars led by guest speakers, scholars, and experts, focusing on various aspects of cultural heritage.
- Field trips to heritage sites, museums, and cultural institutions for immersive learning experiences.
- Innovative teaching methods such as project-based learning and interactive lectures to engage students and promote critical thinking.

Evidence of Success

Evidence of success at KMICS includes:

- Increased student participation at cultural events demonstrates a growing appreciation for heritage.
- Recognition from local authorities and cultural organizations validates KMICS's commitment to preservation.
- Graduates securing employment locally and internationally highlight the institute's holistic education approach.

A Few Problems Encountered in Organizing the Activities

- Challenges due to the COVID-19 pandemic included disruptions to planned activities and educational events, leading to a loss of instructional time.
- Extended closures of the institution delayed physical classes and coordination of activities, reducing the number of working days.
- Students' hesitancy to participate post-pandemic made it challenging for faculty to reengage them in activities.

Best Practice 2

Title of the Practice

“PARIRAKSHA: Nurturing Student Well-being: Mentorship and Counseling with Parental Participation”

Objectives of the Practice

The objectives of the "PARIRAKSHA: Nurturing Student Well-being: Mentorship and Counseling with Parental Participation" program at Keshav Memorial Institute of Commerce and Sciences (KMICS) are:

- Provide personalized mentorship and counseling to address academic, personal, and social challenges.
- Raise awareness about mental health issues and offer support resources.
- Equip students with skills and confidence for overcoming obstacles and making informed decisions.
- Engage parents in their child's educational and personal development through participation and collaboration.

The Context

In the dynamic and fast-paced academic environment of KMICS, the well-being and success of students are paramount. Recognizing the importance of comprehensive support beyond academics, KMICS has introduced the practice of "PARIRAKSHA: Nurturing Student Well-being: Mentorship and Counseling with Parental Participation" on campus. This initiative reflects KMICS's commitment to prioritizing the holistic well-being of students and recognizing that their success extends beyond academic accomplishments

The Practice

KMICS initiated this practice in college because it cares about its students' well-being and success. It aims to ensure that the students have the support they need to overcome challenges, feel confident, and do well in their studies. By involving parents and offering counseling and mentorship, KMICS creates a supportive environment where students feel valued and encouraged to reach their goals. The institution believes this approach helps students thrive both academically and personally, making their college experience positive and fulfilling.

Activities

Activities for the program include orientation programs introducing new students to support services, workshops covering various topics like stress management and mental health awareness, peer mentoring programs for ongoing guidance, counseling services for addressing mental health concerns, parental engagement events to inform and involve parents in their child's education, awareness campaigns promoting mental health awareness and stress reduction techniques, and regular communication keeping students updated on events and support services.

Evidence of Success

- The college has observed significant improvements in academic performance, increased student engagement, and higher utilization of support services like counseling and mentorship.
- Students report feeling less stressed and better equipped to handle challenges, indicating effective mental health support.
- Additionally, there's been a noticeable increase in parental participation, leading to positive long-term outcomes such as higher graduation rates and improved overall well-being among students

A Few Problems Encountered in Organizing Activities

While organizing activities for the "PARIRAKSHA: Nurturing Student Well-being: Mentorship and Counseling with Parent Participation" program, the college faced a few challenges

- It's hard to find times that work for everyone with different class schedules and work commitments.
- Some students and parents might not want to participate, so we have to work hard to get everyone to join in.
- Sometimes it's hard to get information to everyone, especially if they speak different languages or don't have good access to technology.
- Not everyone might be excited about the program at first, so we have to help them understand why it's important and how it can help.

File Description	Document
Best practices as hosted on the Institutional website	View Document

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Unveiling KMICS' Institutional Distinctiveness: Fostering Holistic Development and Entrepreneurial Focus

Introduction: Located in the vibrant heart of Hyderabad, Keshav Memorial Institute of Commerce and Sciences (KMICS) distinguishes itself as an educational institution committed to holistic development and academic excellence. This essay examines KMICS' multifaceted approach to education, encompassing both holistic growth and a distinctive emphasis on fostering an entrepreneurial mindset among its students.

What Sets KMICS Apart? KMICS offers a compelling blend of academic rigor, holistic development, and state-of-the-art infrastructure. Situated centrally with easy access via city buses and metro rail, KMICS boasts a lush green campus conducive to learning. The institution's unwavering commitment to overall student development is evidenced by its experienced faculty, diverse skill development courses, excellent campus placements, and coaching for competitive exams. With a plethora of extracurricular activities including guest lectures, seminars, workshops, and clubs, KMICS ensures a well-rounded educational experience for its students.

Historical Legacy: Founded in 1995 as the flagship institution of the Keshav Memorial Educational Society, KMICS carries forward the rich legacy of its parent organization established in 1940. Named after Sri Justice Keshav Rao Koratkar, the institution is part of a larger network of educational establishments committed to serving the community and upholding Indian values of education and culture. KMICS continues this tradition by providing scholarships to underprivileged students, organizing medical camps, and facilitating placements in reputed companies.

Mission and Vision: Driven by a mission to empower students with knowledge and guidance, KMICS aims to cultivate a holistic learning environment that fosters social consciousness and global employability skills. Its vision encompasses molding students with a realistic approach towards life, promoting environmental sustainability, and nurturing responsible citizens committed to societal welfare.

Institutional Milestones: Over the years, KMICS has achieved remarkable milestones, including the graduation of over 20,000 students and maintaining a 27-year legacy of excellence. With a sprawling 33,000 sq. yd. campus and a stellar placement record boasting 100% placement assistance and a significant majority of student placements, KMICS has established itself as a premier educational institution in Hyderabad. The college magazine, 'Nivedika,' serves as a testament to the institution's vibrant student community and its commitment to fostering creativity and expression.

Academic Endeavors: KMICS offers a diverse range of undergraduate and postgraduate courses in commerce and sciences, preparing students for success in their chosen fields. The institution prioritizes inclusive growth and sustainable development, instilling a sense of responsibility and self-reliance in its students. Through various add-on courses, certification programs, and extensive sports and extracurricular activities, KMICS ensures that students receive a well-rounded education that prepares them for the challenges of the modern world.

Research Journals: A testament to its academic prowess, KMICS publishes esteemed research journals covering a wide array of disciplines. The KMICS Journal of Sciences, KMICS Journal of Commerce and Management, and KMICS Journal of Language Studies serve as platforms for original research articles, reviews, and perspectives. These journals, initiated by the institution's dedicated leadership, contribute significantly to the academic discourse and knowledge dissemination in their respective fields.

Cultivating Entrepreneurial Excellence: KMICS' Path to Holistic Development

Keshav Memorial Institute of Commerce and Sciences (KMICS) shines as a beacon of entrepreneurial development. The following account explores KMICS' distinctive focus on fostering an entrepreneurial mindset among its students, showcasing its unique initiatives, successes, and the transformative impact of its entrepreneurial endeavors on both individuals and the community.

- **Fostering an Entrepreneurial Ecosystem:** KMICS recognizes the transformative power of entrepreneurship in driving economic growth and fostering innovation. To this end, the institution has cultivated an entrepreneurial ecosystem that extends beyond conventional education, empowering students to emerge as leaders and innovators in the business world. Understanding the importance of experiential learning and industry collaboration, KMICS offers a plethora of hands-on opportunities, including internships, mentorship programs, and real-world projects. These experiences provide students with invaluable insights into the entrepreneurial process, equipping them with the skills and mindset needed to thrive in dynamic business environments.
- **Novel Approach:** KMICS distinguishes itself with its emphasis on experiential learning and industry partnerships. By forging robust collaborations with industry leaders, startups, and local businesses, KMICS provides students with access to invaluable resources, networks, and collaborative opportunities. Through these partnerships, students engage with real-world challenges, explore emerging trends, and develop the entrepreneurial acumen necessary for success. Moreover, KMICS hosts an on-campus incubation center, offering aspiring entrepreneurs the support, guidance, and resources needed to transform their ideas into viable ventures. The success stories of startups launched by KMICS students underscore the institution's commitment to nurturing innovation and fostering a culture of entrepreneurship.
- **Successes and Achievements:** KMICS' entrepreneurial focus has yielded remarkable successes and achievements. Several startups incubated at the institution have gained recognition in the market, receiving funding, awards, and accolades for their innovative solutions. From technological ventures to social enterprises, these startups exemplify the entrepreneurial spirit and

creativity fostered at KMICS, making tangible contributions to society and the economy. Furthermore, KMICS organizes entrepreneurship events, hackathons, and pitch competitions, providing students with platforms to showcase their ideas, collaborate with industry experts, and network with potential investors. These initiatives not only foster innovation but also inspire and empower students to pursue their entrepreneurial aspirations.

- **Ongoing Efforts:** While KMICS celebrates its achievements in entrepreneurial development, the institution remains committed to nurturing a culture of innovation and creativity. Integration of entrepreneurship across the curriculum, along with the launch of a dedicated startup accelerator program, exemplifies KMICS' ongoing efforts to support student entrepreneurship. Additionally, the institution continues to expand its network of industry partners and enhance access to funding and resources for aspiring entrepreneurs. By evolving and adapting its approach to entrepreneurial development, KMICS seeks to empower students to thrive in an ever-changing business landscape, driving positive change and innovation in society.

Conclusion: In conclusion, Keshav Memorial Institute of Commerce and Sciences is dedicated to holistic development, academic excellence, and entrepreneurial focus. With a rich legacy, modern infrastructure, and vibrant student community, KMICS nurtures leaders equipped to make a meaningful impact. Through innovation and entrepreneurship, KMICS shapes the future, one student at a time.

File Description	Document
Appropriate web in the Institutional website	View Document

5. CONCLUSION

Additional Information :

Keshav Memorial Institute of Commerce and Sciences (KMICS) is a renowned educational institution dedicated to providing quality education in commerce and sciences. Here are some additional details about KMICS:

1. **Establishment:** KMICS was established with the vision of promoting excellence in education and nurturing future leaders in commerce and sciences.
2. **Courses Offered:** The institute offers a wide range of undergraduate and postgraduate programs in commerce, business administration, computer science, and other related fields. These programs are designed to equip students with the knowledge and skills required to excel in their chosen careers.
3. **Faculty:** KMICS boasts a team of highly qualified and experienced faculty members who are experts in their respective fields. They are committed to providing comprehensive education and guidance to students.
4. **Infrastructure:** The campus is equipped with state-of-the-art infrastructure, including well-equipped classrooms, laboratories, libraries, and computer centers. These facilities provide students with a conducive environment for learning and research.
5. **Student Support Services:** KMICS offers various student support services, including counseling, career guidance, placement assistance, and financial aid. The institute strives to ensure that all students receive the necessary support to succeed academically and professionally.
6. **Extracurricular Activities:** In addition to academic programs, KMICS encourages students to participate in extracurricular activities such as sports, cultural events, and community service initiatives. These activities help students develop their leadership skills and holistic personality.
7. **Industry Partnerships:** KMICS has collaborations with industry partners and organizations to facilitate internships, industrial visits, and guest lectures. These partnerships enhance students' exposure to real-world scenarios and industry trends.
8. **Alumni Network:** The institute maintains a strong alumni network comprising successful professionals in various fields. Alumni engagement programs are organized regularly to foster networking and mentorship opportunities for current students.

Overall, KMICS is committed to providing a holistic educational experience that prepares students for the challenges of the modern world and empowers them to make meaningful contributions to society.

Concluding Remarks :

Keshav Memorial Institute of Commerce and Sciences (KMICS) epitomizes academic excellence and holistic development, rooted in a rich legacy dating back to 1940. Affiliated with Osmania University, KMICS stands as a beacon of educational empowerment and societal transformation in the heart of Hyderabad, Telangana.

Driven by a commitment to inclusivity and diversity, KMICS embraces students from diverse backgrounds, nurturing a vibrant campus community conducive to learning and personal growth. Its modern infrastructure, robust security measures, and inclusive fee structure ensure accessibility and safety for all students.

Through proactive management and an experienced bilingual faculty, KMICS fosters a supportive learning environment, promoting holistic development through extracurricular activities and programs like NSS/NCC. With a large student population exceeding 2500, KMICS cultivates a dynamic campus life, offering ample opportunities for networking, collaboration, and personal growth.

Guided by its vision to mold students with a realistic approach towards life, KMICS aims to make students successful with quality education and a holistic vision. By instilling values of social responsibility and environmental sustainability, KMICS prepares students to become responsible citizens capable of making a positive impact on society.

Furthermore, KMICS continuously seeks opportunities for academic expansion, infrastructure development, industry partnerships, and extracurricular initiatives. Through strategic resource utilization and collaboration, KMICS is poised to evolve into an educational powerhouse, offering enriched academics, state-of-the-art infrastructure, and vibrant extracurricular activities.

As KMICS continues its journey, guided by its institutional values and commitment to excellence, it remains dedicated to shaping the future of education and making a meaningful difference in the lives of its students and communities it serves.