



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

Part A	
Data of the Institution	
1.Name of the Institution	Unique Institute of Management
• Name of the Head of the institution	Dr. Joe Lopez
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	8888860724
• Mobile no	8411011998
• Registered e-mail	uniqueinstituteofmanagement@gmail.com
• Alternate e-mail	joe.lopez@rediffmail.com
• Address	Sr. No. 36 / C, Gokulnagar, Katraj Kondhwa Road, Katraj
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	411046
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	Savitribai Phule Pune University (SPPU)				
• Name of the IQAC Coordinator	Amey Deshpande				
• Phone No.	9765394310				
• Alternate phone No.	8888860724				
• Mobile	8411011998				
• IQAC e-mail address	ameydeshpande21@gmail.com				
• Alternate Email address	uniqueinstituteofmanagement@gmail.com				
3.Website address (Web link of the AQAR (Previous Academic Year))	http://www.uimpune.org				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	http://www.uimpune.org				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	C	1.89	2018	16/08/2018	15/08/2023
6.Date of Establishment of IQAC	02/11/2017				
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
MBA	Rajarshi Chatrapati Shahu Maharaj Shikshan Shulka Shishyavrutti Yojana(EBC	Directorate of Technical Education	2021-22	1345077
MBA	Tuition Fees and Examination Fees to OBC Students	OBC Welfare Department	2021-22	272343
MBA	Tuition Fees and Examination Fees to VJNT Students	VJNT Welfare Department	2021-22	1122648
MBA	Tuition Fees and Examination Fees to SBC Students	SBC Welfare Department	2021-22	128436
MBA	Government of India Post Matric Scholarship	Social Justice and Special Assistance Department	2021-22	2260420
MBA	Post-Matric Tuition Fee and Examination Fee (Freeship)	Social Justice and Special Assistance Department	2021-22	441830

8. Whether composition of IQAC as per latest NAAC guidelines	Yes
<ul style="list-style-type: none"> Upload latest notification of formation of IQAC 	View File

9.No. of IQAC meetings held during the year	2	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>1. Academic Excellence: SIP Guidance session by In-House Senior Faculty Members to the Students. Conducted Workshop on "Essence of Kinesis and Power Dressing" . Conducted Seminar on Human Rights. Conducted Workshop on 'Gender Equity'. Conducted Workshop on "Essence of Entrepreneurship". Conducted Workshop on "Information Security". Conducted Workshop on 'Research Kaleidoscope'. "Exuberance-2022"- Student Centric Cultural Event. 2. Training and Placement Cell: "Euphoria- Explore your potential- Women Empowerment through Image enhancement". National Level Webinar on - "Intellectual Property Rights". Webinar on - "Campus to Corporate". Guest Lecture on Education Opportunities Overseas. Guest Lecture on Awareness about Capital Market. Training and Guidance on SAP Certification/Tally/Six Sigma/ Digital Marketing/Advance Excel/TISS Certification. 3. Innovation and Start-Up Cell: Workshop on "Essence of Entrepreneurship". Conducted Workshop on 'Research Kaleidoscope'- Research Methodology Workshop. Conducted Workshop on "Information Security". Conducted Seminar on Human Rights. Faculties have contributed in Writing Research Papers in UGC Care Journals 4. Institute Social Responsibility: Celebrated 'National Reading Day - Dr. APJ Abdul Kalam Jayanti. "Exuberance-2022- Theme- Indutsav- Celebrating India's Diverse Culture & Heritage. 5. Mentoring: Individual Mentoring by Faculty for weaker students on Communicational Skills/ Soft-Skills.</p>		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		

Plan of Action	Achievements/Outcomes
Session on Interview Handling Technique	International Webinar For online Interview Handling Technique On -11-10-2021
Webinar on Intellectual Property Rights	Webinar on Intellectual Property Rights on 10-11-2021
Guest Lecture on Campus to Corporate	Guest Lecture on Campus to Corporate On 31-12-2021
Guest Lecture on Women Empowerment	Guest Lecture on Women Empowerment - Euphoria On 15-01-2022
Student Centric - Cultural Event	Student Centric - Cultural Event - Exuberance On 18-06-2022
Guest Lecture on Education Opportunities Overseas	Guest Lecture on Education Opportunities Overseas On 22-06-2022
Guest Lecture on Awareness about Capital Market	Guest Lecture on Awareness about Capital Market On 24-06-2022
Independence Day Celebration	Independence Day Celebration - Azadi Ka Amrit Mahotsav and Gharoghari Tiranga On 15 August 2022
Essence of Kinesis & Power Dressing	Essence of Kinesis & Power Dressing In Today's Changing & Challenging Corporate Culture

13. Whether the AQAR was placed before statutory body?

No

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021-22	04/01/2023

15. Multidisciplinary / interdisciplinary

1: Graduates of the MBA program will successfully integrate core, cross-functional and inter-disciplinary aspects of management theories, models and frameworks with the real world practices and the sector specific nuances to provide solutions to real world business, policy and social issues in a dynamic and complex world.

2: Graduates of the MBA program will possess excellent communication skills, excel in cross-functional, multidisciplinary, multi-cultural teams, and have an appreciation for local, domestic and global contexts so as to manage continuity, change, risk, ambiguity and complexity

3: Graduates of the MBA program will be appreciative of the significance of Indian ethos and values in managerial decision making and exhibit value centered leadership.

4: Graduates of the MBA program will be ready to engage in successful career pursuits covering a broad spectrum of areas in corporate, non-profit organizations, public policy, entrepreneurial ventures and engage in lifelong learning.

5: Graduates of the MBA program will be recognized in their chosen fields for their managerial competence, creativity & innovation, integrity & sensitivity to local and global issues of social relevance and earn the trust & respect of others as inspiring, effective and ethical leaders, managers, entrepreneurs, intrapreneurs and change agents.

16. Academic bank of credits (ABC):

MBA Students of the Institute have registered successfully with SPPU for ABC.

17. Skill development:

At the end of the MBA programme the learner will possess the:

1. Generic and Domain Knowledge - Ability to articulate, illustrate, analyze, synthesize and apply the knowledge of principles and frameworks of management and allied domains to the solutions of real-world complex business issues

2. **Problem Solving & Innovation - Ability to Identify, formulate and provide innovative solution frameworks to real world complex business and social problems by systematically applying modern quantitative and qualitative problem solving tools and techniques.**
3. **Critical Thinking - Ability to conduct investigation of multidimensional business problems using research based knowledge and research methods to arrive at data driven decisions**
4. **Effective Communication - Ability to effectively communicate in cross-cultural settings, in technology mediated environments, especially in the business context and with society at large**
5. **Leadership and Team Work - Ability to collaborate in an organizational context and across organizational boundaries and lead themselves and others in the achievement of organizational goals and optimize outcomes for all stakeholders.**
6. **Global Orientation and Cross-Cultural Appreciation: Ability to approach any relevant business issues from a global perspective and exhibit an appreciation of Cross Cultural aspects of business and management.**
7. **Entrepreneurship - Ability to identify entrepreneurial opportunities and leverage managerial & leadership skills for founding, leading & managing startups as well as professionalizing and growing family businesses.**
8. **Environment and Sustainability - Ability to demonstrate knowledge of and need for sustainable development and assess the impact of managerial decisions and business priorities on the societal, economic and environmental aspects.**
9. **Social Responsiveness and Ethics - Ability to exhibit a broad appreciation of the ethical and value underpinnings of managerial choices in a political, cross-cultural, globalized, digitized, socio-economic environment and distinguish between ethical and unethical behaviors & act with integrity.**
10. **LifeLong Learning - Ability to operate independently in new environment, acquire new knowledge and skills and assimilate them into the internalized knowledge and skills.**
11. **We at our Institute conduct: Training and Guidance on SAP Certification/Tally/Six Sigma/ Digital Marketing/Advance Excel/TISS Certification. Individual Mentoring by Faculty for weaker students**

on Communicational Skills/ Soft-Skills.

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

Institute has organised:

Student Centric - Cultural Event - Exuberance On 18-06-2022

Independence Day Celebration - Azadi Ka Amrit Mahotsav and Gharoghari Tiranga On 15 August 2022

Guest Lecture on Women Empowerment - Euphoria On 15-01-2022

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

Outcome Based Education:

1. Outcome Based Education (OBE) Approach: Outcomes are about performance, and this implies:

a) There must be a performer - the student (learner), not only the teacher

b) There must be something performable (thus demonstrable or assessable) to perform

c) The focus is on the performance, not the activity or task to be performed

2. Programme Educational Objectives (PEOs): Programme Educational Objectives are a set of broad future-focused student performance outcomes that explicitly identify what students will be able to do with what they have learned, and what they will be like after they leave school and are living full and productive lives. Thus PEOs are what the programme is preparing graduates for in their career and professional life (to attain within a few years after graduation)

3. Graduate Attributes (GAs): Graduate Attributes (GAs) are the qualities, knowledge and capabilities that students are encouraged to take responsibility for developing throughout their studies and are the defining characteristics of the students passing out of the MBA program. These attributes include, but go beyond, the disciplinary expertise or technical knowledge.

4. Programme Outcomes (POs): Programme Outcomes are a set of narrow statements that describes what students (learners) of the programme are expected to know and be able to perform or attain by the time of graduation.

5. Programme Specific Outcomes (PSOs): Programme Outcomes are a set of narrow statements that describes what students (learners) of a particular specialization of the programme are expected to know and be able to perform or attain by the time of graduation. PSOs are also a function of the various course combinations offered by the Institute.

6. Learning Outcomes: A learning outcome is what a student CAN DO as a result of a learning experience. It describes a specific task that he/she is able to perform at a given level of competence under a certain situation. The three broad types of learning outcomes are:

a) Disciplinary knowledge and skills

b) Generic skills

c) Attitudes and values

7. Course Outcomes (COs): A set of specific statements that describes the complex performances a student should be capable of as a result of learning experiences within a course.

8. Teaching and Learning Activities (TLAs): The set of pedagogical tools and techniques or the teaching and learning activities that aim to help students to attain the intended learning outcomes and engage them in these learning activities through the teaching process.

9. Outcome Based Assessment (OBA): An assessment system that asks course teachers to first identify what it is that we expect students to be able to do once they have completed a course or program. It then asks course teachers to provide evidence that they are able to do so. In other words, how will each learning outcome be assessed? What evidence of student learning is most relevant for each learning outcome and what standard or criteria will be used to evaluate that evidence? Assessment is therefore a key part of outcome-based education and used to determine whether or not a qualification has been achieved.

20.Distance education/online education:	
The Institute has conducted Online Classes of MBA Course during Covid pandemic to Students.	
Extended Profile	
1.Programme	
1.1 Number of courses offered by the institution across all programs during the year	01
File Description	Documents
Data Template	View File
2.Student	
2.1 Number of students during the year	198
File Description	Documents
Institutional Data in Prescribed Format	View File
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	67
File Description	Documents
Data Template	View File
2.3 Number of outgoing/ final year students during the year	74
File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	0

File Description	Documents
Data Template	No File Uploaded
3.2 Number of sanctioned posts during the year	19
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	7
4.2 Total expenditure excluding salary during the year (INR in lakhs)	6637640
4.3 Total number of computers on campus for academic purposes	80
Part B	
CURRICULAR ASPECTS	
1.1 - Curricular Planning and Implementation	
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process	
<p>implementation of the curriculum through a well planned and documented process. The Institute designs the academic calendar based on inputs from SPPU guidelines, governing body, industry experts and alumni. The curriculum academic committee prepares the academic calendar and the same has been sent for review to the corporate board and the alumni board of the institute. Corporate board and the alumni board of the institute review the academic calendar and suggest the changes, if any. After the suggestions by corporate board and alumni board of the institute, the changes are made by the curriculum academic committee which is finally approved by the governing body of the trust.</p>	

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

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

UIM prepares its academic plan in the form of academic calendar in the beginning of each semester. The academic plan is backed up by guidelines of SPPU along with inputs from academic board, alumni board and industry experts. It incorporates all activities including examination, cocurricular and extension activities. The academic calendar is approved by Governing Body of UIM every time. The institute displays the academic calendar on the notice board. Continuous Internal Evaluation (CIE) is mandatory requirement of SPPU and which is followed strictly at UIM. The CIE is planned initially in discussion with all faculty members and finalized with the approval of the Director. The same is circulated amongst all faculty members for communicating to the students. The CIE pattern is informed to newly admitted students in their Induction program. This pattern is also discussed with the students in the class by respective subjective teachers. Action plan: CIE pattern at UIM includes various subject assignments, internal examination, online examination, project viva and presentations.

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

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

D. Any 1 of the above

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

1.2 - Academic Flexibility

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

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

1

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

4

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

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

18

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

1. Unique Institute of Management organised a workshop on "The Essence of Kinesis and Power Dressing" on the 27th of December 2022.

2. Unique Institute of Management organised a workshop on "The Essence of Entrepreneurship - In Todays Changing & Challenging Business" on the 21th of December 2022.

3. Unique Institute of Management organised a workshop on "Gender Equity" on the 21th of December 2022.

4. Unique Institute of Management organized a seminar on "Human Rights" on the 13th January, 2023.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	No File Uploaded

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

1

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

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

105

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	No File Uploaded

1.4 - Feedback System

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

D. Any 1 of the above

File Description	Documents
URL for stakeholder feedback report	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	No File Uploaded
Any additional information	View File

1.4.2 - Feedback process of the Institution may

B. Feedback collected, analyzed

File Description	Documents
Upload any additional information	View File
URL for feedback report	Nil

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

198

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	No File Uploaded

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

61

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	No File Uploaded

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

No such programmes organized

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

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

Number of Students	Number of Teachers
198	11

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

At the end of the MBA programme the learner will possess the:

1. Critical Thinking - Ability to conduct investigation of multidimensional business problems using research based knowledge and research methods to arrive at data driven decisions
2. Effective Communication - Ability to effectively communicate in cross-cultural settings, in technology mediated environments, especially in the business context and with society at large
3. Leadership and Team Work - Ability to collaborate in an organizational context and across organizational boundaries and lead themselves and others in the achievement of organizational goals and optimize outcomes for all stakeholders.
4. Global Orientation and Cross-Cultural Appreciation: Ability to approach any relevant business issues from a global perspective and exhibit an appreciation of Cross Cultural aspects of business and management.
5. Entrepreneurship - Ability to identify entrepreneurial opportunities and leverage managerial & leadership skills for founding, leading & managing startups as well as professionalizing and growing family businesses.

6. We at our Institute conduct: Training and Guidance on SAP Certification/Tally/Six Sigma/ Digital Marketing/Advance Excel/TISS Certification. Individual Mentoring by Faculty for weaker students on Communicational Skills/ Soft-Skills.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

1. We at our Institute conduct: Training and Guidance on SAP Certification/Tally/Six Sigma/ Digital Marketing/Advance Excel/TISS Certification.

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

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

4

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

2.4 - Teacher Profile and Quality

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

11

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	No File Uploaded
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	No File Uploaded

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

5

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	No File Uploaded

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

2.4.3.1 - Total experience of full-time teachers

39

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

2.5 - Evaluation Process and Reforms

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

An internal evaluation is an integral part of the teaching learning process. This evaluation is done through tests, assignments, project reports and internal viva, attendance. This comprehensive internal evaluation is the total responsibility of teachers teaching MBA course in the institute. Comprehensive Concurrent Evaluation (CCE) / Concurrent Internal Evaluation (CIE):

1. The course teacher shall prepare the scheme of Comprehensive Concurrent Evaluation (Formative Assessment) before commencement of the term. The scheme of Comprehensive Concurrent Evaluation shall explicitly state the linkages of each CCE with the Course Outcomes and define the targeted attainment levels for each CO.
2. The Director / Head of the Department / designated academic authority shall approve the scheme of Comprehensive Concurrent Evaluation with or without modifications.
3. The course teacher shall display, on the notice board, the approved CCE scheme of the course and the same shall also be hosted on the website, not later than the first week of the term.
4. Each CCE item shall be of minimum 25 marks.
5. For a 3 Credit Course there shall be a MINIMUM of three CCE items. The final scores shall be converted to 50, using an average or best two out of three formula.

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

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

Grievances are solved through examination committee.

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

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

1.0 Preamble: The revised MBA Curriculum 2019 builds on the implementation of the Choice Based Credit System (CBCS) and Grading System initiated in the AY 2013. The curriculum takes the MBA programme to the next level in terms of implementing Outcome Based Education along with the Choice Based Credit System (CBCS) and

Grading System.

2.0 Definitions: **2.1 Outcome Based Education:** **2.1.1 Outcome Based Education (OBE) Approach:** Outcomes are about performance, and this implies: a) There must be a performer – the student (learner), not only the teacher b) There must be something performable (thus demonstrable or assessable) to perform c) The focus is on the performance, not the activity or task to be performed **2.1.2 Programme Educational Objectives (PEOs):** Programme Educational Objectives are a set of broad future-focused student performance outcomes that explicitly identify what students will be able to do with what they have learned, and what they will be like after they leave school and are living full and productive lives. Thus PEOs are what the programme is preparing graduates for in their career and professional life (to attain within a few years after graduation)

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

2.1.4 Programme Outcomes (POs): Programme Outcomes are a set of narrow statements that describes what students (learners) of the programme are expected to know and be able to perform or attain by the time of graduation.

2.1.5 Programme Specific Outcomes (PSOs): Programme Outcomes are a set of narrow statements that describes what students (learners) of a particular specialization of the programme are expected to know and be able to perform or attain by the time of graduation. PSOs are also a function of the various course combinations offered by the Institute.

2.1.6 Learning Outcomes: A learning outcome is what a student CAN DO as a result of a learning experience. It describes a specific task that he/she is able to perform at a given level of competence under a certain situation. The three broad types of learning outcomes are: a) Disciplinary knowledge and skills b) Generic skills c) Attitudes and values

2.1.7 Course Outcomes (COs): A set of specific statements that describes the complex performances a student should be capable of as a result of learning experiences within a course.

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

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

74

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	No File Uploaded
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

<https://forms.gle/8UWDrN4FGkuZ9BAM9>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

0

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

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

3.1.2.1 - Number of teachers recognized as research guides

1

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	No File Uploaded

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

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

1

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

3.2 - Innovation Ecosystem

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

Tie Up with Savitribai Phule Pune University for Start Up & Innovation Cell

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

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

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

2

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	No File Uploaded

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	No File Uploaded
Any additional information	View File

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

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

13

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	No File Uploaded

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

1

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	No File Uploaded

3.4 - Extension Activities

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

1. Unique Institute of Management has been following the method of "Solid Waste Management" through composting . All the leaves of Plants and left over food of the College Canteen is disposed of through Composting. The following are the advantages of composting:

2. Unique Institute of Management has installed Bore Well facility as a Water conservation facility. It may seem like a large upfront cost, but a properly constructed water borehole should last you at least ten to fifteen years with proper maintenance and minimal running or ongoing costs during that period. As they say, a thing worth doing is worth doing right, and a sub-par water borehole can end up costing you more in maintenance costs over the course of its lifespan than it would have cost you to construct a quality borehole in the first place using a reputable water borehole drilling, construction and maintenance company. A water borehole is also an asset.

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

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

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

0

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

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

6

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	No File Uploaded

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in

collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

25

File Description	Documents
Report of the event	No File Uploaded
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	No File Uploaded

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

1

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

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

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

10

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

4.1.1 The institution has adequate facilities for teaching learning. viz., classrooms, laboratories, computing equipment, etc. Response: MBA department is well-furnished with adequate space is provided to the faculty members with the atmosphere conducive for regular interaction with the students who come for counselling, guidance and clarifications. Faculties are provided with individual desktop, internet for their routine work . Institute has ensured internet availability with wifi facility in the classrooms. Classrooms at UIM are well furnished, spacious and in comfortable sizes. Each classroom is supported by IT infrastructure with wifi facility, LAN connection, LCD projector. Classrooms are designed in such way to provide proper light and ventilation. The Library of UIM is enriched with the latest edition of text books, National & International journals. A separate Reading room for the students is also available to them, where they can access national newspapers, latest magazines. library is well equipped with the books to cater the needs of different specialization students . The institute has extremely well endowed, highly specialized, technically updated, fully furnished computer lab. Computer lab serves the needs of students to enhance the knowledge through 24 hrs internet connectivity and provides a cutting edge IT environment to the future managers.

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

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

UIM has ensured adequate facilities for students to engage themselves in sports activities, to maintain their fitness, to relieve their stress from academic activities. UIM has sufficient playground to play various sports activities. The institute has widen the scope of sports activities as indoor sports activity and outdoor sports activity. The objective of sports activities at UIM includes 1.To Build relationship with each other 2.To Learn team work for common goal 3.To gain self confidence 4.To relieve stress 5.To learn time management skills 6.To avoid risky adventures
 Facilities for Sports Activities: College has a playground to play many sports activities like basket ball, Football, Cricket, volley ball etc. The college has sufficient number of sport equipments and accessories. College has made provision of indoor games such as Table tennis, carom, chess etc. Though there is no separate space for yoga practice on the campus, the college conducts session for yoga and meditation in the seminar hall or at some convenient place. We encourage students to attend any demonstration or talk on yoga or health being conducted in our premises. Facilities for cultural is also provided.

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

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

8

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

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

174527

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

4.2 - Library as a Learning Resource

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

4.2.1 Library is automated using Integrated Library Management System (ILMS) Response: In keeping with the vision and mission of the institute, the library has been established "to facilitate knowledge generation and its application through effective dissemination". The library acts as the main learning resource centre of the institute and provides services and facilities to meet the requirements of the institute's teaching, training, research and consultancy programmes. It is well stocked with a wide range of books, journals, newspapers, statistical year books, projects and periodicals. Unique Institute has recently installed library software named as "e-Granthalaya" which is helpful in keeping and maintaining records like catalogues, books, e-books, clippings, articles, reports, letters, pamphlets, serials publications etc. where we can download e-Journals, articles and access free database. The version of the e-Granthalaya Software is 3.0. Library is located at the 1st floor . Library has well staking section of 100 Sqm, spacious reading hall, digital library, literature and other amenities. Library has digital library. Students and faculty can get access to various databases like 5000 E-Journals, E-Books, NPTEL & other. YouTube Video Lectures, "Course Ware collections" for Various Subjects, Facility and more than Hundred Open Source Software for academic Access etc.

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

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

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	No File Uploaded

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

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

266450

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

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

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

618

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	No File Uploaded

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Institution frequently updates its IT facilities including Wi-Fi
Response: UIM over last 8 years of its existence has established good IT infrastructure. The Institute provide its students with state of the art, good computer lab. Institution has 56 computers with internet enabled computers to serve the day-to-day computing needs of students as well as staff. This ensures the computer ratio of 1:6 as per AICTE. Budget for IT infrastructures is prepared by the Institute to enhance and update the facilities. Internet has a speed of 2 Mbps and all the campus is enabled with Wi-Fi facility to allow the students to access the internet. Institute has Tally software that ensures all processes within the institute are computerized and information is readily accessible to authorized users Computer configuration is better and frequently updated as and when required The Institute regularly upgrades both the software and the hardware facilities as per academic requirements. The computer lab is connected with LAN connection and it provides central access to students for printing. Firewall and Anti-virus software are upgraded regularly.. Licensed Copy Of Windows 7 Professional 64 Bit

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

4.3.2 - Number of Computers

80

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

4.3.3 - Bandwidth of internet connection in the

B. 30 - 50MBPS

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

4.4 - Maintenance of Campus Infrastructure

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

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

1043875

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Our Institute, Unique Institute of Management has been established in the year 2009 to provide contemporary management education to the individuals to develop their potential to become committed, dynamic and ethical professionals. To support this cause, UIM has developed world class support facilities such as library, computer lab, seminar hall and classrooms. It has also made arrangements of sports and cultural requirements. Maintaining and Utilizing of Campus Infrastructure: UIM has defined procedure and systems for utilization and regular maintenance of its academic and support facilities. Management has assigned the responsibility to the registrar and director for utilization and maintenance of academic support facilities. There is a standard procedure for utilization and maintenance of these facilities and which are being planned systematically and approved from the respective authorities.

Registrar is responsible for utilization and maintenance of academic and support facilities whereas Director looks after academic facility utilization. Procedure of utilization: There is a standard procedure for the utilization of academic and support facilities in the institute. Requirement for the utilization of academic related facilities are being noted in the register. This is being reviewed by the director and further directions are being noted. Library and computer labs have defined their rules and regulations for the utilization of the facilities such as books and computer lab to the students.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

103

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

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

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

103	
File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File
5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	C. 2 of the above
File Description	Documents
Link to Institutional website	Nil
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	No File Uploaded
5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
77	
5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
2	
File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	No File Uploaded

<p>5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees</p>	<p>A. All of the above</p>
--	-----------------------------------

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	No File Uploaded
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

35

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	View File
Details of student placement during the year (Data Template)	No File Uploaded

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	No File Uploaded

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

0

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	No File Uploaded

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

2

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	No File Uploaded

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

Students have participated in Hackathon competition organized by Centre for Innovation, Incubation & Enterprise SPPU. They have also participated in SIP Competition (Summer Internship Competition) of SVIMS Pune. They have also taken part in One Day Webinar on 'Integration of Business Functions through ERP and Allied IT Information Systems organised by R.M. Dhariwal Sinhgad Management School Kondhapuri Pune.

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

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

3

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	No File Uploaded

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

Registration of Alumni Association is in process

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

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

E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Decentralization The institution has a mechanism of providing operational autonomy to various functionaries in order to ensure a decentralized system to ensure that the system operates efficiently. 1) Director Level: Director is the member secretary of the governing body. The Director, in consultation with the Teachers, nominates different committees for planning and implementation of different

academic, student administration and related policies. All academic and operational policies are based on the unanimous decision of the governing body. 2) Faculty Level: Faculty members are given representation in various committees/cells nominated by the Director and in other various committees. Every year, the composition of different committees is changed to ensure a uniform exposure of duties for academic and professional development of faculty members. At our Institute following are the different subcommittees which have been nominated: • Admission Committee • Student disciplinary subcommittee • Committee for games and sports • Canteen Committee • Journal and publication Committee • Cultural Committee • Internal Complaints Committee • Counselling and Career Guidance and Placement Unit • Grievance Redressal Cell • Website committee • • Anti Ragging Committee 3) Student level One of the interested students is the member of governing body. Students are empowered to play an important role in different activities. Functioning of different secretaries of students union (listed below) further reinforces decentralization.

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

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

Leadership is developing the interpersonal skills and helping students thrive in competitive environments. • Students get access to a support system (Mentors) during the crucial stages of their academic, professional and intellectual development. • Students get an insider's perspective on navigating your career in the right channel. • Students get an exposure to diverse academic and professional perspectives, and experiences in various fields. • The mentees get a direct access to powerful resources within your major or profession. • The mentors lay the foundation for the students to reach greater heights in their professional lives Thereby contributing to lasting personal and professional relationship.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Strategy Development: 1. Curriculum Development:-Unique Institute of Managementaffiliated to Svaitribai Phule PuneUniversity (SPPU) and conducts the university syllabus under the MBAProgramme. As per the norms ofuniversity the syllabus gets revisedevery three years at the university level by academic council andrepresentations from Industry.

2. Teaching and Learning:

- To increase practical knowledgestudents are explored to educationaltour and Industrial visits planned bythe Institute.
- Support to studentsfor team study and learning.
- Presentation and assignments are givento students on subject related topics.
- Subject Quiz Contest is taken toprepare them systematically for study.

3. Examination and Evaluation: With the revised 2019 syllabus of theuniversity the examination andevaluation pattern is explained asbelow. Comprehensive oncurrent Evaluation (CCE) Class Test Open BookTest Written Home Assignment IndepthVivaVoce Case Study Caselet SituationAnalysis Field Visit / Study tour andreport of the same Small Group Project Internal VivaVoce Role Play Online ExamSimulation Exercises End SemesterEvaluation (ESE)

4. Library, ICT and PhysicalInfrastructure / Instrumentation: During the last academic year uniqueinstitute of management has undertakenrevamping of its infrastructuralfacilities in view of hanging needs inthe management education. Classrooms at UIM are well furnished, spacious and incomfortable sizes. Each classroom issupported by IT infrastructure withwifi , internet (32MBPS) LAN, LCD.

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

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Decentralization The institution has a mechanism of providing operational autonomy to various functionaries in order to ensure a decentralized system to ensure that the system operates efficiently.

1) **Director Level:** Director is the member secretary of the governing body. The Director, in consultation with the Teachers, nominates different committees for planning and implementation of different academic, student administration and related policies. All academic and operational policies are based on the unanimous decision of the governing body.

2) **Faculty Level:** Faculty members are given representation in various committees/cells nominated by the Director and in other various committees. Every year, the composition of different committees is changed to ensure a uniform exposure of duties for academic and professional development of faculty members. At our Institute following are the different subcommittees which have been nominated: • Admission Committee • Student disciplinary subcommittee • Committee for games and sports • Canteen Committee • Journal and publication Committee • Cultural Committee • Internal Complaints Committee • Counselling and Career Guidance and Placement Unit • Grievance Redressal Cell • Website committee • Anti Ragging Committee

3) **Student level** One of the interested students is the member of governing body. Students are empowered to play an important role in different activities. Functioning of different secretaries of students union (listed below) further reinforces decentralization.

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

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user inter faces	No File Uploaded
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	No File Uploaded

6.3 - Faculty Empowerment Strategies

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

Welfare measures are provided

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

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

1

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	No File Uploaded

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

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

2

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	No File Uploaded

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

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

3

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	No File Uploaded

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

Appraisal System provided

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

UIM has an internal auditor who audits all the accounts yearly. There are no adverse comments on the accounts. The institute has mechanisms for internal and external audit. Internal audit is carried out periodically. External audit is carried out once in a year. External Auditor verifies all receipts, expenses, bills, payments of the Financial Year. • The internal audit is carried out by the auditor appointed by the management. • Statutory auditors are also appointed who certify the financial statements in every financial year. An external auditor is appointed by the Institute.

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)**6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)****2 Patents in Process**

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources**Various strategies are in place.**

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

6.5 - Internal Quality Assurance System**6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes**

We have conducted online sessions during the COVID period and the study material and other documents have been provided to the students in the online mode itself. The examinations have also been conducted in the online mode on a system developed by the Institute itself on the website of the Institute.

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

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

We have conducted online sessions during the COVID period and the study material and other documents have been provided to the students in the online mode itself. The examinations have also been conducted in the online mode on a system developed by the Institute itself on the website of the Institute.

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

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

D. Any 1 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Unique Institute of Management organised a workshop on "Gender

Equity” on the 21th of December 2022. The esteemed speaker for this workshop was Professor Gilbey John (Professor at St. Vincents College of Commerce). The dignitary of the institute, Dr. Joe Lopez (Director) was present to grace the occasion. Dr. Joe Lopez felicitated Prof. Gilbey John. Chelsee Panchal was the anchor of the workshop. She introduced the esteemed speaker Prof. Gilbey John. Sir Gilbey John explained the importance of Gender Equity and how it is different from Gender Equality. He defined Gender Equity as the process of being fair to both men and women by giving both same opportunities, pay scale, job role etc. At the end, Vidya Thakkar proposed the vote of thanks by thanking the guest of honour Prof. Gilbey John for giving the audience his valuable time and inspiring all students from his knowledge and experience.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	No File Uploaded
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Unique Institute of Management has been following the method of “Solid Waste Management” through composting . All the leaves of Plants and left over food of the College Canteen is disposed of through Composting. The following are the advantages of composting:

• Compost has an abundance of nutrients and is suitable for a wide variety of end uses, such as landscaping, topsoil blending, and growth media. • Compost has less nitrogen than biosolids from other stabilization processes, due to the loss of ammonia during composting. However, nitrogen in compost is released more slowly and is available to plants over a long period of time, which is more consistent with plant uptake needs. • Well-composted sludge can meet the requirements for class A biosolids and can be sold to distributors and the public. • Compost increases the water content and retention of sandy soils. • Compost increases aeration and water infiltration of clay soils. • Windrow and aerated static pile processes have the flexibility to handle changing feed characteristics and peak loads, require relatively simple mechanical equipment, and are simple to operate. • In-vessel processes require relatively small areas and have the ability to control odors

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

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

D. Any 1 of the above

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

7.1.5 - Green campus initiatives include

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

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways

C. Any 2 of the above

4. Ban on use of plastic
5. Landscaping

File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

E. None of the above

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

1. Unique Institute of Management organised a workshop on "Gender Equity" on the 21th of December 2022. The esteemed speaker for this workshop was Professor Gilbey John he explained the importance of Gender Equity and how it is different from Gender Equality. He defined Gender Equity as the process of being fair to both men and women by giving both same opportunities, pay scale, job role etc.

2. Unique Institute of Management organized a seminar on "Human Rights" The esteemed speaker for this seminar was Adv. Arjun Gupta. He has interested in this topic because of his knowledge as well as 2 years of experience practice in Civil Matters, Family Matters, & Registration Work at District Court of Pune and before the Hon'ble court of Mumbai (Bombay). The dignitary of the institute, The speaker's objectives for this seminar is - students must know their human rights and how they can utilize their sources with their known knowledge. And how can they tackle / handle the situation with their rights. Hon'ble Speaker Adv. Arjun Gupta started session and he spoke on various aspects of "human rights".

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

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

Unique Institute of Management organized a seminar on "Human Rights" The esteemed speaker for this seminar was Adv. Arjun Gupta. He has interested in this topic because of his knowledge as well as 2 years of experience practice in Civil Matters, Family Matters, & Registration Work at District Court of Pune and before the Hon'ble court of Mumbai (Bombay). The dignitary of the institute, The speaker's objectives for this seminar is - students must know their human rights and how they can utilize their sources with their known knowledge. And how can they tackle / handle the situation with their rights. Hon'ble Speaker Adv. Arjun Gupta started session and he spoke on various aspects of "human rights".

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

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

D. Any 1 of the above

File Description	Documents
Code of ethics policy document	No File Uploaded
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded
Any other relevant information	View File

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

The Institute has celebrated the following commemorative days/events/festivals :

1. Bharatiya Savidhan Din.
2. Shiv Swarajaya Din.
3. Marathi Bhasha Gaurav Din.
4. Savitribai Phule Jayanti.
5. Dr. A.P.J Abdul Kalam Din.
6. National Unity Day.
7. Independence Day

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

7.2 - Best Practices

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

1. Cultural program: Cultural program such as Holi Milan Samaroh, Id MilanSamaroh, Christmas gathering, and Karma Puja, Saraswati Puja are our bestpractice to generate brotherhood among the Management Students.

1.1 Support forthe Students: Students need moral and financial support is provided to thestudent whenever required.

1.2. Good Educational Practices Followed: 25 Studentsare entrusted to one teacher who is freely accessible to all the allottedstudents from the class for general guidance and for directing them to thespecific Cell or programme relevant to him/her. In addition, the Collegeprovides an individual teacher guardian to each student. The

students and parents will approach the teacher guardian regularly. This interaction helps the overall growth and development of students. The college faculty attempts to diagnose different types of learners. Examination is conducted to bifurcate the learners into Strong Average and Weak learners. Accordingly Grooming and skill development classes are conducted.

2. Morning Reflection: To invoke the blessings of the Almighty, each day begins with a morning reflection/prayer over the public address system.

File Description	Documents
Best practices in the Institutional website	Nil
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Our vision to "create a world class and contemporary educational environment thus enabling individuals to develop their potential o as to transform as global leaders as well as committed, dynamic and ethical professionals oftomorrow". Keeping in mind the vision of our Institute, we have planned number of activities and all round academic and personality development of our students As a part of this, a stated earlier, we have added a number of courses such as talley, six sigma, digital marketing, SAP etc State of the Art infrastructure with various sports activities have been introduced. A beautiful Gym has been started with all modern equipments ideal for the purpose We have also offered a certified course of leadership development kaaping in mind our vision as stated above. Training placement team is concentrating on overall personality development of the students. Guest lectures are arranged from professional people from outside who are experts in that particular field.

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

7.3.2 - Plan of action for the next academic year

We have taken a decision in a general body meeting to start Reserch and Developlment Cell (RDC).In the next year of the MBA course. The objectivesof RDC would be:

- 1) To inculcate research orientation amongst Faculty and Students.
- 2) To encourage Faculty and Students to take up AICTE / UGC Approved sponserd research projects.
- 3) To encourage Faculty Members to file Patents.
- 4) To encourage Faculty Members to right reserch papers for UGC Care Listed Journals / Peer-Reviewed Journals / Scopus Journal.
- 5) To encourage Faculty Members to take up Ph.D Guide Ship. The Institute desires toencourage Entrepreneurship amongst Students through various activites conducted by the Startup and Innovation Cell Started by the Institute.