YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	CSIBER'S COLLEGE OF NON-CONVENTIONAL VOCATIONAL COURSES FOR WOMEN
• Name of the Head of the institution	Dr. A. R. Kulkarni
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02312535405
• Mobile No:	7588470146
• Registered e-mail	cncvcw@siberindia.edu.in
• Alternate e-mail	principalcncvcw@siberindia.edu.in
• Address	CSIBER Campus, University Road
• City/Town	Kolhapur
• State/UT	Maharashtra
• Pin Code	416004
2.Institutional status	
• Type of Institution	Women
• Location	Semi-Urban
• Financial Status	Self-financing

• Name of the Affiliating University	**Shivaji University, Kolhapur**
• Name of the IQAC Coordinator	**Mrs. Jyoti R. Hiremath**
• Phone No.	**02312535405**
• Alternate phone No.	**02312535706**
• Mobile	**9890031273**
• IQAC e-mail address	**principalcncvcw@gmail.com**
• Alternate e-mail address	**jrhiremath@siberindia.edu.in**

3.Website address (Web link of the AQAR (Previous Academic Year)	https://www.cncvcw.edu.in/uploads/general/AQAR%202019-20.pdf
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.cncvcw.edu.in/uploads/general/Academic%20Calendar%202020 20-21.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**A**	**85**	**2004**	**03/05/2004**	**02/05/2009**
Cycle 2	**A**	**3.02**	**2010**	**28/03/2010**	**27/03/2015**
Cycle 3	**B**	**2.79**	**2016**	**19/02/2016**	**18/02/2021**

6.Date of Establishment of IQAC	**02/08/2004**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Depa rtment /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	**NIL**	**NIL**	**NIL**	**0**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**
• Upload latest notification of formation of IQAC	View File

9.No. of IQAC meetings held during the year	**4**
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	**Yes**
• If No, please upload the minutes of the meeting(s) and Action Taken Report	View File
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**
• If yes, mention the amount	

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

Proposal submitted for initiation of Master Degree Programme in Food Science and Nutrition to Govt. of Maharashtra and Shivaji University, Kolhapur

Initiation for Language Lab with 30 Computers

Expansion of Reading Room for Library

LAN Connection and ICT facilities for all the classrooms

Development of E-Content

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
To start M.Sc. (Food Science & Nutrition) for an intake capacity of 30, subject to approval from Govt. of Maharashtra and Shivaji University, Kolhapur for the academic year 2020-21	**Proposal of initiation of M.Sc. (Food Science & Nutrition) submitted to Shivaji University, Kolhapur and Govt. of Maharashtra on 17th March 2021.**
College intends to change the nomenclature of B.Sc. (Food Technology Management) to B.Sc.	**In order to meet UGC requirement nomenclature of B.Sc. (Food Technology Management) to B.Sc.**

(Food Science Nutrition) after getting approval to start the Masters Degree in Food Science Nutrition	(Food Science / Food Technology) has been initiated subject to approval from BOS, Shivaji University, Kolhapur.
College also intends to change the nomenclature of BID or send proposal to AICTE for initiation of Bachelor of Design (B. Des.) / Master of Design (M. Des.) as integrated programme	In Process
It is also proposed to have some more Value Added courses in each of the functional areas from IIT Mumbai/ SWAYAM Platform of minimum two credits each	Addition with existing add-on courses about 53 students enrolled for various courses SWAYAM Platform. Teachers also completed MOODLE Learning Management System.
College proposed to start very well equipped language laboratory with minimum 30 computers for strengthening E-learning and improvement in spoken English, French, German and Japanese language	Well equipped language lab with 30 computers commissioned.
Academic Audit to be conducted at the end of academic year 2020-21	Academic Audit conducted and report submitted.
Semester wise feedback to be taken from students, teachers, parents, alumni and employers	Semester wise feedback was taken from students, teachers, parents, alumni and employers.
To organize workshops, seminars, FDPs, STTPs programs	One workshop, one FDP and two STTPs were organized.
To strengthen the online teaching mode	E-Contents were developed.
To strengthen the MoUs	Two MoUs were signed i.e. Bureau Veritas and Ministry of Micro, Small and Medium Enterprises, PPDCA, Agra

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

- Name of the statutory body

Name	Date of meeting(s)
College Development Committee	**03/02/2022**

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2021	**03/03/2022**

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**305**

File Description	Documents
Data Template	[View File](#)

2.Student

2.1 Number of students during the year	**594**

File Description	Documents
Data Template	[View File](#)

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**73**

File Description	Documents
Data Template	[View File](#)

2.3 Number of outgoing/ final year students during the year	**225**

File Description	Documents
Data Template	[View File]

3.Academic

3.1 Number of full time teachers during the year	**25**

File Description	Documents
Data Template	[View File]

3.2 Number of Sanctioned posts during the year	**27**

File Description	Documents
Data Template	[View File]

4.Institution

4.1 Total number of Classrooms and Seminar halls	**22**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**7.713**
4.3 Total number of computers on campus for academic purposes	**72**

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

College is affiliated to Shivaji University, Kolhapur and follows the curriculum prescribed by the University and focuses on employability, skill development and industry interface.

1. The College ensures effective curriculum delivery through a

well planned, updated and documented process and has student-centric approach. Syllabi are framed reflecting the current market needs which enable the students to be updated with recent market trends. Each department plans respective add on courses as per the need of syllabus.

2. All curricular activities are planned in the academic calendar prepared by each Department which contains activities to be carried out during academic year. It includes planning of Curriculum for teaching and learning process, admission & examination, Industry Institute Interaction, Guest Lectures, practical components, general holidays, winter and summer vacation, sports and cultural activities. In addition to this, subject wise teaching plan is prepared by individual teachers.

3. The implementation of teaching plan is supervised by the Head of the Department. The IQAC monitors the overall teaching and learning process by collecting structured feedbacks from students, teachers and alumni. Suitable action is taken based on feedback.

4. Faculty members use innovative and student-centric ICT teaching tools and aids such as PPT, Videos and E-learning platform.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	http://www.cncvcw.edu.in/uploads/general/1.1.1%20rev.pdf

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

The college adheres to the academic calendar as planned for all the academic curricular, co-curricular, extra-curricular activities including the conduction of continuous internal evaluation systems and implements the same in a phased manner throughout the planned academic year.

Student's academic progress is monitored regularly by adopting the strategy of continuous internal evaluation through seminars, project work, internship, poster presentations, events, displays, semester examinations, assignments, practical examinations, viva-voce and annual exhibition.

Schedule of external examination prepared by the University is

communicated to the students well in advance.

Academic calendar includes the following activities:

1. Date of beginning and end of semester exam

2. Number of Working Days

3. Total number of Contact Hours

4. Period of practical examination –internal and external

5. Schedule of co-curricular activities

6. Schedule of extra-curricular activities

7. Period of Industrial visits

8. Period of internship training

9. List of holidays

10. Date of Add on courses

11. Tentative date of Seminars /Workshops / Conferences

12. Annual exhibition

Monthly department wise meetings, General Staff meetings, quarterly IQAC and College Development Committee meetings are conducted to adhere and monitor implementation of academic calendar for CIE.

File Description	Documents
Upload relevant supporting documents	[View File](#)
Link for Additional information	http://www.cncvcw.edu.in/uploads/general/1.1.2%20(2).pdf

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	A. All of the above

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

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

4

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

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

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

15

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

238

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

53

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

The curriculum of all the programmes in the college have courses which integrates issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics.

The sole objective of the college is to strengthen women empowerment by imparting Non-Conventional Vocational education to women.

As per the affiliating university the college has inculcated Environment Studies as a compulsory subject for 2nd year students of all programs. College has installed own solar power plant which generates self sufficient amount of energy required.

College believes in educating students with good human values which are reflected in curriculum subjects like English, Human Resource Management, Communication Skill, Democracy and Environmental Studies. College has Anti Ragging committee to ensure ragging free campus. Provision of facility for specially abled students is available in campus.

College gives equal importance to academic ethics along with Professional ethics. College has implemented three credits certificate courses in German, Japanese and French language. To fulfill the requirement of recent markets and to bridge the gap between industry and academics, industrial visits, internships are made mandatory and also experts from corporate are invited to share their knowledge with the students to make them understand corporate

standards and culture.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	View File

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

8

File Description	Documents
Any additional information	**No File Uploaded**
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	**No File Uploaded**
MoU's with relevant organizations for these courses, if any	**No File Uploaded**
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

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

174

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

1.4 - Feedback System

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

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

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.cncvcw.edu.in/uploads/general/jpg425.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

390

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

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

supernumerary seats)

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

73

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

The students are admitted to various programmes on purely merit basis and considering the prevailing reservation policy as defined from the Govt. of Maharashtra.

The college organizes one week Orientation/Induction Programme for students at the beginning of programme. There are different activities carried out to assess the learning levels of students such as class tests, home assignments, seminars, group discussions and quizzes that give a fair idea about intellectual level of the students to map slow and advanced learners. Generally students of slow and advance learners are identified based on psychometric test. For this academic year considering the online classes, presentation skill of the students on ten point scale was considered for mapping slow and advanced learners. Students obtaining marks less than 4/10 are considered as slow learners. It was observed that 17 students out of 192 are identified as slow learners. (8.85 percent)

Accordingly, teachers prepare list of slow and advance learners. Advanced learners are encouraged to apply for different competitive examinations and are motivated to participate in seminars, poster presentation, quiz, debates etc. Slow learners are given additional personal counseling followed by remedial lectures as per student's requirement and then slowly brought them on the main stream.

File Description	Documents
Link for additional Information	http://www.cncvcw.edu.in/uploads/general/2.2.1-merged_organized%20up%20new.pdf
Upload any additional information	View File

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

Number of Students	Number of Teachers
594	25

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

The student centric method entirely focuses on the overall development of the women students. Apart from conventional teaching method of chalk and talk, teachers emphasized on use of ICT i.e. Power Point Presentation, Video demonstration through you tube link that helps in better understanding of the subject matter.

Experimental Learning- Various activities are arranged at college level and department level for the better understanding of the subject such as extensive well defined practical's for applicable courses in the functional areas, 100 percent internships, skill based add on courses etc.

Participative learning- The students are encouraged to actively participate in each and every departmental event such as project (group/individual), wall paper displays, seminars and group discussions in which students exhibit their talent and nurture participative management.

Problem solving Method- Students are given the problems of contemporary topics with regards to Fashion, Interior, Multimedia, Banking, Nutrition and Dietetics etc. so that students get ready to meet the dynamic demand of the market. Accordingly students are guided by respective teachers.

The overall output is reflected in the positive behavior of the students. The basic principle behind is to ensure that students can relate theory with practice, apply their knowledge for wellbeing of society.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	https://www.cncvcw.edu.in/uploads/general/2.3.1%20(%20latest%20).pdf

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

Teachers use ICT enabled tools for effective teaching-learning process. College uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education.

The following ICT tools are used by the faculty:

1. Projectors- available in different classrooms/labs

2. Desktop and Laptops- Arranged at Computer Lab and H.O.D cabins.

3. Printers with scanners are installed at all prominent places.

4. Seminar halls are equipped with all digital facilities.

5. Smart Board- One smart board is installed in the campus.

6. Online Classes through Zoom, Google Meet,

7. MOODLE Platform for students and staff

8. Digital Library resources

Use of ICT by Faculty

Faculties use power-point presentations in their teaching by using LCD's and projectors. Seminar and Conference rooms are digitally equipped where guest lectures are regularly organized for students. Online quiz- Faculties prepare online quiz for students with the help of Google Forms, Video lecture- Recording of video lectures and

soft copies of the study material are made available to students for long term learning and future referencing. Online competitions- Various events such as Poster making competitions, are being organized with the help of various Information Communication tools.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	http://www.cncvcw.edu.in/uploads/general/2.3.2.pdf

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

24

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	View File
Circulars pertaining to assigning mentors to mentees	View File
mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

25

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

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

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

1

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

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

2.4.3.1 - Total experience of full-time teachers

166

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

2.5 - Evaluation Process and Reforms

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

The Continuous Internal assessment for various programs is done on the basis of Class tests, Market Survey, Seminar, Internship training, Research Project / Dissertation, Class and Home Assignments, Viva voce. Internal Evaluation is conducted as per the guidelines of Shivaji University, Kolhapur. Practical and Project examination is conducted by an External and Internal Examiner. Schedule of Internal Examination is informed to the students in class room as well as displayed on Notice board.

Each department has Class Coordinator for smooth conduction of Internal Class Tests. The results of each test are strictly declared within a week of the conclusion of the test. The students can see their respective answer sheets and discuss their queries with

concerned staff. The term work evaluation is done by respective course teachers at the end of semester. The Marks obtained by the students are displayed on the notice board. The students are given another chance to improve their performance in internal exams for satisfactory output. After displaying marks on the notice board marks are submitted to university.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.cncvcw.edu.in/uploads/general/2.5.1%20(2).pdf

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

There is absolute transparency in the internal assessment. At the beginning of the semester faculty members inform the students about the different components in evaluation process during the semester. The internal evaluation test schedules are prepared in advance and communicated to the students. Assessment is done by the course handling faculty members. The internal evaluation marks are verified by HOD to ensure the authentic evaluation process. The marks obtained by the students are recorded in the department. For lab courses, the marks scored by the student for each experiment are indicated in the observation. The individual learning, practical applications are tested by viva voce for laboratory courses. Continuous project evaluation is done by the project guides to ensure the transparency and avoid any mal-practices.

Performance of the student in internal examinations is brought to the notice of students from time to time. In such cases any corrections identified by the students or the teachers are corrected in the later stage before submission to university. However, in case of any grievances by the student with regards to marks or submissions, concerned Coordinator and Head of the Department resolve the matter at departmental level itself. Because of transparency no grievances are recorded.

File Description	Documents
Any additional information	View File
Link for additional information	http://www.cncvcw.edu.in/uploads/general/2.5.2.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

All the programmes run by the college are designed and approved by the Board of Studies of Shivaji University. The programme outcome (PO), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) are well defined in the curriculum itself which is displayed on the Shivaji University website for the benefit of stakeholders. Further, college also displays the same thing on its website. During the orientation programme, students are apprised about PO, PSO and COs. In addition to this, hard copy of the curriculum is made available in the library and department for students and teachers for ready reference.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	http://www.cncvcw.edu.in/uploads/general/2.6.1.pdf
Upload COs for all courses (exemplars from Glossary)	View File

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

There is a systematic process of collecting and evaluating data on programme outcome and course outcomes. Various components for continuous assessment are defined and used for performance evaluation of students. This evaluation is rigorous and continuous. The course outcome is measured by the performance of the student at the term end examination. Course Outcomes are well reflected through output by the students in the form of unique product development, space layout designs, theme displays of commercial values etc. PSOs and COs are well reflected in number of students taking part in various competitions, displays, exhibitions with their innovative ideas and products. Further, there is a positive incremental change in their performance on year on year basis. The students are provided with skilled education so that they become employable, also nurture their entrepreneurship skills and vertical progression to higher education. Students' participation is well observed in number of social outreach programs which has immediate benefit to society.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://www.cncvcw.edu.in/uploads/general/2.6.2%20new%20up.pdf

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

160

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://www.cncvcw.edu.in/uploads/general/Anual%20Report%202020-21.pdf

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://www.cncvcw.edu.in/uploads/general/Student%20Satisfaction%20Survey%202020-21.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

00

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

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

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

00

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

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

14

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

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during

the year

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

5

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

7

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

3.3 - Extension Activities

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

As a part of extension activities college has carried out number of events with an objective of exposing our students to the social issues and develop a systematic approach as an awareness measure towards the social causes. Some of the activities carried out are as follows:

- Vigilance Awareness Week
- National Education Day
- Constitution Day
- Women's Day
- Care and Maintenance of Clothing
- National Youth Day
- National Voters Day
- Road Safety Awareness Program
- Plastic Free Kolhapur

- **COVID-19 Awareness Drive**

Extension activities are carried out by the college to give stakeholders an opportunity to understand the problems for better and progressive activities in the community. These programmes help our students in understanding local issues faced by the community and finding the remedial measures for the same. It also helps in developing leadership qualities, discipline, punctuality, responsible citizens and team work.

File Description	Documents
Paste link for additional information	http://www.cncvcw.edu.in/uploads/general/3.3.3.1.pdf
Upload any additional information	View File

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

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

00

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

3.3.3 - 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

3.3.3.1 - 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

10

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

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

362

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

1

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	**No File Uploaded**

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

3

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The institution ensures adequate availability and optimal utilization of physical infrastructure as it is critically linked to support the vision of the college – 'To establish a pedestal for the integral innovation, team spirit, originality and competence in the students, expose them to face the global challenges and become pioneers of Indian vision of modern society'. At the beginning of the academic year need-assessment for replacement / up-gradation / addition of the existing infrastructure is carried out based on the suggestions from Heads of the departments, lab technicians and system administrator after reviewing course requirements, computer-student ratio, budget constraints, working condition of the existing equipment and also students' grievances. The Time Table committee plans ahead for all requirements regarding classrooms, laboratories, furniture and other equipments.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/4.1.1.pdf

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

CNCVCW is a non-conventional women's college where more focus is

given on skill based teaching and learning process. However efforts are made to motivate students and take active parts in different sports activities such as indoor games- Badminton, Chess, Carom, Table tennis etc., outdoor games- Basket ball, Throw ball, Volley ball, Kho-kho, Shot put, Javelin throw, Discus throw, Athletic track etc. College has got adequate facilities for all these indoor games. Our college shares common infrastructure facilities available on the campus for outdoor games. Sports activity for each class is in-built with the Time-table where at least two hours a week is dedicated per class. College has appointed a full-time dedicated teacher for sports activities. The open space is used for Yoga and meditation.

The internal courtyard houses a stage area which can accommodate about 300 students at a time where various cultural activities such as Annual gathering, Annual exhibition, Traditional day, Navratri celebration and many more are conducted. Cultural committee plans activities at the beginning of the academic year and implementation of the same is done from time to time.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/4.1.2.pdf

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

22

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

22

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://www.cncvcw.edu.in/uploads/general/4.1.3.1%20up.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

7.713

File Description	Documents
Upload any additional information	View File
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)

College library collection includes more than 7252 books and 14 periodicals. The collection of books includes textbooks and reference books pertaining to various programmes offered by the college. The library is automated, and has a spacious reading hall and reference section. The reading area can accommodate 100 users. The library is automated with integrated library management software Libsys 4 nature of automation partially. The various activities of the library such as data entry, issue and return and renewal of books, member logins etc are done through the software. The reading and reference section are separately provided. The Books are classified according to Dewey decimal classification. OPAC (Online Public Access Catalogue) service is also provided where the users can search the collection of books by title, author, publisher etc. The books are being bar coded and the users are given unique barcode ID. User orientation is provided at the beginning of the year regarding the various facilities services and resources available in the library. The library has internet service with Wi-Fi facility of 200 Mbps. College is in the process of upgrading existing software in the next academic year.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	https://www.cncvcw.edu.in/uploads/general/4.2.1%20photos.pdf

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	D. Any 1 of the above

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

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

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

2.99

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

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

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

9

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

The use of ICT facilities are a valuable tool to enhance the learning experience and accessing resources. CNCVCW has invested on ICT in order to easily deliver education at a higher quality and acceptable standards. All departments are availed with internet connection, LAN connection and projectors in all classrooms. Free internet facility of 200mbps is provided for students of all departments through computer lab. The college office uses software tally and college management application for efficient working. Up-gradation of software is done as per the need. Anti-virus software is installed and updated time to time. Libsys 4 software is used in Library for daily work. The administrative office is upgraded with the latest Kyocera Xerox with scanning machine with the capacity of scanning 100 copies per minute. This machine works in network with multiple users.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/4.3.1.pdf

4.3.2 - Number of Computers

72

File Description	Documents
Upload any additional information	**No File Uploaded**
Student – computer ratio	View File

4.3.3 - Bandwidth of internet connection in the Institution	A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

6.58

File Description	Documents
Upload any additional information	View File
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.

College has got well established system and procedures regarding utilization and maintenance of the existing academic infrastructure. College has maintained Dead Stock Register and Inventory Register wherein details regarding purchase, maintenance, updating and written off are well recorded. The physical and academic maintenance of college are taken care by Building Development Committee. Physical verification of laboratory equipments and machines by respective department is carried out from time to time to assess the functionality of the same. In case of maintenance, department Heads submit their proposal of academic requirements of maintenance and utilization to the Principal. The requirements are forwarded for the final approval to the management which normally consists of maintenance and repairs of equipments, computers, electrical appliances, machineries, sports material, building infrastructure, etc.

College has SOPs for laboratory equipments. For repair work quotations are called from the vendors and after negotiation work order is placed. The college also has its retention policy for office/departmental documents, old books, other material like old journals, newspapers, magazines and projects work by students. The retention policy is clearly defined and maintained as per the norms and rules for the particulars and accordingly material is disposed off with approval of concerned committee.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/4.4.2(28).pdf

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

27

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

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

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

592

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

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

D. 1 of the above

File Description	Documents
Link to institutional website	https://www.cncvcw.edu.in/uploads/general/5.1.3.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

50

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

50

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent

A. All of the above

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

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

11

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

39

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

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

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

00

File Description	Documents
Upload supporting data for the same	**No File Uploaded**
Any additional information	**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.

00

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

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

College has nominated students representation in various committees as a part of decentralized method of working. Student representation in various committees helps the management to understand their requirement and suggestions in decision making process. Shivaji University, Kolhapur has banned election process to formulate or constitute student council. However, this gap has been bridged by the nomination of students by the respective Heads of department as class representatives. As per the statutory norms required committees are represented by students. Some of the important committees where there is representation of students are:

1) IQAC Committee

2) College Development Committee

3) Internal Complaints Committee

4) Alumni Committee

5) Anti-Ragging Committee.

Students are free to suggest/convey messages to the concerned authorities through their representatives on various committees.

File Description	Documents
Paste link for additional information	http://www.cncvcw.edu.in/uploads/general/5.3.2.pdf
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

00

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

College has registered Alumni Association in the name of "Alumni Association College of Non- Conventional Vocational Courses for Women, Kolhapur" which has been duly registered under the Society's Registration Act 1860 (XXI of 1860). The composition of Alumni Association is as per the Statutory Norms. Members of the association have been one such source and inspiration for all the passed out students. Not only does the academic rigor followed in the college, but also the values imparted, practiced and seen in this very serene campus, makes the alumni come back to its alma mater. Since academic year 2011-12, 4th Day of February has been celebrated as alumni day which allowed the alumni to connect with old friends and remember the good old college days. This alumni meet also helps in getting internships, placements and suggestions on curriculum. Alumni Association meeting was conducted during this academic year. However college has Alumni Committee which meets twice a year to discuss on curriculum, placements and institute industry interaction.

Alumni association could not contribute in terms of financial support. However, their contribution was very much significant in terms of getting internship to most of our students, guest lectures, and jury for various competitions.

File Description	Documents
Paste link for additional information	http://www.cncvcw.edu.in/uploads/general/5.4.1%20(1).pdf
Upload any additional information	View File

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

File Description	Documents
Upload any additional information	**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

Vision, Mission & Goals

Vision

- **To Promote Equal Opportunities in Higher Education for Women Student community.**
- **To Educate & Prepare Girls, student community for vocational & professional excellence to face the need of changing economic Condition & business Policies of the Government.**

Mission

- **Adopting Variety of Modern Pedagogues.**

- **Prepare Women Student Academically.**

- **Facilitate Women in Understanding, Developing Interaction and applying core and Specialized Concepts and Practices.**

- **Update Women in a Different Vocations and Professions to Face the Future Challenges of Market by providing them Laboratory and Field Practical Training.**

Goals

- **Promoting Sense of Belongingness, Confidence and Fulfill the Expectations of**
- **Women Community and Society at Large.**
- **Imparting High Quality Value Based Career Oriented Education to Women Students and Encouraging to them Self Employment.**
- **Developing a Systematic Approach in Solving the Problems at Specific and Universal Context. Encouraging on Team Spirit and Team Work**

In order to achieve the intended output woman empowerment, the various functional committees at college level and departmental level are functioning under the leadership of Heads of the department and Principal of the college.

File Description	Documents
Paste link for additional information	http://www.cncvcw.edu.in/About/Vision%20Mission
Upload any additional information	View File

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

As a part of decentralization process various 38 functional committees are constituted with membership from teaching, non-teaching, student and parent representative. This will facilitate in decision making by participative management process. The committees are formed by the Principal of the college for a specific period of time for effective implementation of the Academic Plan. The responsibilities and authorities are delegated to respective committees. Meeting of the various committees are conducted periodically and performance is reviewed and corrective measures are taken from time to time. Minutes of the meeting are maintained in the registers. For example the composition and functions of one such committee i.e. the College Development Committee is uploaded as additional information.

File Description	Documents
Paste link for additional information	http://www.cncvcw.edu.in/uploads/general/6.1.2%20(%20Updated-%20CDC%20)-%20Link.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Faculty and students are exposed to appropriate technology in the emerging fields. The institute enables faculty members abreast of the latest trends and developments in Research, Technology and Teaching methodologies through interaction. Teachers are motivated by giving incentives and appreciation for publishing their articles in peer reviewed journals and UGC approved journals. For capacity building teachers are deputed for training and FDP programs. The envisioned features of the plan are:

1. To initiate Master Degree Programmes.
2. To focus on getting of permanent approval and 2f and 12b status from UGC.
3. To focus on Research Work and also tag funding agencies.
4. To introduce Value added courses of minimum 2 credits in functional areas and also explore the same through MOOC/SWAYAM platform to bridge the gap between expectations of recruiters and existing curriculum in making our students employable/entrepreneurs.
5. To increase the number of consultancy projects.
6. To improve the Infrastructure in line with requirement of latest technology.
7. To sign more number of MoUs.
8. To strengthen Institute – Industrial relationship.
9. To develop Entrepreneurial Skills.
10. To establish Language Lab.
11. ISO 21000-2018 Educational organizations-Management Systems.

Serious efforts are made at the institute to materialize all the above mentioned plans.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/6.2.1.pdf
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.

Our college is approved by Govt. of Maharashtra and affiliated to Shivaji University, Kolhapur. The rules and regulations framed with respect to academic curriculum implementation, augmentation of infrastructure including ICT development, purchase of books, laboratory equipments, appointment of teaching and non-teaching staff, admissions of students to various programmes, conduct of examinations as per the schedule given by Shivaji University, Kolhapur, Convocation at college level, Code of Conduct, etc. are being implemented effectively and efficiently through various functional committees headed under the chairmanship of Principal/ Head of the Department/ Senior Faculties. The college has well defined organizational structure with defined authority and responsibilities for smooth implementation of all the academic plans which is shown in organogram.

File Description	Documents
Paste link for additional information	NIL
Link to Organogram of the Institution webpage	https://www.cncvcw.edu.in/uploads/general/Organogram.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

College of Non-Conventional Vocational Courses for Women, Kolhapur provides welfare measures to the teaching and non-teaching staff. The various effective welfare measures are as follows-

1. Faculty members are encouraged to participate in Orientation programmes/ Refresher Courses/ Seminars/ Workshops. Non-Teaching staff members are also allowed to undertake various training programmes for enhancing their professional knowledge.

2. The institute contributes towards Employee Provident Fund. Group Life Insurance is provided to both the teaching and non-teaching staff. Institute contributes to Shivaji University, Kolhapur towards Student, Parents, Teachers and Administrative Staff Welfare Fund Scheme

3. Provision of loan facility for purchase of vehicle, housing, education to a tune of maximum Rs. 25 lakhs is provided to the teaching and non-teaching staff by the Late Dr. A. D. Shinde SIBER Employees Cooperative Credit Society, Kolhapur

4. As per the norms all the leave benefits are provided to teaching and non-teaching staff.

5. Staff tour is organized once in a year for both teaching and non-teaching staff.

File Description	Documents
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/6.3.1%20on%20portal.pdf
Upload any additional information	View File

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

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

`00`

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

`1`

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

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

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

35

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

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

College has well defined system for faculty appraisal for every academic year. At the beginning of the year individual teacher submit their academic plan. At the end, teacher submit their actual academic performance against the target set by themselves which is verified and forwarded by the HODs to the Principal. This self assessment is done on twelve parameters and is converted to five

point scale.

Teacher's performance is also evaluated through student's feedback taken at the semester end. Based on this teachers are apprised regarding their strength and weaknesses in teaching and learning process which is converted to five point scale at the end of academic year.

The sum of scores obtained by the teachers self appraisal and student's feedback is taken as a base for declaring Best Teacher Award at the end of academic year. Best teachers are awarded and honored with unfurling Flag on Republic Day.

Non-teaching staff members have well defined Key Responsibility Areas (university assignments, admission, eligibility, MIS / AISHE, Examination work, etc.) for which register is maintained by them and evaluated by the Principal at the end of the year. Their contribution is appreciated and honored with Flag HoistingonIndependenceDay.

File Description	Documents
Paste link for additional information	http://www.cncvcw.edu.in/uploads/general/6.3.5%20final%20(%20Shweta%20mam%20)-%20Link.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

The Internal Audit was conducted by CSIBER Trust for the accounting year 2020-21 of College of Non-Conventional Vocational Courses for Women, Kolhapur. It was also conducted for the Income and Expenditure Account and Receipt payment Account for the financial year. The Audit was done on the basic standards of Audits generally accepted in India. An audit included following points- Examination from the Auditor, on a test basis, evidence supporting the amount and disclosure in the financial statements. Check points of Internal Audits are reviewed thereafter and rectified for External Audit.

Following reports were checked and reviewed by the Auditor-

a) Books of Accounts maintained, including of each segment

b) Verification is done by Auditor by following the methods of accounting for respective segments.

c) An Audit must include the information of Trust like transfer transactions necessary for the purpose of Audit. List of checks exercised- a) Vouchers b) Book Accounts c) Bank Statements.

Internal Audit is done on monthly basis at college level and external audit is done twice a year. Based on external audit Balance Sheet is finalized and submitted for Income Tax Returns.

File Description	Documents
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/Audit%20Report_merged.pdf
Upload any additional information	View File

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)

00

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

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

College is getting annual affiliation on year on year basis due to want of permanent affiliation. In order to become eligible to get a grant from the UGC or any funding agency it is a mandatory requirement to get our college approved under 2f and 12B. So college is in process in getting the same approval. Further, college is trying to get industry sponsored projects in form of Consultancy

Projects.

The main source of funding for the college is through fees collected from the students. Utilization of resources-

College has College Development Committee, Planning and Purchase Committee, Library Committee for preparation of budget, procurement and utilization of funds. Fees collected from students are mainly used for infrastructure development like library, laboratory, sports etc., salary of the teaching and non-teaching staff. All the transactions are done through Karnataka Bank Ltd. For accounting purpose, Tally and College Management Application software is used. For each and every financial transaction approval from the Secretary and Managing Trustee is obtained. Financial auditing is done at the end of each financial year through internal and external audits.

File Description	Documents
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/Audit%20Report_merged.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

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

The significant contributions of IQAC for institutionalizing the quality assurance strategies are:

- Preparation of well defined Academic Plan at the beginning of the academic year.
- Display of well defined session wise Teaching Plan.
- Implementation of Value Added Courses in Foreign Languages and functional areas. Students have freedom of choosing any of the course of their choice.
- More focus is given on practical training, internship and industrial visits.
- Identification of slow learners and advanced learners with remedial classes for slow learners.
- Encouraging students for higher education in foreign universities and conducting additional classes for Master Degrees and providing career guidance.
- Provision of ICT enabled teaching.
- More focus is given on group discussion, seminars,

presentations,displays etc.
- Encouraging students to take part in competitions organized by external agencies.
- Development of E-Content.
- Initiation of well equipped language lab.
- Institution of Best Teacher's Award.
- To strengthen the MoUs.

File Description	Documents
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/6.5.1%20merged.pdf
Upload any additional information	View File

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

The structure of the various programmes with necessary guidelines for implementation is designed by Shivaji University, Kolhapur and updated once in three years. IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process. The teaching-learning processes are reviewed through academic audit committee and improvements are implemented, based on the IQAC recommendations. Incremental changes in results as well as placement to higher studies are recorded.

The incremental improvements in teaching and learning process with initiation of IQAC during the post accreditation period are:

- During post accreditation cycle we have converted most of the courses from conventional pattern to Choice Based Credit System where students can get greater opportunity and access to lateral mobility across faculty.
- Value-added courses of 2-3 credits are introduced in Foreign languages like German, Japanese and French and also in functional areas such as Aari work, Obesity and weight management, Bamboo handicraft, VFX etc. Internal Audit in Food Safety Management (FSMS- ISO 22000) in collaboration with International Professional agency i.e. Bureau Veritas is conducted.

File Description	Documents
Paste link for additional information	https://www.cncvcw.edu.in/uploads/general/6.5.2%20(2).pdf
Upload any additional information	View File

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	https://www.cncvcw.edu.in/uploads/general/6.5.3-%20Colour%20photos%20added-%20Link.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

CNCVCW is basically women's college with an annual enrollment of 594 girl students. Amongst the teaching faculty members of 25, only six are male faculty. In all functional committee of the college almost 90% of them are ladies staff. Security of girl students is monitored through CCT surveillance and security guards 24x7 within the campus. To enhance the gender equity, college continuously plans different activities in the form of workshops and seminars such as self-defense, cyber security so as to make aware to the students to cope up with the risk situations if any. To avoid such activities police

department frequently visit the college campus and also there is representative of police member in the committee. As per the facilities for the girl students, teaching and non-teaching female staff, proper basic and needy amenities like common rooms, medical room, etc is appropriately provided. The college building has wash room in the ratio of 1:20. In-house faculty Dr. Neelam Jirage who is also Doctor attends the primary medical issues when needed. There is a student counseling committee as per the affiliating University norms which provide counseling for the girl students if needed.

File Description	Documents
Annual gender sensitization action plan	https://www.cncvcw.edu.in/uploads/general/New%20doc%2028%20Mar%202022%204.27%20pm.pdf
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	https://www.cncvcw.edu.in/uploads/general/7.pdf

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	**B. Any 3 of the above**

File Description	Documents
Geo tagged Photographs	View File
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

College is very conscious of generating less waste and recycling it by passing it through a system that enables the used material to be reused ensuring that less natural resources are consumed. Solid waste collecting points are available at every corners of the campus. The floor dustbins are available in the college building which are emptied in movable containers/dustbins provided for each floor and is taken to the dumping yard provided by the College.

The non-biodegradable waste which is minimal is handed over to the corporation. College has the facility of common sewage treatment plant which can treat the waste water and this water is used in the maintainance of the landscape in the campus. E-waste of the college is collected and given to vendors for recycling.

Under the Activities of Swachcha Bharat Abhiyaan , collection of plastic, promoting the cleanliness of campus area including classrooms, studios, passage ways, entrance area are carried out.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	**No File Uploaded**
Geo tagged photographs of the facilities	https://www.cncvcw.edu.in/uploads/general/7.1.3%20merged.pdf
Any other relevant information	View File

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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	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**
4. **Ban on use of Plastic**
5. **landscaping with trees and plants**

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	[View File]()
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	**B. Any 3 of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	[View File]()
Certification by the auditing agency	[View File]()
Certificates of the awards received	**No File Uploaded**
Any other relevant information	**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	**C. Any 2 of the above**

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

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

College celebrates important days of ethical values for national integration like Women's day, Yoga day, Constitution Day, National Education Day, World Food Day, National Handloom Day, Dietetics Day, Marathi Bhasha Din, along with many regional festivals like Dasara, Diwali, EID, Xmas etc. College has made special provision of space for muslim girls for prayer on Friday. This establishes positive interaction amongst people of different religion and cultural backgrounds. There is a grievance redressal cell in the college (Student grievance redressal cell), which deals with grievances if any without considering religion or cultural background. Students of poor economic background are given some financial assistance in tuition fees and also given opportunity for their earning by giving them some job in garment stitching.

College has common code of conduct for students, teachers and other employees of the college irrespective of the cultural, regional, linguistic, communal socioeconomic and other diversities which have to be followed by each one of them.

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

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

CNCVCW takes pride in the fact that apart from preparing a sound academic foundation of the student community; the college constantly works to develop them as better citizens of the country. In this regard apart from imparting professional education, the college makes efforts on creating awareness on fundamental rights, RTI, Electoral Awareness Program for enrolling students for getting Voter ID, so that they can execute their fundamental rights. Various faculties have always been in the practice of organizing activities that not only initiate but also motivate the students to adopt various practices that promote the "Unity in Diversity" of our motherland. To inculcate this, a graded subject 'Democracy, Election and Good Governance' is included at the First year level of all programmes as a part of curriculum.

The College celebrates the Independence Day and Republic Day with great pride and patriotism. CNCVCW organizes and celebrates the Constitution Day on an annual basis and thus contributes to the spreading of Constitutional values, rights and make them a responsible citizen. Students are also encouraged to participate in various competitions like poster, elocution, essay etc related to the above subject organized by various agencies.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

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

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

College celebrates various commemorative days, events and festivals of National and International importance. To mention a few which were celebrated during this academic year are:

- **Shahu Jayanti on 26/06/2020**
- **Dr. S R Ranganathan Jayanti (Librarian day) 12/08/2020**
- **Independence Day on 15/08/2020**
- **Gandhi Jayanti on 02/10/2020**
- **World Student's day on 15/10/2020**
- **Vigilance Awareness Week 27/10/2020 to 2/11/2020**
- **Constitution Day on 26/11/2020**
- **Republic Day on 26/01/2021**
- **Chhatrapati Shivaji Maharaj Jayanti on 19/02/2021**
- **Dr. Babasaheb Ambedkar Jayanti on 14/04/2021**

Celebration of these days makes an important contribution to the student community. Pledge or oath is taken by the students and staff members to express their willingness for commitment. These commemorative days, people and values are celebrated to remember the contribution made by the great people or events.

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

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

BEST PRACTICES-1

TITLE OF THE PRACTICE:

Renewable Energy Resources (on – grid solar power plant)

CONTEXT:

Solar energy is renewable source of energy as it can be used to produce electricity as long as the sun exists. India holds an important place in the global education industry.

India has one of the largest networks of higher educational institutions in the world. Gross Enrolment Ratio in higher education reached 25.8 percent in 2017 – 18. This presents a very good opportunity for solar rooftop in educational institutions.

It also helps house renewable energy to bring down energy cost. Setting up a solar photovoltaic (PV) power plant, will not only contribute towards reduction in overall costs of energy for the premises but also to contribute to a greener or sustainable environment.

OBJECTIVES OF THE PRACTICE:

- To install solar power plant on the roof terrace and generate solar energy.
- Offsetting of green house gases.
- To utilize the generated solar power for institution as substitute to conventional power supply.
- To export the excess generated solar power to national grid.
- To impart practical knowledge among students from this working.
- To augment long term research in the field of solar power.
- To become a role model among the public in going green.

THE PRACTICE:

Considering the grooving energy demand from various sectors our college has decided to go for use of nonconventional energy

resources for all its internal consumptions by installing roof top solar panels.

For the last five years, energy usage, our annual requirement is about 16824 units. We have installed 46 numbers of solar panels with the install capacity of 20kw with capital cost of Rs. 547676/- in the month of November 2018. Solar system has given excellent results which have generated 37372 units of solar energy for November 2018 to July 2020. On an average the system generates about 50 units of energy per day. That is about 18000 units per year against our requirement of 16825 units. Thus, making college self-sufficient to export the surplus energy to national grid.

Generation of solar energy has given number of environmental benefits in terms of offsetting green house gases. Such as solar energy generated is equivalent to creation of 41.6 hectare of forest land, saves 482278 kg of carbon dioxide which reduces pollution made by 6 passenger cars emitting carbon dioxide, over 106.32 hours. Reduction of 236.64 kg of nitrous oxide which is equivalent to requirement of power to 2094 computer for a year. And also reduces 1393 kg of sulphur oxide which equivalent to emission of carbon dioxide by TV over 103005 hours.

OBSTACLES FACED IF ANY AND STRATEGIES ADOPTED TO OVERCOME THEM:

- Poor service from suppliers after installation
- Daily cleaning of panels is necessary to improve efficient power generation. Care should be taken of obstacles falling on the panels like tree shadows. So, daily maintenance and accordingly the man power are required for the same.
- Strategies adopted
- Local experts are contacted and taken service on need basis.

IMPACT OF THE PRACTICE:

- Sustainable and Renewable Energy Sources
- Builds good will with the community
- Good learning opportunities
- Utilization of terrace for installation of solar panels resulting in the accumulation of truly renewable energy source.

RESOURCE REQUIRED:

In house experts and local agencies.

BEST PRACTICES-2

TITLE OF THE PRACTICE-

Add-on courses

THE CONTEXT:

Prevailing system of higher education in the region focuses mainly on academic aspects and performance at the expense of other innate talents in the students. Being an affiliated college curriculum is designed by the parent university. It's very difficult to change the syllabus frequently. The present education system is student centric and need to be focused on their employability. There is a dynamic change in the requirement of recruiters which may not be 100% met through the existing curriculum. Therefore, there is a need for introduction of add-on courses to bridge this gap to make our students more employable and develop entrepreneurship skills.

So, add-on courses enable the teacher to act like motivator to the students gain maximum academic benefit.

OBJECTIVES OF THE PRACTICE

In line with the institutional vision add-on courses is been adopted as a best practice by the institution with the following objectives:

Make our students more employable and develop entrepreneurship skills.

Project an institution that moulds and provides all round development in the student's educational phase.

Develop holistic academic growth along with social and professional development.

THE PRACTICE:

During this academic year college has introduced six add-on courses including three foreign languages (French, German, Japanese) and three add-on courses in respective functional areas. Depending upon the course requirement, content of the course is developed with a weightage of 2 to 4 credits (one credit = 15 contact hours). For developing the course content committee of experts with head of the departments as a chairman is appointed by Principal.

The guidelines of add-on courses are charted by Principal in consultation with the management which is included in the annual academic calendar. The various activities conducted are highlighted as follows:

- **Assessment of performance:**Motivating students to participate in form of oral, theoretical, practical and site experiences in the time schedule framed for the course.
- **Organizing competition:**These competitions are organized with the intent of knowledge dissimilation to develop effective language skills to enable simultaneous improvement in academics.
- **Organizing field visits:**These activities are conducted to enable students appreciate as they are able to link actual class room teaching with practical working.
- **Awarding Certificate:**Certificates are awarded to students on successfully completion of course.

OBSTACLES FACED IF ANY AND STRATEGIES ADOPTED TO OVER COME THEM:

The tight schedule involved in the University Laid-down semester system is a major obstacle faced by the college.

- **Strategy Adopted:**To overcome time constraints, the college drafts an Annual Academic Calendar incorporating all academic as well as add-on courses framework with effective time management and to ensure success of the programme. Such add-on courses activities are slotted keeping in mind that the normal class routines are not affected. The college has been able to cope the issues of time factor due to the effective participation and cooperation from the students as well as the management.

IMPACT OF THE PRACTICE:

The positive outcome of the practice can be highlighted as:

- **Healthy Participation of the students.**
- **An increase in the confidence level of the students as they are exposed to new and important aspects of their respective curriculum courses.**
- **Such activities as framed for short term generates interest and curiosity among the students to show their personal skills.**
- **Improvement in the personality and confidence level and also teamwork culture is developed among the students.**

RESOURCE REQUIRED

Professional personals are required to impart their inputs.

Field personals are also required to impart practical knowledge.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

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

CNCVCW is the first college of its kind under Shivaji University, Kolhapur imparting non-conventional vocational training to girl students with objective of women empowerment since 1994. The Central and State Government have passed different legislations for the achievement of equal rights and proper education to women. In spite of these efforts of the Government, more is yet to be achieved in respect of strengthening women education, training and their employment. Priority has been given to women education in the new education policy. Planning process in India intends to strengthen the contribution of women in economic development. These programmes are helping the girl students to take up multi dimensional role in the changing economic world, where new opportunities are made available to them. This college has constantly tried to bring the ladies to the expectations of the Modern World, with values, skills and specific knowledge, by undergoing the professional and vocational training and education. The girl students will raise their socio economic status in the society by becoming self

supporting. As per the vision stated by our founder, we are far ahead of other contemporary colleges in creating new opportunities and business avenues endeavoring to support these national causes for development.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

- Institution of M. Sc. (Food Science and Nutrition) with an intake capacity of 30.
- Submission of proposal to Shivaji university for change of nomenclature for the existing B.Sc. (Food Technology and Management) to B. Sc. (Food Science/Food Technology/Food Science and Nutrition).
- Getting approval of post for various positions and approval of faculty members from Shivaji University, Kolhapur.
- To focus on research work and also tap funding agencies.
- To introduce value added courses of minimum two credits in functional areas and also explore the same through MOOC/SWAYAM platform to bridge the gap between expectations of recruiters and existing curriculum in making our students employable/entrepreneurs.
- To make an effort of getting industry sponsored consultancy projects.
- To improve the infrastructure in line with requirement of latest technology.
- To strengthen institute industry relationship.
- Feedback from students, teachers, alumni and employers.
- Student satisfaction survey.
- To organize workshops, seminars, STTPs and FDPs.