

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

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

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

Response:

7.1.1: Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Gender Sensitization is one basic requirement for the normal development of an individual. When it was realized that more than 45% of the students admitted were girls, it was thought necessary to work on their safety, security and counselling giving rise to Gender Equity Programs. The Institution also emphasizes sensitization & awareness, various sessions were conducted to educate the students about gender equity, women's empowerment, social ,Psychological, safety, security, etc.

Women's Grievance Redressal Committee:

The contact details of WRGC are displayed and shared with students for any emergencies & complaints. The Institute has Grievance Redressal Committee to resolve the grievances and ensure effective solution to any grievances of faculty and students. These committees work to ensure and develop inductive and safe environment to the staff and students.

Institution shows gender sensitivity by providing facilities such as –

Safety and Security – The Institute has appointed security staff near the main gate of the institute, near canteen & at entrance of Institute building, thus providing with 24 hours security. The Institute has also appointed a lady watchman near the Institute gate. The Institute has well-functioning CCTV installed in office, Library and at all floors. The first aid box is always made available. The Institute has an Internal Complaints Committee with the Head, Academics as the chairperson and other female and male staff members as the members of the Committee.

Counselling – The Institute has more than 50 % female faculty members which helps the female students to seek for any help or advice whenever needed on one – to – one basis. Apart from this the Institute has a well-developed Mentorship Program, which allows them to meet their mentor once in a week. The Mentorship Program also provides a platform to discuss any issue and get a proper and justified solution. This helps to build emotional safe learning environment for the students. The Institute has various Committees in place like Internal Complaints Committee and Grievance Redressal Committee which provides with counselling whenever required.

Celebration of Days & Festivals:

To address the three key facets of Woman's empowerment- health, safety & employment- International Woman's Day, International Yoga Day and guest lecture to become Industry Ready is observed in the Institute. The Institute organizes various programs from time to time for the promotion of Constitutional values, rights, duties, and responsibilities of citizens. The Institute designs various activities to create awareness about the national identity and symbols. Moreover, these are aimed to familiarize its stakeholders about Fundamental Duties and Rights. The Days & festivals celebrated every year in the campus are Independence Day, Republic Day, Gandhi Jayanti, Dr APJ Kalam Jayanti, etc. Hence in this way, CDGIMS ensures that the Constitutional values, rights, duties, and responsibilities of citizens are promoted and served.

7.1.2

The Institution has facilities and initiatives for

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

Response: B. 3 of the above

File Description	Document
Policy document on the green campus/plastic free campus.	View Document
Geo-tagged photographs/videos of the facilities.	View Document
Bills for the purchase of equipment's for the facilities created under this metric	View Document

7.1.3

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

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

Response: C. Any 2 of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	View Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document

7.1.4

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

Response:

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

The Institute organizes various programs from time to time for the promotion of Constitutional values, rights, duties, and responsibilities of citizens. The Institute designs various activities to create awareness about the national identity and symbols. Moreover, these are aimed to familiarize its stakeholders about Fundamental Duties and Rights. The Institute conducts various initiatives in the form of celebration of days of Eminent personalities National Festivals and other such activities to provide for an inclusive environment by bringing students and teachers with diverse background on single platform for creating inclusive environment, these functions help in developing tolerance harmony towards culture, region and linguistics and also communal social economics and other diversities.

CDGIMS has always been at the forefront of sensitizing students to the cultural, regional, linguistic communal and socioeconomic diversities of the state and the nation. The Institute always encourages the students to organize and participate in different programs organized by college, inter-college, university and other Government or nongovernment organization to make them sensitize towards cultural, regional, linguistic, communal, and socio-economic diversities. The institute is proactively making efforts in providing an inclusive environment. The initiatives are to promote better education, economic upliftment of the needy and setting communal harmony. Some of the major programs organized by the college in this connection are listed below.

Following are the National Festivals & Birth / Death Anniversaries of the Great Indian Personalities celebrations conducted at CDGIMS:

1. Republic Day: 26th Jan 2023

2. Independence Day: 15th August 2022
3. Gandhi Jayanti: 2nd October
4. Dr. BabasahebAmbedkarJayanti: 14th April
5. Savitribai Phule Jayanti: 3rd January
6. Teachers' Day: 5th September
7. Reading Inspiration Din: Dr. A.P.J. Kalam Jayanti: 15th October
8. International Yoga Day: 21st June 2022
9. World Environment Day:3rd June 2022
10. Visit to Waste Management Plant at SPPU:4th June 2022
11. Blood Donation Camp:14th June 2022
12. National Reading Day:17th June 2022
13. Marathi RajbhashaDin:27th Feb 2023
14. Induction Program&Freshers Party:14th Dec. 2022
16. World No Tobacco Day:31st May 2022
17. Shivaji Maharaj Jayanti: 19th Feb. 2023

File Description	Document
Upload Additional information	View Document

7.2 Best Practices

7.2.1

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

Response:

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

- **Title of the Practice –**
- **1: Foundation Course: 10th Nov. 2022 to 30th Nov. 2022**

- **Objectives of the Practice–**
- To help new students adjust and feel comfortable in the new environment, inculcate in them the

ethos and culture of the institution.

- To provide students with a basic understanding of fields that are crucial in the programme.
- To expose students to a sense of larger purpose and self-exploration

- **Context:**

The purpose behind organizing the foundation program was to impart the skills and specialized knowledge, which students will need as they begin their degrees and move forward in their academic careers.

- **The Practice:**

The Foundation Course was organized for MBA 2022-23 batch. This course was conducted every year for newly admitted students of MBA Ist year Under these 20 days program, various guest sessions were organized apart from regular lectures. The course was conducted from 10th November to 30th November 2022. Faculty members and guest speakers conducted this Foundation course. Following were the sessions:

Session: Waste Management: Mr. Uday Oak conducted a session on Waste Management on 17th November 2022. He elaborated to the students about segregation of plastic waste and how it can be decomposed. Mr. Oak is actively working on the project of decomposition of plastic waste. With the help of small and easy examples he created awareness among the students about how to Reuse, Recycle the plastic waste.

Session: Computer and Internet Literacy: This session was conducted on 22nd November 2022. Mr. Oak explained the basic safety of using internet websites. He explained how to make searches, how to check secure websites, what safety measurements should be followed while using the internet and online transactions.

Session: Data and Numerical Ability: This session was conducted on 24th and 26th November 2022. Mr. Oak created awareness among the students about how to read the data and to interpret it to create interest in the data, he has given simple and day-to-day life examples to the students.

Session - Entrepreneurship Development: Prof. Ifthekar Khan conducted a session on 'How to develop entrepreneurship skills in MBA students'. He has explained how entrepreneurship skills will be developed based on the research. He enlightened the students by showering knowledge of entrepreneurship and startups & their vital role in the industry.

Session - Research in Daily life:

This session was conducted on 28th November 2022 for 2 hours on the topic “How to develop research skills in MBA students”. Prof. Khan explained research in a very simple manner with the help of illustrations and examples that provided a clearer understanding to the students with regard to the various concepts that were discussed.

Session: Soft Skills and Business Communication Guest Session

A Guest lecture was organized on Personality grooming and soft skills by Mr. Soham Dadarkar. Mr. Dadarkar is a corporate soft skills trainer. At CDGIMS he conducted sessions on Softskills through various management games. He also took a session on Introduction to leadership, Diversity & Inclusion.

- **Evidence of Success-**

From the Year 2020, CDGIMS has started Foundation course in the institute for newly admitted students. Many students could attend the foundation course, but some students were unable to join due to a delayed admission process. All sessions were highly informative and interactive.

- **Problems Encountered & Resources Required-**

The Foundation course had to face hurdles to make this activity a success. First of all, it was very difficult to change the mind set of students from undergraduate studies to Post Graduate studies. Many students were having a lack of attention span through various guest lectures. Through the Lectures in the course, Guest speakers and faculty members of CDGISM tried to enlighten the thought process in student’s minds to become prepare for changing Industry needs.

- **Notes:**

CDGIMS will continue this practice and will arrange a Foundation course for every year for MBA freshers. In the upcoming year the Institute is going to organize more interaction sessions with successful entrepreneurs, organize workshops and will arrange different activities aiming at better coordination of students for successful implementation of MBA programme.

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- **Title of the Practice –**
 - **2: Group Accident Guard Policy**

- **Objectives of the Practice–**

The primary objective of this insurance policy is to provide comprehensive coverage to students and staff members of CDGIMS against medical emergencies and other unforeseen circumstances, thereby ensuring their well-being and financial security.

- **Context:**

In today's dynamic educational landscape, ensuring the well-being of students and staff members is paramount. Recognizing this, CDGIMS initiated an insurance benefit program to provide comprehensive coverage for medical emergencies and other unforeseen circumstances. The idea of implementing insurance benefits emerged from the college administration's commitment to enhancing the welfare of its members.

- **The Practice:**

The implementation process involved several key steps such as Needs Assessment, Provider Selection, Policy Design, Communication, and enrollment.

- **Evidence of Success-**

From the last 5 years, CDGIMS is following the said practice for the welfare of students & staff members. In these years the following students were benefitted from their loss.

1. Mr. Nagesh Mahapure: Accidental Injuries claim of Rs. 90000/- dated 10th April 2023.
2. Mr. Nikhil Aawte: : Accidental Death claim of Rs. 100000/- dated 23rd June 2021.

- **Problems Encountered & Resources Required-**

The insurance program has had a positive impact on the college community:

- a. **Financial Security:** Providing peace of mind to students and staff members by alleviating financial burdens associated with medical emergencies.
- b. **Improved Access to Healthcare:** Facilitating access to quality healthcare services, thereby promoting overall well-being.
- c. **Positive Feedback:** Receiving positive feedback from beneficiaries who have utilized the insurance

benefits during medical emergencies, expressing gratitude for the support received.

- **Notes:**

The implementation of insurance benefits for students and staff members at CDGIMS reflects the institution's commitment to prioritizing the well-being of its community members. Moving forward, the college will continue to monitor the program's effectiveness and make necessary adjustments to ensure its sustainability and relevance.

7.3 Institutional Distinctiveness

7.3.1

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

Response:

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

CDGIMS is committed to offer excellent quality management education through highly qualified and experienced faculties, state of the art infrastructure and administration of the right blend of academic industrial needs. While all this is being done, CDGIMS is also committed to rekindle the basic human values in the minds of the young Indians to conserve India's identity in the fast-amalgamating world.

At CDGIMS, our commitment is to never compromise on the compliance and quality of our education and practices. This requires everybody to be engaged, to understand their responsibility and to be empowered to take action in order to cater our stakeholders. Quality is the foundation of our institute and is fully embedded in our purpose and values. CDGIMS programs are trusted, valued and chosen by students to fulfil their dreams of getting quality education and be on the right career path. At CDGIMS, we are involved in and dedicated to achieving high Quality standards for our programs and services through the application of the quality policy which is implemented across our institute. At CDGIMS, our Quality Policy summarizes the essential elements of our commitment for excellence and can be mentioned as follows: "To Pursue global standards of excellence in all our endeavours encompassing teaching, research, collaborations and continuing education and to remain focused in our core and support functions and in that direction to hold ourselves accountable to our stakeholders, through embedded processes of self-evaluation and continuous improvement".

Policies and practices: The Institute seeks to ensure that the quality in education is fundamental to all of us. We strive to ensure that our policies and practices of higher education are planned in accordance with global standards. They are considered as the framework and benchmark to our institute and staff working within the institute.

Resources: The Institute seeks to ensure that the resources for quality in education are always available. CDGIMS makes sure that all the resources such as physical, i.e. infrastructure, building, labs, furniture,

equipment, books, research journals etc.; human resource, i.e. faculty, administrative and other support staff; financial, i.e. funds available to carry on different projects and managing events or petty cash to run day to day affairs are adequate, continuous and timely available. Our institute also strives to ensure that utilization of these resources is carefully monitored. We also perform a comprehensive planning to acquire new resources, protect and audit existing resources for strategically utilizing our resources for the competitive edge and for playing a pivot role in bringing quality in education.

Learners' Profile: For improvement in student's profile institute works on methods and skill enhancement programs. The institute consistently works on employability of students. To work on student's knowledge skills and ability; institute encourages students to participate in various intra as well as inter college competitions. To make overall development and improvement in student's profile institute focuses on student's physical and intellectual ability. It is very important to create and maintain positive attitude among students. Institute works on improving mental health of students by arranging mental health assessment. The institute aims at creating human beings of great aspiration and character through inculcation of good academic and non-academic inputs.

Curriculum: We understand that curriculum is the road map which identifies the direction in which the journey has to be made and also ensures the manner in which it has to be completed. Our institute tries to make sure that it will follow the curriculum designed by Savitribai Phule Pune University at higher education. We also makes sure that the international standards and the changing trends within the subject domain will remain major influences affecting the curriculum. CDGIMS focuses on knowledge and skill building through theory and applications which is decided on realistic needs of the actual world settings for which the students are groomed by giving them certification courses supporting their curriculum.

Faculty knowledge, skills and abilities (KSA): CDGIMS understands that faculty knowledge, skills and abilities (KSA) are vital to bring quality in higher education. We makes sure that with the changes in the market demand and also with the changes taking place in the environment, our teachers are constantly updating themselves with the current knowledge and skills. We endeavors to make sure that adequate trainings are arranged to work on faculty KSA mainly in the areas of subject domain, education psychology, modern teaching methods.

Institutional Design and Strategy: CDGIMS understands that structural dimension and contextual dimension are of great significance to achieve quality education. We endeavor to make sure that for structural dimension - formalization, specialization, hierarchy of authority, centralization, and professionalism is handled in a professional manner. We also strive to make sure that for contextual dimensions – the size, organizational technology, environment, goals and strategy and culture is catered in a professional manner.

Institutional Leadership: CDGIMS understands that leadership is a distinct trait exhibited through special characteristics of the individuals, and the kinds of activities they envisage and carry out for leading their organization and the people who are to follow them. Leadership of CDGIMS provides guidance and direction to implement the set policies, to achieve the identified objectives, and to set forth 'quality'. It also helps to optimize the organizational resources, and motivate the faculty to produce the best within them.

Open-System Thinking: CDGIMS believes that quality is primarily a concern of a conscientious organization that is determined to continuous growth and development. We strive to reflect a culture of experimentation and adaptation, and we do revisit our systems and processes in order to avoid stagnation.

We ensure to have open system thinking for creating learning organization to cope effectively with rapidly changing environmental demands, emergent challenges and changes in educational leadership and management, specific subject domain, and teaching and learning models, educational technologies. We ensure to bridge the gap among industrial demand, academic policies, social and environmental needs, and students' choice towards a specific career.

File Description	Document
Appropriate web in the Institutional website	View Document

5. CONCLUSION

Additional Information :

Rashtriya Shikshan Mandal (RSM) is a public Charitable trust established in 1924 as a part of freedom movement by devoting visionary workers in the field of Education. In 2004 RSM started a new Institute especially for the propagation of Management Education for the students of Ayurveda and hence started Chetan Dattaji Gaikwad Institute of Management Studies (CDGIMS) in the year 2009. CDGIMS is affiliated to Savitribai Phule Pune University, approved by AICTE and recognised by Government of Maharashtra. As of now RSM has the following Institutes and activities under its umbrella: • Chetan Dattaji Gaikwad Institute of Management Studies (Started in 2009) • Research Institute of Health Sciences and Management (Started in 1999) • Centre for postgraduate studies and Research (started in 1990) • Hospital (started in 1965) • Ayurveda Magazine (started in 1937) • Ayurved Rasashala (started in 1934) • Tilak Ayurved Mahavidyalaya (started in 1993) • Seth Tarachand Ramnath Hospital (started in 1926)

Concluding Remarks :

RSM's Chetan Dattaji Gaikwad Institute of Management of Studies offers full time MBA Program which is based on CBCS (Choice Based Credit System). The Institute ensures effective curriculum delivery through well planned process. The Institute provides state of the art infrastructure, a techno-savvy learning environment and highly enthusiastic and qualified teaching faculty to help students realize their dreams and aspirations. The Institute uses innovative, interactive and ICT enabled teaching learning process to make education meaningful and interesting. The Activities and Collaborations conducted ensures our students keep abreast with the latest trends and happenings in their respective fields of specialization. With NAAC Accreditation, CDGIMS aspires for expanding horizons into advanced learnings to cope up with the new age business areas, provide additional certificate and diploma programs and collaborate with foreign universities/institutes of eminence.