



YEARLY STATUS REPORT - 2023-2024

Part A	
Data of the Institution	
1.Name of the Institution	College of Social Work (Autonomous)
• Name of the Head of the institution	Dr. Lidwin Dias
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	9969439319
• Alternate phone No.	8369297202
• Mobile No. (Principal)	9969439319
• Registered e-mail ID (Principal)	cswnnprincipal@gmail.com
• Address	College of Social Work (Autonomous) Nirmala Niketan, 38 New Marine Lines
• City/Town	Mumbai
• State/UT	Maharashtra
• Pin Code	400020
2.Institutional status	
• Autonomous Status (Provide the date of conferment of Autonomy)	12/02/2019
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Grants-in aid				
• Name of the IQAC Co-ordinator/Director	Dr. Vaijayanta Anand				
• Phone No.	9820459664				
• Mobile No:	9820459664				
• IQAC e-mail ID	nn@cswnn.edu.in				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://cswnn.edu.in/aqar-reports				
4.Was the Academic Calendar prepared for that year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://cswnn.edu.in/Calendar				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	Five Star	75 and above range	2001	22/03/2001	31/03/2007
Cycle 2	A+	93	2007	31/03/2007	01/05/2015
Cycle 3	A	3.53	2015	01/05/2015	31/12/2024
6.Date of Establishment of IQAC			01/06/1995		
7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?					
Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount	
Nil	Nil	Nil	Nil	Nil	
8.Provide details regarding the composition of the IQAC:					
• Upload the latest notification regarding the composition of the IQAC by the HEI	View File				

9.No. of IQAC meetings held during the year	5	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Did IQAC receive funding from any funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
1. The new NEP-based curriculum was initiated in the BSW program. The curriculum was built in compliance with NEP framework.		
2. Academic Bank of Credits was registered and the process of registration of students was initiated under the guidance of a nodal officer and a committee.		
3. The College collaborated with St Pauls Institute of Communication for Women, Bandra in organizing a one-day National Conference on 30th November 2023 on the theme 'Proliferation of Artificial Intelligence and its Implication on Media and Social Sectors' sponsored by ICSSR		
4.National Conference of Field-Based Research in Social Work and Social Ethics was held on 15th and 16th of March 2024.		
5. National-level student-led conference was organized by the College of Social Work (Autonomous) Nirmala Niketan on 29th and 30th September 2023 The Key theme of the Conference was "The Evolving Landscape: Envisioning the Future of Professional Social Work in India".		
12.Plan of action chalked out by IQAC at 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
Introducing NEP based BSW curriculum	NEP based BSW programme with new curriculum was initiated and implemented
Registration and initiation of Academic Bank of Credits	The college has registered for Academic Bank of Credits and registration of students is in process.
National conference on practice based research	National Conference of Field-Based Research in Social Work and Social Ethics held on 15th and 16th of March 2024
Holding National Student Led Conference of BSW and MSW final year students	National Level Student-led conference held on 29th and 30th September 2023
National Conference on the theme of Artificial Intelligence in collaboration with ST Pauls Institute of Communication for Women.	A National conference was held on 30th November 2023 on the theme 'Proliferation of Artificial Intelligence and its Implication on Media and Social Sectors' in Collaboration with St Pauls Institute of Communication for Women sponsored by ICSSR
Organising Dorothy Baker Lecture series programme in the month of December on Peace and Development	Dr. Dorothy Baker Chair Lecture Series on Peace and Development was held on 2nd December 2023 . The theme for the Lecture Series was "Youth for a Participatory and Rights-Based Inclusive Society"
13. Was the AQAR placed before the statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	
Name of the statutory body	Date of meeting(s)
Governing Body of the Institute	25/04/2024

14. Was the institutional data submitted to AISHE ?	Yes
<ul style="list-style-type: none"> • Year 	
Year	Date of Submission
2022-2023	14/02/2024
15. Multidisciplinary / interdisciplinary	
<p>The Social Work Education Curriculum is multidisciplinary in nature. The curriculum includes Social Science subjects as well as core Social Work discipline subjects. The Social Science subjects include Sociology, Psychology, Political sciences, Economics, Social Movement and other similar ones. The Social Science subjects builds a foundation necessary for learning the social work method subjects. This year BSW curriculum was developed according to the NEP framework which has inbuilt interdisciplinary and multidisciplinary features. We have also launched full fledged M.A programme in Social Innovation and Entrepreneurship. This has brought in the discipline of social Entrepreneurship under the gambit of the Social Work Course</p>	
16. Academic bank of credits (ABC):	
<p>The college has successfully registered for the Academic Bank of Credits. The process of registering the students from 2021 onwards is underway. A Nodal Officer has been appointed and a committee has been formed which is working relentlessly in collaboration with the University of Mumbai to implement Academic Bank of Credits completely.</p>	
17. Skill development:	
<p>The Social Work education curriculum has field work as an important component for learning skills. The entire curriculum is designed to imparting learning of social work methods based on its theoretical framework. The social work methods include working with individuals and families, working with groups and working in the communities, urban, rural and tribal. Along with this the other skill components incorporated are in research and administration. Every semester 6 credits are allotted to field work component with 180 hrs. Students are expected to put in 180 hours of field work per semester under the guidance of the teaching faculty and the field work agency representatives. The college has provided the field work training in</p>	

collaboration with more than 167 organisations both rural and urban placements. Students learn hands on skills while incorporating class room learning through social work method subjects under the guidance of the mentor and directly in the field work setting associated with both government and non government organisations. Along with field work skills are also imparted in various other courses in the form of workshops and seminars. The MASIE course also provides students with innovation and skill based training for designing idea and start ups.

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

Understanding Indian culture, history, heritage, social movements is seen as an important component of the curriculum. The subjects like Social exclusion and inclusion, Social movements help in integrating Indian Knowledge system in training of the students. Through field work and method subjects students learn the local culture, community structures and cultural diversity. The students have been given an option of attempting both internal and external assessment in the regional language like Marathi and Hindi. The new BSW programme being implemented is designed as per the NEP framework and also has a subject named Indian Knowledge system which includes understanding social work heritage of India. The students learn the significance of the important events in the history which has contributed in shaping the social work profession in India. The students work through field work with various communities. They are trained to learn work in the multicultural context. The social work values and principles form an integral part of training and are drawn from the basic multicultural historical context of India. NEP has also helped in introducing National and State language subjects such as Hindi, Marathi.

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

This year the new NEP based curriculum was introduced for the BSW programme. The curriculum has been built completely focusing on the 'Outcome Based Education Framework'. Since 2019 the curriculum for both BSW and MSW were compliant with Outcome based Education framework. The focus has been on learner centred course content, pedagogy and also the assessment system. The curriculum has been designed with outcome based objectives for each course which defines the course content.

20.Distance education/online education:

The College does not offer distance education.

Extended Profile

1.Programme	
1.1 Number of programmes offered during the year:	9
File Description	Documents
Institutional Data in Prescribed Format	View File
2.Student	
2.1 Total number of students during the year:	314
File Description	Documents
Institutional data in Prescribed format	View File
2.2 Number of outgoing / final year students during the year:	115
File Description	Documents
Institutional Data in Prescribed Format	View File
2.3 Number of students who appeared for the examinations conducted by the institution during the year:	306
File Description	Documents
Institutional Data in Prescribed Format	View File
3.Academic	
3.1 Number of courses in all programmes during the year:	138
File Description	Documents
Institutional Data in Prescribed Format	View File
3.2	11

Number of full-time teachers during the year:		
File Description	Documents	
Institutional Data in Prescribed Format	View File	
3.3	20	
Number of sanctioned posts for the year:		
4.Institution		
4.1	100	
Number of seats earmarked for reserved categories as per GOI/State Government during the year:		
4.2	7	
Total number of Classrooms and Seminar halls		
4.3	97	
Total number of computers on campus for academic purposes		
4.4	8745000	
Total expenditure, excluding salary, during the year (INR in Lakhs):		

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

From local to global, socio-economic realities are changing rapidly and this scenario needs committed grassroots level development workers which the Bachelors in Social Work (BSW) program creates. The BSW programs provides learners the knowledge and skills to understand how social concerns originate. The program equips learners with critical thinking, ethics and professional use of self to address issues in psycho-social and eco-political frameworks.

The Masters in Social Work (MSW) program aims at creating social work professionals and combines diverse pedagogies with practical

hands-on field immersion. It includes customized orientation programs and skill-based workshops. It inculcates in learners the knowledge, skills and attitudes required to perform a range of development tasks such as analyzing policies, conducting research among others to further social justice.

The Masters in Social Innovation and Entrenuership (MA-SIE) program skills students to initiate social entrepreneurships that are sustainable. It provides space for incubating ideas, innovate products and market them. Finalized entrepreneurial ideas are also supported further with customized support.

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

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

2

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

3

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

10

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

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

3

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	No File Uploaded

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

The courses Introduction to Social Work Methods and Professional Values and Ethics teach learners basic human values such as

acceptance and non judgemental attitude which helps them maintain a neutral stand point in the context of social problems.

The subject Environment Studies helps learners understand current global phenomena like climate change and deforestation and utilise methods like research and policy analysis to address the social aspects of these issues.

The subject Life Skills Education provides social creative and critical thinking to practice for self and also train stakeholders and client groups.

The subject Social Entrepreneurship enhances not only profits but also the wellbeing of people and the planet in a sustainable manner.

The subject Women's Studies teaches learners of all genders to take an informed and balanced position on issues affecting people of all genders and inculcates respect towards all.

Human Rights gives current information on the rights of humans globally as well as specific groups such as prisoners, refugees etc. along with skills in working with these groups.

Child Rights gives learners the knowledge, skills and attitudes to work with various categories of vulnerable children such as trafficked children, street children and children in institutions

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

10

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	No File Uploaded
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

569

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

286

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	No File Uploaded

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni **A. All 4 of the above**

File Description	Documents
Provide the URL for stakeholders' feedback report	https://cswnn.edu.in/SSS-Report
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	No File Uploaded
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://cswnn.edu.in/SSS-Report
Any additional information	No File Uploaded

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

317

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

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

51

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 students' learning levels and organises special programmes for both slow and advanced learners.

The college employs various methods for academic assessment, including group projects, seminar presentations, class participation, and examinations. Internal and external assessments are conducted each semester to enhance student engagement and creativity. Plagiarism tests are utilized, and special accommodations are provided for learning-disabled students.

Educational support is offered through mother-tongue coaching, remedial English classes, and computer application lectures.

An inclusive teaching approach is adopted, providing resources for visually impaired students and involving readers or colleagues for assistance. Parental involvement includes meetings at the beginning and midpoint of the year to track student progress. Workshops cover topics such as emotional intelligence, exam preparation, government exams, and scholarships.

Skills labs focus on subjects like Gestalt and Transactional Analysis, while field-based skills training programs include street plays and puppet shows. The college encourages participation in the AVISHKAR research competition, with coaching provided to enhance research skills and practical applications in students' professional lives.

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

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
30/04/2024	300	19

File Description	Documents
Upload 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:

Techniques for experiential learning included watching educational movies, reviewing them, and attending theoretical and skill-based seminars. The teachers choose appropriate outside speakers to help students learn about important subjects like law, policy, human rights, and rural and urban studies.

Participatory learning strategies, which combine article reviews, student presentations and group activities with classroom instruction, promote the learning of students from a variety of academic and social backgrounds on both online and offline platforms.

Through orientation visits and fieldwork, students are given the chance to learn about issues, their variations, and intervention strategies in a range of contexts. The fieldwork from this academic year shifted offline and students were placed in various field work agencies.

To assist the theory-practice linkage in the field the students are assigned individual field work mentors. Such dialogues aids in closing the knowledge gap. The college also has a counsellor to guide the students who are undergoing various challenges. The students are given a recap of the class, question banks, a compendium, and reading materials.

File Description	Documents
Upload any additional information	View File
Link for additional Information	Nil

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

The Teachers use ICT enable tools - these include the use of MS Microsoft Teams, PowerPoint Presentations, Videos - Film Clips, Audio Clips, Posters, Slogans, Visits to actual demonstration units like incubators, field action projects etc. The teachers also provided the students soft copies of reading materials that were often given before class to enable them to come prepared for discussions. Class notes and reading compendiums were provided as reference materials so that they could be adequately prepared for assessments. Library access was provided during some lectures so that the reading materials like books and journals were introduced for their additional reading.

Additional assistance was provided to the students through workshops for them on Excel, PPT, APA recommended formatting of research

documents and using softwares like Mendeley, SPSS that helped them to organize their research documentation and interpret their research findings both in quantitative and qualitative forms. The access to online resources include the various access to Open Source Websites and Journals. Since the College has subscribed to various Online Journals, the students too have been given access to the same. Through these workshops and ICTs the learning process has become more approachable, appealing and easier to comprehend.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://cswnn.edu.in/ICT
Upload any additional information	No File Uploaded

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

19

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	No File Uploaded

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The Faculty meet every Monday in the afternoon from 2.00pm for the Faculty Meeting. At the end of every Academic Year the Principal along with the Faculty work at preparing an Academic Calendar. The Academic Calendar for 2023-24 was prepared and adhered to by College of Social Work, Nirmala Niketan. The printed Academic Calendar is available and uploaded to this platform for your kind reference. The plan include two Semesters Classes, Field Work, Camps, Extra Curricular Activities, Conferences, Annual Day, Sports Day and the College Cultural Festival - Riwayat which was planned and executed in coordination with Faculty and Students with carefully selected Operational Committees who meticulously executed the programmes.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

19

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	No File Uploaded
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

12

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	No File Uploaded

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

33 TO 2 YEARS

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	No File Uploaded

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

20 DAYS

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	No File Uploaded

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

0

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	No File Uploaded
Upload any additional information	No File Uploaded

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

- An integrated Exam module within an ERP system often encompasses various functionalities such as exam scheduling, timetable management, hall ticket generation, seating arrangement, marks entry, result generation, and the application of grading policies. The breakdown of each component is as follows:
- Exam Schedule Management: Creation and management of exam schedules, including details like date, time, and venue for each exam. Support for different types of exams, such as midterms, finals, practical exams, etc.
- Timetable Management:
- Hall Ticket Generation:
- Seating Arrangement:
- Marks Entry:
- Implementation of grading policies
- Result Generation:

- Thus IT integration has facilitated the generation of comprehensive reports on exam results, class performance, consolidated report, passed & failed student list/count, subject-wise passed and failed student details, toppers list, summarised details, and individual student performance. Visualization tools for analyzing trends and identifying areas for improvement. Seamless integration with other ERP modules like Student Information System (SIS), Attendance Management, and Academic Records. Implementing an Exam module in an ERP system has helped our institution manage the entire examination process efficiently, reduce paperwork, minimize errors, and enhance overall productivity. It also provides valuable insights through analytics and reporting features for continuous improvement.

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

2.6 - Student Performance and Learning Outcomes

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

In 2023, the college updated its Bachelor of Social Work (BSW) program curriculum in accordance with the National Education Policy (NEP) and contemporary social issues. The revised syllabus starts with clearly defined course objectives, outcomes, learner objectives, and a comprehensive unit plan that includes detailed descriptions and up-to-date references. Teachers tailor their lesson plans to achieve these objectives, ensuring a cohesive learning experience.

The curriculum integrates diverse learning methods such as lectures, seminars, case studies, simulations, fieldwork, and experiential learning. This approach aims to equip BSW students with foundational knowledge and skills essential for effective social work practice, emphasizing understanding of social justice, human behavior, and diverse populations.

For the Master of Social Work (MSW) program, which builds upon the BSW foundation, the focus shifts to advanced clinical practice,

policy analysis, and leadership development. MSW graduates are expected to demonstrate proficiency in therapeutic interventions, research methodologies, and ethical decision-making.

The college promotes effective communication between faculty and students through various channels including email, online platforms, scheduled office hours, and interactive class discussions. Virtual meeting tools and messaging apps enhance accessibility and engagement, ensuring students stay updated on course materials, assignments, and receive timely feedback.

Each course syllabus serves as a detailed guide, outlining learning objectives, assessment criteria, and communication protocols, fostering a supportive and enriching learning environment. This structured approach supports student success and prepares them for meaningful contributions in the field of social work.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	Nil

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The college's approach to social work education is comprehensive and dynamic, designed to prepare students effectively for professional practice. Through regular curriculum reviews, the college ensures alignment with current social work practices, theories, and ethical guidelines. This integration of theory and practice is facilitated by diverse assessment methods such as assignments, presentations, exams, recordings, and field evaluations, which provide students with varied opportunities to demonstrate their learning and receive constructive feedback.

Field education placements and practicum experiences play a pivotal role in the curriculum, offering students hands-on learning opportunities in real-world settings. Supervised placements allow students to apply theoretical knowledge, develop professional skills, and integrate feedback from practitioners through assessments like field work vivas, individual evaluations, and agency evaluations.

The emphasis on research projects and term papers, supported by faculty guidance and evaluation by external experts during vivas, strengthens students' research skills and ability to present and defend their work effectively. Ongoing professional development for faculty ensures that teaching remains current and effective, fostering a learning environment enriched by practitioner insights and networking opportunities.

In sum, the college's multidimensional strategy—incorporating curriculum design, diverse learning modalities, rigorous assessment systems, practical experiences, and faculty development—equips students to address complex social issues, advocate for social justice, and make meaningful contributions to their communities upon graduation.

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

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

273

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	https://cswnn.edu.in/annual-report

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://cswnn.edu.in/SSS-Report>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The Institution aims to provide all the facilities that are required to support research activities on campus. The College has a well-equipped Research and Development Cell with facilities that includes essential software, computers, etc. The Research and Development Cell conducts independent as well as commissioned research studies funded by varied parties such as government, non-government, and corporate organization. The findings contribute in developing field-based interventions, designing policies, and advocacy. It provides training in research methodology; and contributes immensely to social work education. The College also has a well-established Research Committee to plan the students' research projects. It closely monitors and contributes to the development and enhancement of research rigor among students by periodically conducting research related workshops, and seminars. Furthermore, college has a well-equipped library which provides faculty and students with sufficient journals and electronic resources to support their research endeavors. The College library is also equipped with software detecting plagiarism. The students' projects and assignments are examined for plagiarism using software to make sure that an ethical procedures are practiced and quality is assured.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://cswnn.edu.in/sites/default/files/users/user23/Institutional%20Policy%20for%20Research.pdf
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

0

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	No File Uploaded
List of teachers receiving grant and details of grant received	No File Uploaded
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

0

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	No File Uploaded
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

Rs. 1,52,777/- (Rupees One Lakh Fifty Two Thousand Seven Hundred and Seventy Seven Only).

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	No File Uploaded
Any additional information	View File

3.2.2 - Number of teachers having research projects during the year

1

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

7

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	No File Uploaded

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

1

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
Any additional information	View File

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

To foster an ecosystem for innovation, creation, transfer of knowledge through research, entrepreneurship, community orientation, and incubation, the college has an established Research and Development Cell, and the Nirmiti Centre for Social Innovation and Entrepreneurship. The Research and Development Cell carries out numerous research projects, both independent and commissioned

studies requested by Local, State, National Governments and National-International Agencies. Through systematic, and evidence-based research, it produces knowledge for social work practice and education, social policy, and advocacy. The College also has Nirmiti Centre for Innovation and Entrepreneurship (NCSIE), which guides students in turning their ideas into innovative projects. It is encouraged of students to obtain practical experience and increase their exposure to the field and community. A variety of multidimensional entrepreneurship-related workshops, seminars, and guest lectures are arranged. Through its incubation programmes, the student's creative start-up is mentored and encouraged towards a formal registration. The students are encouraged to use all of the college's resources to support their research, study, and inventions, and they receive mentoring to further their research and entrepreneurial abilities. Students are also encouraged to actively engage in community-focused research projects. Students that participate in a variety of workshops and seminars increase their research aptitude.

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

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

41

File Description	Documents
Report of the events	No File Uploaded
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check **B. Any 3 of the above**

through authenticated software

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year**3.4.2.1 - Number of PhD students registered during the year****19**

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year**4**

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

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year**1**

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

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

0

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	No File Uploaded

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

0

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

Rs. 1,29,000/- (Rupees One Lakh Twenty Nine Thousand Only)

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	No File Uploaded
List of consultants and revenue generated by them	No File Uploaded
Any additional information	View File

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

Nil

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	No File Uploaded
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

The College of Social Work, Nirmala Niketan has always been engaged in addressing the issues and concerns at grass-root levels which has led to the evolution of various field action projects namely Anubhav Youth Training Centre (AYDC), PRAVAS and SPANDAN through these projects the students are given an opportunity to get involved in many of their extension activities.

The students of College of Social Work (Autonomous), Nirmala Niketan organize various workshops (awareness programmes, sensitization programmes, health camps, blood donation drives, information dissemination programmes on government schemes) in their fieldwork

throughout the year.

Students are placed in a range of fieldwork settings (about 64 organisations) working on Gender-based Violence, Gender Justice, Women's health, and related themes. Some of the organizations include MAVA, Sakhya, SNEHA, MAVIM, Prerana, and Spandhan (field action project of the College of Social Work). Placements in organizations provide students an opportunity to critically reflect upon, internalize, and integrate Feminist Social Work Practice principles in the field. Almost 50 per cent of our Field placements provide direct interventions with various social issues.

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

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

5

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	View File
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

71

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

300

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

140

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	No File Uploaded

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

6

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

Class Rooms: 10

The total strength of Students in BSW and MSW together has been 299.

Marie Adelaide Play Lab: has been set up for Children in 2019.

Computer Room / Unit : equipped with 24 Computers. Utilized as a space for teaching SPSS, Excel etc used for research work. NVDA software for students with visual disability.

Board Room: In the main campus building and one large Seminar Room in the Extension Centre. All the classrooms and Seminar Room are fitted with the state of the art LCD Projectors, Laptops, Speakers and Mikes .

Auditorium: At the CSWNN Extension Centre, Goregaon which has the seating capacity for 200 participants.

Physical Facilities - Refreshing Room

- Adequate and well-equipped Toilets are provided for Women and Men Staff and Students on each floor, along with a separate toilet for Physically Challenged

Academic Facilities - Classrooms, Laboratories - Computer Lab, Play Lab; Library, Sports Complex

- Academic - Workshops, the College makes the premises available on Fridays and Saturdays for Workshops for NGOs for meetings, training programmes and activities for their staff, networking partners Alumni, and beneficiaries.

Sports Facilities / Complex:

Laboratories & Innovation Centres:

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

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

Outdoor Facilities:

CSWNN has a Volley Ball Court /cum Badminton Cour/ cricket facility behind the Building Complex for outdoor sports activities for the Students

Indoor Facilities:

The Gymnasium is housed on the second floor of the college complex. It has various equipment like the bench press, the cycle and running machine and various weights to enable students to use their leisure time to maintain a fit and healthy body. There is also a Table Tennis Table and two Carrom Boards for recreational purpose for the Students

Counselling Centre:

CSWNN offers the services of a trained Counsellor who is available on Campus for students for Counselling and career guidance.

Hostel Facilities:

CSWNN also provides Hostel facilities for outstation girls students managed by Institute of Social Service in the same campus on the 4th and 5th floor of the ISS building. The Hostel has a capacity for 72 girls (50% for CSWNN and 50% for NN Home Science).

Canteen Facilities:

CSWNN provides Canteen Facilities for Hostelites, Students and staff members. Breakfast, Lunch, Evening Snacks and dinner are available for students at affordable prices.

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

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

10

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

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

87.46677

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	No File Uploaded
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

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

Name of the ILMS software - iSLIM

Nature of automation - Partial

Version - 1.7.3.13888

Year of Automation - 2012

The library is partially automated and uses commercial software i.e.

iSLIM. iSLIM is an online library management system to automate all library processes and provides an interactive user experience. iSLIM follows a modular approach and offers essential modules like Acquisition, Cataloguing, Circulation, and Serials. It automates routine tasks such as cataloging and circulation, freeing librarians to focus on more value-added activities. At present 26000 book details and more than 50000 other document details are available in iSLIM. iSLIM is available on a cloud basis and accessible for 24 hrs. iSLIM also has the facility to save the digital collection and SMS facility for issue return. The software also provides the SMART card scanning facility for user footfalls. There is also the facility to get reports in various formats.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://cswnn.slimkm.org/iOPAC/

4.2.2 - Institution has access to the following: e- A. Any 4 or more of the above journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	No File Uploaded

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

289512

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

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

9840

File Description	Documents
Upload details of library usage by teachers and students	No File Uploaded
Any additional information	No File Uploaded

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

It is important to recognize that the online classroom is in fact a classroom, and certain behaviours are expected when you communicate with both your peers and your instructors. Netiquette refers to the rules of etiquette that apply to online communication. It is important to recognize that certain behaviours are expected when you communicate with both your peers and your teachers in the online. Classroom. SECURITY: It is imperative to change the default password given by college to a unique one for yourself and be careful that you do not share it with anyone. In case of breach or violation the owner of email address will be held accountable. COLLEGE ACCOUNT: Every student must log in using their official college account only. All students are encouraged to use their laptops/desktops, if available, for an enhanced classroom experience. In the absence of the laptop/computer, mobile can be used. They must check your device for the audio and video input sources in advance to avoid any problems at a later stage. Also, it is advisable to choose a favourable spot at home with regards to Wi-Fi connectivity and minimum distraction. If any student has connectivity issue, they should inform their class teachers or members of the Student Induction? Orientation Programme Committee.

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

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
299	27

File Description	Documents
Upload any additional information	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

B. 35 Mbps - 50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	No File Uploaded
Upload any additional information	No File Uploaded

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

A. All four of the above

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	No File Uploaded

4.4 - Maintenance of Campus Infrastructure

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

87.46677

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	No File Uploaded

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

The CSWNN library covers 2514 sq. Ft with a total seating capacity of 100 students. The library is open on all working days from 9 am to 6 pm. The members include students, faculty, non-teaching staff and alumni of the college. Membership fee for Alumni is Rs. 1000, of which Rs.400 is refundable (once membership is closed) and Rs. 600 is the reading charges which is renewable every year. Each alumni can issue one book for the period of seven days.

The library uses a commercial software - iSLIM. The database is configured to N-list. There are clear instructions for the students to facilitate an atmosphere of silence.

Gymnasium: is housed on the second floor of the college complex. The students record their entry into the sports /gym room in a register and display their College I.D. Card on entry

Classrooms: There are seven classrooms in the main college building at Churchgate and three classrooms in the extension centre in Goregaon. Each of these classrooms and seminar room is fitted with the state of the art lcd projectors, laptops, speakers and mics available for academic sessions.

Audio Visual Unit

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

30

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	No File Uploaded

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

77

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

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities
Soft Skills
Language and Communication Skills
Life Skills (Yoga, Physical fitness, Health and Hygiene)
Awareness of Trends in Technology

B. Any 3 of the above

File Description	Documents
Link to Institutional website	https://cswnn.edu.in/Equal-Opportunity-Cell
Details of capability development and schemes	View File
Any additional information	No File Uploaded

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

60

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

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

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

37

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded

5.2.2 - Number of outgoing students progressing to higher education

17

File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	No File Uploaded

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

3

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	No File Uploaded

5.3 - Student Participation and Activities

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

13

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The development of skills amongst students is an important component of Institute's mission and objectives. At the College of Social Work, Nirmala Niketan opportunities for these are provided through various clubs and committees that are in operation. The manner in which they successfully organize various co-curricular activities is a proof of their skills at teamwork and leadership. College of Social Work, Nirmala Niketan has an active and vibrant students' community. In order to ensure that students take pro-active lead in organizing various literary, cultural and sports events both at the intra-collegiate and inter-collegiate level, a representative StudentsCommittee is constituted at the college level. This committee has elected representatives from each class as Class Representative and representative for each of the three committees that is literary, sports and cultural events. Out of these elective representatives, an overall coordinator was nominated along with a coordinator for each of the above mentioned three committees.

Students committee also has faculty representatives (two) along with Principal and Administrator of CSWNN being part of the same committee. This committee coordinates literary, cultural and sports activities in the college and also facilitates participation of students across all the classes in these events.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://cswnn.edu.in/sites/default/files/users/user23/Students%20committee%20schedule%20for%20year-%202023-24.pdf

5.3.3 - Number of sports and cultural events / competitions organised by the institution

16

File Description	Documents
Report of the event	No File Uploaded
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

College of Social Work (Autonomous) Nirmala Niketan, Mumbai holds a very wide alumni network throughout the country. Alumni of the institute works in various realms of the social sector including NGO's, Government bodies, MNCs, CSR firms and Entrepreneurship ventures. Alumni contributes back to the institute in multiple ways.

Alumni members interact with the students in multiple stages of their social work journey. Every year there is alumni interaction with the new comer students as part of their orientation programme wherein alumni working in different sectors share their experience of working as well as how to be prepared for their respective professional areas. Alumni also contributes largely in the field work component of our students. Alumni members are field contacts from different organisations where the students are placed for their field work throughout their academic year. Alumni members also contributes financially, especially in helping the needy students who are struggling with their financial requirements. Alumni association is also formed for the smooth functioning of the alumni body. Every month a meeting is organised by the alumni association in the college premises for the planning of the alumni programmes.

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

5.4.2 - Alumni's financial contribution during the year E. <2 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

The democratic and participatory form of governance that permeates all college decision-making processes is a crucial component of how colleges operate. The college collaborates with its many stakeholders to create a perspective/strategic plan, which is then routinely evaluated and updated. This perspective plan offers a more comprehensive framework within which the college can grow gradually and methodically. The college's Internal Quality Assurance Cell works methodically to guarantee the caliber of its academic offerings. Review and planning meetings are held at the conclusion of each academic year to make sure that all of the college's programs, including academic ones and field experiences, align with the college's vision and mission. College has traditionally had a participatory and democratic functioning.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://cswnn.edu.in/index.php/StatutoryComm itees

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

The college has always adhered to the principles of decentralized and participatory operating management, incorporating a variety of stakeholders including students, teachers, and administrative staff in all of its procedures. The college supports decentralization at all levels and adheres to a bottom-up approach to organizational management, which has shown to be one of the finest methods for making decisions and carrying them out. A range of stakeholders are involved in the decision-making process, and varying levels of participation apply to the participatory management approach. The college's administrative and academic structures are set up to

support the participative arrangement.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	https://cswnn.edu.in/sites/default/files/users/user23/Strategic%20Plan%202022-2024.pdf

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

In keeping with its goals and objectives as well as the parameters of the Perspective Plan, the College of Social Work at Nirmala Niketan University has persisted in its pursuit of high-quality instruction. The plan is articulated and each staff is made aware of the goals. During this year, the College organized several sensitization and awareness sessions in addition to continuing to address the new requirements.

The plan guides the institution's decisions and operations, and ensures that they align with the mission, values, and regulations of University of Mumbai and UGC. Some steps that are taken to effectively implement and monitor the strategic plan includes: communicating the plan to all stakeholders, encouraging a culture of feedback and suggestions from stakeholders, scheduling regular reviews to assess progress and revise the plan as needed, and encourage continuous planning and support for new ways of doing things.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://cswnn.edu.in/Institute%20Development%20Plans
Upload any additional information	No File Uploaded

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the

policies, administrative set-up, appointment and service rules, procedures, etc.

The Governing Board oversees the functioning of College of Social Work (Autonomous), Nirmala Niketan. The Board of Studies, Academic Council, IQAC, College Development Cell, and numerous other statutory and non-statutory bodies/ committees are guided and supported by the Governing Board.

According to UGC standards, statutory committees such as the examination cell, ICC, student welfare, and grievance redressal committees are formed. Additionally, the following non-statutory committees are established at the college level to aid in the efficient operation: Committee for admissions, Committee for field work, Committee for Camps, Committee for Research and Term Papers, Career Guidance and Job Placement Cell, Social Entrepreneurship Cell, Women Development Cell, Library Committee, and Committee for Procurement and Purchases. In all these committees, there is sufficient representation from the teaching staff, administrative staff, government, UGC, and university nominees, as well as students.

File Description	Documents
Paste link to Organogram on the institution webpage	https://cswnn.edu.in/sites/default/files/users/user23/Organogram%20of%20College%20of%20Social%20Work%20%20Nirmala%20Niketan.pdf
Upload any additional information	No File Uploaded
Paste link for additional Information	https://cswnn.edu.in/StatutoryCommittees

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

B. Any three of the above

File Description	Documents
ERP (Enterprise Resource Planning) Documen	No File Uploaded
Screen shots of user interfaces	No File Uploaded
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The institution always shows a great deal of concern for the welfare of its employees and is essential to their professional growth. The college regularly offers support in personal emergency including, but not limited to interest-free loans for housing, medical, educational, or other purposes to help staff members navigate through a variety of personal and family-related needs. Both teaching and administrative staff members are encouraged to upgrade their professional skills and experience through inhouse trainings too. The staff personnel receive financial assistance for attending conferences, seminars, skill and knowledge development workshops, orientation, and refresher programs. The Management implemented specific actions to guarantee not only the

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

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

16

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)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

5

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	No File Uploaded

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

3

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

Institution conducts both internal and external financial audits regularly. The institution is assisted by Chotalal Shah and Company in compiling Internal Audit Reports on a half yearly basis

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

7.001

File Description	Documents
Annual statements of accounts	No File Uploaded
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

The College of Social Work and Nirmala Niketan Institute Trust prioritize the effective utilization of financial resources to support the overall growth of the college. The institute implements a Tally system to oversee the efficient and sufficient use of resources to meet the college's infrastructure and academic requirements. During the specified fiscal year, the college's main sources of income included UGC grants and financial support from RUSA. Donations from supporters and the Nirmala Niketan Institute Trust help to contribute to the college's financial resources.

At the start of every academic year, each committee present their budgetary needs to the college officials to ensure funds are allocated. The committees follow the approved budget set by management for academic and administrative purposes. Financial transparency is guaranteed by keeping records of all transactions with bills and vouchers. Every year, a chartered accountant carries out a financial audit to check for compliance.

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

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

IQAC plays a pivotal role in setting and executing policies in the college to enhance the quality of academic and administrative processes at the college level. The IQAC conducts structured periodic evaluations of different procedures and also solicits input from diverse stakeholders. IQAC establishes quality standards for academic programs by aligning field-level commitments with the college's vision and mission. IQAC focuses on creating a strategic plan for the college that provides a clear direction for specific actions in a specific thematic area over an allotted time frame. IQAC not only assists in creating a roadmap but also takes specific actions to ensure successful completion of tasks. IQAC has also been leading the way in ensuring that academic rigor and community engagement are maintained through dialogue with different stakeholders and grassroots interventions.

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

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

IQAC improves the teaching and learning process through standard academic practices which include: Preparation of academic calendar, allocation of courses to teachers according to their expertise, planning workload requirements, preparation of timetable, regular curriculum review, implementation of outcome based learning outcomes in each program, etc.

In addition, special taskforces are formed by IQAC to help college submit data for various ranking initiatives such as NIRF, ARIIA, India Today and various other government recognized quality improvement initiatives. Staff are trained in new methodologies through seminars, conferences, workshops, etc.

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

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://cswnn.edu.in/annual-report
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The College of Social Work was founded in 1955 by a band of brave women, the Daughters of the Heart of Mary. The vision and mission of the College are to contribute to building a new social order based on human dignity and social justice, work with a preferential option for the vulnerable and exploited, both locally and globally, and

build a cadre of young, competent professionals having a global perspective and a strong value base of compassion, personal integrity, moderation, tolerance, and self-respect.

Promoting a gender-just society through our academic and field-based programmes has been a major thrust of the College. Some important initiatives undertaken by the College are enumerated below based on the international, national, and church-based policies such as The Convention of Elimination of all Forms of Discrimination against Women, the Indian Constitution, the Sexual Harassment at Workplace Act (Prevention, Prohibition and Regulation) Act, 2013, and the Gender Policy of the Catholic Church, 2009).

- Women's Development Cell
- Establishment of the Internal Complaints Committee
- Feminist social work practice through fieldwork practicum
- RUSA-sponsored workshops
- Field Action Projects
- Gender Sensitive provisions for female staff and students
- Extra-curricular events focusing on gender equality and equity

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

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: 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
Geotagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

Waste segregation

- Provision of separate bins for wet (like food scraps) and dry (like paper)
- Orientation to all the classes to create environmental consciousness
- Strict adherence to the maintenance of classroom cleanliness is followed
- Housekeeping staff and gardeners help in the segregation of waste at the source, which is then collected by Safai Karmachari

Solid Waste Management

- Waste collected in an organized way, separated into different types, and then sold to approved vendors for recycling.
- Promotion of a paperless system for office work.
- Use of one side of the paper for things like faxes, printing drafts, meeting minutes, memos, and notes in the office
- Fines are imposed on a class if waste is not properly managed as a preventive measure

Bio-Medical Waste

- Arrangements in place to dispose of sanitary napkins in all the washrooms.

E-Waste Management

- Small problems with electronics are fixed to ensure they are used as much as possible.
- Practical demonstrations conducted using electronic waste components like computer parts, CPUs, and ICs

Waste Recycling System

- Paper-made products and cloth bags encouraged.
- Use of wastepaper and newspapers is encouraged during various subject-based workshops, extracurricular activities and events. The Christmas Celebration included the preparation of the Christmas Tree as Best out-of-waste activity.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus **B. Any 3 of the above**

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

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **A. Any 4 or All of the above**

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

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

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

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

D. Any 1 of the above

- 1. Green audit**
- 2. Energy audit**
- 3. Environment audit**
- 4. Clean and green campus recognitions/awards**
- 5. Beyond the campus environmental promotional activities**

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

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

A. Any 4 or all of the above

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

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

The Field Action Projects have led to various initiatives for the empowerment of the marginalised, the promotion of their rights and well-being and the strengthening of groups in need of support, care and guidance.

Special Provisions through policy and programmes: Facilities for the person living with disability through infrastructure and formulation of policies for the promotion and protection of their rights: Admission Policy that considers special consideration for marginalised/socially excluded groups; preadmission counselling; The Gender Policy, Safety Policy of the College, Code of Conduct and Standard Operating Procedures and the special provisions for students with disability for Fieldwork and Fieldwork Assessment.

Inclusion promoted through curriculum, training and co-curricular activities. An inclusive environment is facilitated through the establishment of committees for promoting welfare measures and creating safe spaces and opportunities. The College also has the provision of a mid-day meal scheme and laptop bank schemes, 50 per cent reimbursement of Fieldwork travel for students from economically backward families.

The Equal Opportunity Cell of the College supports students from the reserved category, minorities and students with disabilities. The Committee aims to address their academic, social, and psychological problems and facilitate students' participation in academic and co-curricular activities through proper social, sports, and cultural activities.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

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

Initiatives:

Promoting Constitutional Values through curriculum, programmes, policies and extension activities

Initiatives resonate with the vision and mission of the college and responds to the emerging socio- economic realities. The subjects offered at the College and the Fieldwork Practicum are centred on interventions with the marginalised and socially excluded group. The Fieldwork Placements are meticulously chosen as per the Fieldwork Placement Policy and vision and mission of the College. The rural camps are organized to help expose the students to rural realities, learn about rural development schemes and rural development institutions.

Interventions by various statutory and non-statutory committees to protect the rights of citizens and promote constitutional values

The Internal Quality Assurance Cell, Extra Curricular Committee, The Equal Opportunity Cell; The Internal Complaints Committee; The Rotaract Club, Fieldwork Committee seek to promote the well-being and rights of stakeholdersthrough programmes and policies

Scholarships and loans for students

Student Committee programmes

Proactive measures: Child Protection Policy, Gender Policy, Safety Policy, Code of Conduct and Standard Operating Procedures

Representative of students representing socially excluded groups in committees

Fieldwork collaboration

Field Action Projects and Extension Programmes**Other Extension Programmes****Collaboration and Networking****Disaster relief work****Participation in events****IQAC Initiatives****Interfaith Committee Initiatives**

File Description	Documents
Details of activities that inculcate values necessary to transform students into 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 sensitization 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 Annual awareness programmes on the 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 programmes, 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

The College enthusiastically commemorated important regional, national and international events such as:

Independence Day celebration 9th August 2023

Handloom and Khadi - A New Fashion Statement," on September 6th, 2023.

193rd Birth Anniversary of Savitribai Phule with the 13th lecture in the series

Anna Bhau Sathe's birth anniversary on 1st August 2023.

Pravas celebrated World Senior Citizens Day, Elderly Day, Diwali and Christmas

Anubhav Youth Development Centre celebrated Constitution Day and Interreligious festival celebration

Marathi Bhasha Din was celebrated on 27th February 2024.

International Yoga Day 2023 was observed on 21st June 2023.

World Social Work Day every year was commemorated through the National Student-led Conference held on 29th-30th September 2023

The International Women's Day program was celebrated aligning with the theme given by the UN for the year 2024 which is Inspire Inclusion. While the main event was organized on 9th March, a series of events were organized as a prelude to the main celebrations.

International Human Rights Day, 10 December was commemorated through the Dorothy Baker Lecture Series held on 2nd December 2023. " The theme for this year was "Youth for a Participatory and Rights-Based Inclusive Society".

International Suicide Prevention Day was commemorated on 13th September 2023.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

The FAP, Anubhav Youth Development Centre, a Project implements its module Laher (Waves) - Constitutional Values, Module on Personality Development, Foundation Course in Social Work and Providing Youth Centered Spaces for dialogue and action" for different suburban colleges from Matunga to Dahisar and adolescent and youth in communities: Santosh Nagar and Bhaghat Singh Nagar. The aim isto empower youth to discover themselves and contribute positively to their personal and societal development as concerned and responsible citizens. A total of 15 sessions (One session for 90 minutes) are conducted ineach College. The different modules covered through Laher include: Democracy and Secularism Gender Justice Environment Justice, Social Justice Environment Honesty and Integrity Scientific Temper, and Citizenship (Project work).

The project completed 55 sessions in 10 colleges and two communities in Mumbai:Shailendra Degree College, Dahisar; Shailendra Junior College, Dahisar; KES College, Kandivali; DTSS College, Malad; Nagindas Khandwala College, Malad; J. M. Patel College, Goregaon; Ghanshyamdas College, Goregaon; Rizvi College, Bandra; College of Home Science, Churchgate; College of Social Work, Nirmala Niketan, Churchgate; Santosh Nagar, Goregaon East and Bhagat Singh Nagar, Goregaon West. The project reached to One thousand one hundred and twelve youths in Mumbai through its Laher programme.

File Description	Documents
Best practices in the Institutional website	https://cswnn.edu.in/best-practices
Any other relevant information	https://cswnn.edu.in/field-action-projects

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The College of Social Work- Nirmala Niketan since its inception in 1955 has been dedicated to the pursuit of excellence in social work education. At various junctures, the College has made efforts to update its knowledge base and make its educational initiatives relevant to the existing national and global socio-economic realities. The College of Social Work has significantly contributed to social work through its academic, fieldwork and extension programmes since its inception. The College has a well-stated motto, vision, mission, and objective reflected in all aspects of the College. The College has made rapid strides in the field of Social Work education and is adjudged as one of the best colleges of Social Work in the country. The college has completed 68 years, of training young men and women to help the underprivileged fight for their rights. By the end of the training, these young persons are full-fledged professionals making a mark in the society. The College ensures that it provides safe spaces and opportunities for learning to students from the most marginalised backgrounds. The college undertakes several student-centred measures to enhance learning opportunities, some of which include: the Student Induction Programme, Fieldwork, Student Supportive Services, and Field Action Projects.

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

From local to global, socio-economic realities are changing rapidly and this scenario needs committed grassroots level development workers which the Bachelors in Social Work (BSW) program creates. The BSW programs provides learners the knowledge and skills to understand how social concerns originate. The program equips learners with critical thinking, ethics and professional use of self to address issues in psycho-social and eco-political frameworks.

The Masters in Social Work (MSW) program aims at creating social work professionals and combines diverse pedagogies with practical hands-on field immersion. It includes customized orientation programs and skill-based workshops. It inculcates in learners the knowledge, skills and attitudes required to perform a range of development tasks such as analyzing policies, conducting research among others to further social justice.

The Masters in Social Innovation and Entrenuership (MA-SIE) program skills students to initiate social entrepreneurships that are sustainable. It provides space for incubating ideas, innovate products and market them. Finalized entrepreneurial ideas are also supported further with customized support.

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

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

2

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

3

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

10

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

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

3

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	No File Uploaded

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

The courses Introduction to Social Work Methods and Professional Values and Ethics teach learners basic human values such as acceptance and non judgemental attitude which helps them maintain a neutral stand point in the context of social problems.

The subject Environment Studies helps learners understand current global phenomena like climate change and deforestation and utilise methods like research and policy analysis to address the social aspects of these issues.

The subject Life Skills Education provides social creative and critical thinking to practice for self and also train stakeholders and client groups.

The subject Social Entrepreneurship enhances not only profits but also the wellbeing of people and the planet in a sustainable manner.

The subject Women's Studies teaches learners of all genders to take an informed and balanced position on issues affecting people of all genders and inculcates respect towards all.

Human Rights gives current information on the rights of humans globally as well as specific groups such as prisoners, refugees etc. along with skills in working with these groups.

Child Rights gives learners the knowledge, skills and attitudes to work with various categories of vulnerable children such as trafficked children, street children and children in institutions

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

10

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	No File Uploaded
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

569

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

286

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	No File Uploaded

1.4 - Feedback System

1.4.1 - Structured feedback and review of the **A. All 4 of the above**

syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni	
File Description	Documents
Provide the URL for stakeholders' feedback report	https://cswnn.edu.in/SSS-Report
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	No File Uploaded
Any additional information	No File Uploaded
1.4.2 - The feedback system of the Institution comprises the following	A. Feedback collected, analysed and action taken made available on the website
File Description	Documents
Provide URL for stakeholders' feedback report	https://cswnn.edu.in/SSS-Report
Any additional information	No File Uploaded
TEACHING-LEARNING AND EVALUATION	
2.1 - Student Enrollment and Profile	
2.1.1 - Enrolment of Students	
2.1.1.1 - Number of students admitted (year-wise) during the year	
317	
File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File
2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)	
51	

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 students' learning levels and organises special programmes for both slow and advanced learners.

The college employs various methods for academic assessment, including group projects, seminar presentations, class participation, and examinations. Internal and external assessments are conducted each semester to enhance student engagement and creativity. Plagiarism tests are utilized, and special accommodations are provided for learning-disabled students. Educational support is offered through mother-tongue coaching, remedial English classes, and computer application lectures.

An inclusive teaching approach is adopted, providing resources for visually impaired students and involving readers or colleagues for assistance. Parental involvement includes meetings at the beginning and midpoint of the year to track student progress. Workshops cover topics such as emotional intelligence, exam preparation, government exams, and scholarships.

Skills labs focus on subjects like Gestalt and Transactional Analysis, while field-based skills training programs include street plays and puppet shows. The college encourages participation in the AVISHKAR research competition, with coaching provided to enhance research skills and practical applications in students' professional lives.

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

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
30/04/2024	300	19

File Description	Documents
Upload 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:

Techniques for experiential learning included watching educational movies, reviewing them, and attending theoretical and skill-based seminars. The teachers choose appropriate outside speakers to help students learn about important subjects like law, policy, human rights, and rural and urban studies.

Participatory learning strategies, which combine article reviews, student presentations and group activities with classroom instruction, promote the learning of students from a variety of academic and social backgrounds on both online and offline platforms.

Through orientation visits and fieldwork, students are given the chance to learn about issues, their variations, and intervention strategies in a range of contexts. The fieldwork from this academic year shifted offline and students were placed in various field work agencies.

To assist the theory-practice linkage in the field the students are assigned individual field work mentors. Such dialogues aids in closing the knowledge gap. The college also has a counsellor to guide the students who are undergoing various challenges. The students are given a recap of the class, question banks, a compendium, and reading materials.

File Description	Documents
Upload any additional information	View File
Link for additional Information	Nil

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

The Teachers use ICT enable tools - these include the use of MS Microsoft Teams, PowerPoint Presentations, Videos - Film Clips, Audio Clips, Posters, Slogans, Visits to actual demonstration units like incubators, field action projects etc. The teachers also provided the students soft copies of reading materials that were often given before class to enable them to come prepared for discussions. Class notes and reading compendiums were provided as reference materials so that they could be adequately prepared for assessments. Library access was provided during some lectures so that the reading materials like books and journals were introduced for their additional reading.

Additional assistance was provided to the students through workshops for them on Excel, PPT, APA recommended formatting of research documents and using softwares like Mendeley, SPSS that helped them to organize their research documentation and interpret their research findings both in quantitative and qualitative forms. The access to online resources include the various access to Open Source Websites and Journals. Since the College has subscribed to various Online Journals, the students too have been given access to the same. Through these workshops and ICTs the learning process has become more approachable, appealing and easier to comprehend.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://cswnn.edu.in/ICT
Upload any additional information	No File Uploaded

2.3.3 - Ratio of students to mentor for academic and other related issues**2.3.3.1 - Number of mentors**

19

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	No File Uploaded

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The Faculty meet every Monday in the afternoon from 2.00pm for the Faculty Meeting. At the end of every Academic Year the Principal along with the Faculty work at preparing an Academic Calendar. The Academic Calendar for 2023-24 was prepared and adhered to by College of Social Work, Nirmala Niketan. The printed Academic Calendar is available and uploaded to this platform for your kind reference. The plan include two Semesters Classes, Field Work, Camps, Extra Curricular Activities, Conferences, Annual Day, Sports Day and the College Cultural Festival - Riwayat which was planned and executed in coordination with Faculty and Students with carefully selected Operational Committees who meticulously executed the programmes.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality**2.4.1 - Number of full-time teachers against sanctioned posts during the year**

19

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	No File Uploaded
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

12

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	No File Uploaded

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

33 TO 2 YEARS

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	No File Uploaded

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

20 DAYS

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	No File Uploaded

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

0

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	No File Uploaded
Upload any additional information	No File Uploaded

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

- An integrated Exam module within an ERP system often encompasses various functionalities such as exam scheduling, timetable management, hall ticket generation, seating arrangement, marks entry, result generation, and the application of grading policies. The breakdown of each component is as follows:
- Exam Schedule Management: Creation and management of exam schedules, including details like date, time, and venue for each exam. Support for different types of exams, such as midterms, finals, practical exams, etc.
- Timetable Management:
- Hall Ticket Generation:
- Seating Arrangement:
- Marks Entry:
- Implementation of grading policies
- Result Generation:
- Thus IT integration has facilitated the generation of comprehensive reports on exam results, class performance, consolidated report, passed & failed student list/count, subject-wise passed and failed student details, toppers list, summarised details, and individual student

performance. Visualization tools for analyzing trends and identifying areas for improvement. Seamless integration with other ERP modules like Student Information System (SIS), Attendance Management, and Academic Records. Implementing an Exam module in an ERP system has helped our institution manage the entire examination process efficiently, reduce paperwork, minimize errors, and enhance overall productivity. It also provides valuable insights through analytics and reporting features for continuous improvement.

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

2.6 - Student Performance and Learning Outcomes

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

In 2023, the college updated its Bachelor of Social Work (BSW) program curriculum in accordance with the National Education Policy (NEP) and contemporary social issues. The revised syllabus starts with clearly defined course objectives, outcomes, learner objectives, and a comprehensive unit plan that includes detailed descriptions and up-to-date references. Teachers tailor their lesson plans to achieve these objectives, ensuring a cohesive learning experience.

The curriculum integrates diverse learning methods such as lectures, seminars, case studies, simulations, fieldwork, and experiential learning. This approach aims to equip BSW students with foundational knowledge and skills essential for effective social work practice, emphasizing understanding of social justice, human behavior, and diverse populations.

For the Master of Social Work (MSW) program, which builds upon the BSW foundation, the focus shifts to advanced clinical practice, policy analysis, and leadership development. MSW graduates are expected to demonstrate proficiency in therapeutic interventions, research methodologies, and ethical decision-making.

The college promotes effective communication between faculty and students through various channels including email, online platforms, scheduled office hours, and interactive class discussions. Virtual meeting tools and messaging apps enhance accessibility and engagement, ensuring students stay updated on course materials, assignments, and receive timely feedback.

Each course syllabus serves as a detailed guide, outlining learning objectives, assessment criteria, and communication protocols, fostering a supportive and enriching learning environment. This structured approach supports student success and prepares them for meaningful contributions in the field of social work.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	Nil

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The college's approach to social work education is comprehensive and dynamic, designed to prepare students effectively for professional practice. Through regular curriculum reviews, the college ensures alignment with current social work practices, theories, and ethical guidelines. This integration of theory and practice is facilitated by diverse assessment methods such as assignments, presentations, exams, recordings, and field evaluations, which provide students with varied opportunities to demonstrate their learning and receive constructive feedback.

Field education placements and practicum experiences play a pivotal role in the curriculum, offering students hands-on learning opportunities in real-world settings. Supervised placements allow students to apply theoretical knowledge, develop professional skills, and integrate feedback from practitioners through assessments like field work vivas, individual evaluations, and agency evaluations.

The emphasis on research projects and term papers, supported by faculty guidance and evaluation by external experts during vivas, strengthens students' research skills and ability to present and

defend their work effectively. Ongoing professional development for faculty ensures that teaching remains current and effective, fostering a learning environment enriched by practitioner insights and networking opportunities.

In sum, the college's multidimensional strategy—incorporating curriculum design, diverse learning modalities, rigorous assessment systems, practical experiences, and faculty development—equips students to address complex social issues, advocate for social justice, and make meaningful contributions to their communities upon graduation.

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

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

273

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	https://cswnn.edu.in/annual-report

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://cswnn.edu.in/SSS-Report>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The Institution aims to provide all the facilities that are required to support research activities on campus. The College has a well-equipped Research and Development Cell with facilities that includes essential software, computers, etc. The Research and Development Cell conducts independent as well as commissioned research studies funded by varied parties such as government, non-government, and corporate organization. The findings contribute in developing field-based interventions, designing policies, and advocacy. It provides training in research methodology; and contributes immensely to social work education. The College also has a well-established Research Committee to plan the students' research projects. It closely monitors and contributes to the development and enhancement of research rigor among students by periodically conducting research related workshops, and seminars. Furthermore, college has a well-equipped library which provides faculty and students with sufficient journals and electronic resources to support their research endeavors. The College library is also equipped with software detecting plagiarism. The students' projects and assignments are examined for plagiarism using software to make sure that an ethical procedures are practiced and quality is assured.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://cswnn.edu.in/sites/default/files/users/user23/Institutional%20Policy%20for%20Research.pdf
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

0

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	No File Uploaded
List of teachers receiving grant and details of grant received	No File Uploaded
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

0

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	No File Uploaded
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

Rs. 1,52,777/- (Rupees One Lakh Fifty Two Thousand Seven Hundred and Seventy Seven Only).

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	No File Uploaded
Any additional information	View File

3.2.2 - Number of teachers having research projects during the year

1

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

7

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	No File Uploaded

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

1

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
Any additional information	View File

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

To foster an ecosystem for innovation, creation, transfer of knowledge through research, entrepreneurship, community orientation, and incubation, the college has an established Research and Development Cell, and the Nirmiti Centre for Social Innovation and Entrepreneurship. The Research and Development Cell carries out numerous research projects, both independent and

commissioned studies requested by Local, State, National Governments and National-International Agencies. Through systematic, and evidence-based research, it produces knowledge for social work practice and education, social policy, and advocacy. The College also has Nirmiti Centre for Innovation and Entrepreneurship (NCSIE), which guides students in turning their ideas into innovative projects. It is encouraged of students to obtain practical experience and increase their exposure to the field and community. A variety of multidimensional entrepreneurship-related workshops, seminars, and guest lectures are arranged. Through its incubation programmes, the student's creative start-up is mentored and encouraged towards a formal registration. The students are encouraged to use all of the college's resources to support their research, study, and inventions, and they receive mentoring to further their research and entrepreneurial abilities. Students are also encouraged to actively engage in community-focused research projects. Students that participate in a variety of workshops and seminars increase their research aptitude.

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

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

41

File Description	Documents
Report of the events	No File Uploaded
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research

B. Any 3 of the above

Ethics in the research methodology course work Plagiarism check through authenticated software	
File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded
3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year	
3.4.2.1 - Number of PhD students registered during the year	
19	
File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded
3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year	
4	
File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	No File Uploaded
3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year	
1	

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

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

0

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	No File Uploaded

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

0

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

Rs. 1,29,000/- (Rupees One Lakh Twenty Nine Thousand Only)

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	No File Uploaded
List of consultants and revenue generated by them	No File Uploaded
Any additional information	View File

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

Nil

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	No File Uploaded
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

The College of Social Work, Nirmala Niketan has always been engaged in addressing the issues and concerns at grass-root levels which has led to the evolution of various field action projects namely Anubhav Youth Training Centre (AYDC), PRAVAS and SPANDAN through these projects the students are given an opportunity to get involved in many of their extension activities.

The students of College of Social Work (Autonomous), Nirmala Niketan organize various workshops (awareness programmes, sensitization programmes, health camps, blood donation drives,

information dissemination programmes on government schemes) in their fieldwork throughout the year.

Students are placed in a range of fieldwork settings (about 64 organisations) working on Gender-based Violence, Gender Justice, Women's health, and related themes. Some of the organizations include MAVA, Sakhya, SNEHA, MAVIM, Prerana, and Spandhan (field action project of the College of Social Work). Placements in organizations provide students an opportunity to critically reflect upon, internalize, and integrate Feminist Social Work Practice principles in the field. Almost 50 per cent of our Field placements provide direct interventions with various social issues.

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

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

5

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	View File
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

71

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

300

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration**3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work**

140

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	No File Uploaded

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

6

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

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

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

Class Rooms: 10

The total strength of Students in BSW and MSW together has been 299.

Marie Adelaide Play Lab: has been set up for Children in 2019.

Computer Room / Unit : equipped with 24 Computers. Utilized as a space for teaching SPSS, Excel etc used for research work.NVDA software for students with visual disability.

Board Room: In the main campus building and one large Seminar Room in the Extension Centre. All the classrooms and Seminar Room are fitted with the state of the art LCD Projectors, Laptops, Speakers and Mikes .

Auditorium:At the CSWNN Extension Centre, Goregaon which has the seating capacity for 200 participants.

Physical Facilities - Refreshing Room

- Adequate and well-equipped Toilets are provided for Women and Men Staff and Students on each floor, along with a separate toilet for Physically Challenged

Academic Facilities - Classrooms, Laboratories - Computer Lab, Play Lab; Library, Sports Complex

- Academic - Workshops, the College makes the premises available on Fridays and Saturdays for Workshops for NGOs for meetings, training programmes and activities for their staff, networking partners Alumni, and beneficiaries.

Sports Facilities / Complex:

Laboratories & Innovation Centres:

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

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

Outdoor Facilities:

CSWNN has a Volley Ball Court /cum Badminton Cour/ cricket facility behind the Building Complex for outdoor sports activities for the Students

Indoor Facilities:

The Gymnasium is housed on the second floor of the college complex. It has various equipment like the bench press, the cycle and running machine and various weights to enable students to use their leisure time to maintain a fit and healthy body. There is also a Table Tennis Table and two Carrom Boards for recreational purpose for the Students

Counselling Centre:

CSWNN offers the services of a trained Counsellor who is available on Campus for students for Counselling and career guidance.

Hostel Facilities:

CSWNN also provides Hostel facilities for outstation girls students managed by Institute of Social Service in the same campus on the 4th and 5th floor of the ISS building. The Hostel has a capacity for 72 girls (50% for CSWNN and 50% for NN Home Science).

Canteen Facilities:

CSWNN provides Canteen Facilities for Hostelites, Students and staff members. Breakfast, Lunch, Evening Snacks and dinner are available for students at affordable prices.

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

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

10

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

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

87.46677

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	No File Uploaded
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

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

Name of the ILMS software - iSLIM

Nature of automation - Partial

Version - 1.7.3.13888

Year of Automation - 2012

The library is partially automated and uses commercial software i.e. iSLIM. iSLIM is an online library management system to automate all library processes and provides an interactive user experience. iSLIM follows a modular approach and offers essential modules like Acquisition, Cataloguing, Circulation, and Serials. It automates routine tasks such as cataloging and circulation, freeing librarians to focus on more value-added activities. At present 26000 book details and more than 50000 other document details are available in iSLIM. iSLIM is available on a cloud basis and accessible for 24 hrs. iSLIM also has the facility to save the digital collection and SMS facility for issue return. The software also provides the SMART card scanning facility for user footfalls. There is also the facility to get reports in various formats.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://cswnn.slimkm.org/iOPAC/

**4.2.2 - Institution has access to the following:
e-journals e-ShodhSindhu Shodhganga
Membership e-books Databases Remote
access to e-resources**

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	No File Uploaded

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

289512

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

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

9840

File Description	Documents
Upload details of library usage by teachers and students	No File Uploaded
Any additional information	No File Uploaded

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

It is important to recognize that the online classroom is in fact a classroom, and certain behaviours are expected when you communicate with both your peers and your instructors. Netiquette refers to the rules of etiquette that apply to online communication. It is important to recognize that certain behaviours are expected when you communicate with both your peers and your teachers in the online. Classroom. SECURITY: It is imperative to change the default password given by college to a unique one for yourself and be careful that you do not share it with anyone. In case of breach or violation the owner of email address will be held accountable. COLLEGE ACCOUNT: Every student must log in using their official college account only. All students are encouraged to use their laptops/desktops, if available, for an enhanced classroom experience. In the absence of the laptop/computer, mobile can be used. They must check your device for the audio and video input sources in advance to avoid any problems at a later stage. Also, it is advisable to choose a favourable spot at home with regards to Wi-Fi connectivity and minimum distraction. If any student has connectivity issue, they should inform their class teachers or members of the Student Induction? Orientation Programme Committee.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
4.3.2 - Student - Computer ratio	
Number of Students	Number of Computers
299	27
File Description	Documents
Upload any additional information	No File Uploaded
4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	B. 35 Mbps - 50 Mbps
File Description	Documents
Details of bandwidth available in the Institution	No File Uploaded
Upload any additional information	No File Uploaded
4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing	A. All four of the above
File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	No File Uploaded
4.4 - Maintenance of Campus Infrastructure	

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)**87.46677**

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	No File Uploaded

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

The CSWNN library covers 2514 sq. Ft with a total seating capacity of 100students. The library is open on all working daysfrom 9 am to 6 pm. The members includestudents, faculty, non-teaching staff and alumni of the college. Membership fee for Alumni is Rs. 1000, of which Rs.400 is refundable (once membership is closed) and Rs. 600 is the readingcharges which is renewable every year. Each alumni can issue one book for the period of seven days.

The library uses a commercial software – iSLIM. The database is configured to N-list. There are clear instructions for the students to facilitate an atmosphere of silence.

Gymnasium:is housed on the second floor of the college complex. The students record their entry into the sports /gym room in a register and display their College I.D. Card on entry

Classrooms: There are seven classrooms in the main college building at Churchgate and three classrooms in the extension centre in Goregaon. Each of these classrooms and seminar room is fittedwith the state of the art lcd projectors, laptops, speakers and mics available for academic sessions.

Audio Visual Unit

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

30

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	No File Uploaded

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

77

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

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

B. Any 3 of the above

File Description	Documents
Link to Institutional website	https://cswnn.edu.in/Equal-Opportunity-Cell
Details of capability development and schemes	View File
Any additional information	No File Uploaded

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

60

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

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

5.2 - Student Progression	
5.2.1 - Number of outgoing students who got placement during the year	
37	
File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded
5.2.2 - Number of outgoing students progressing to higher education	
17	
File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	No File Uploaded
5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year	
5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year	
3	
File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	No File Uploaded
5.3 - Student Participation and Activities	
5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year	
13	

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The development of skills amongst students is an important component of Institute's mission and objectives. At the College of Social Work, Nirmala Niketan opportunities for these are provided through various clubs and committees that are in operation. The manner in which they successfully organize various co-curricular activities is a proof of their skills at teamwork and leadership. College of Social Work, Nirmala Niketan has an active and vibrant students' community. In order to ensure that students take pro-active lead in organizing various literary, cultural and sports events both at the intra-collegiate and inter-collegiate level, a representative StudentsCommittee is constituted at the college level. This committee has elected representatives from each class as Class Representative and representative for each of the three committees that is literary, sports and cultural events. Out of these elective representatives, an overall coordinator was nominated along with a coordinator for each of the above mentioned three committees.

Students committee also has faculty representatives (two) along with Principal and Administrator of CSWNN being part of the same committee. This committee coordinates literary, cultural and sports activities in the college and also facilitates participation of students across all the classes in these events.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://cswnn.edu.in/sites/default/files/users/user23/Students%20committee%20schedule%20for%20year-%202023-24.pdf

5.3.3 - Number of sports and cultural events / competitions organised by the institution

16

File Description	Documents
Report of the event	No File Uploaded
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

College of Social Work (Autonomous) Nirmala Niketan, Mumbai holds a very wide alumni network throughout the country. Alumni of the institute works in various realms of the social sector including NGO's, Government bodies, MNCs, CSR firms and Entrepreneurship ventures. Alumni contributes back to the institute in multiple ways.

Alumni members interact with the students in multiple stages of their social work journey. Every year there is alumni interaction with the new comer students as part of their orientation programme wherein alumni working in different sectors share their experience of working as well as how to be prepared for their respective professional areas. Alumni also contributes largely in the field work component of our students. Alumni members are field contacts from different organisations where the students are placed for their field work throughout their academic year. Alumni members also contributes financially, especially in helping the needy students who are struggling with their financial requirements. Alumni association is also formed for the smooth functioning of the alumni body. Every month a meeting is organised by the alumni association in the college premises for the planning of the alumni programmes.

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

5.4.2 - Alumni's financial contribution during the year

E. <2 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

The democratic and participatory form of governance that permeates all college decision-making processes is a crucial component of how colleges operate. The college collaborates with its many stakeholders to create a perspective/strategic plan, which is then routinely evaluated and updated. This perspective plan offers a more comprehensive framework within which the college can grow gradually and methodically. The college's Internal Quality Assurance Cell works methodically to guarantee the caliber of its academic offerings. Review and planning meetings are held at the conclusion of each academic year to make sure that all of the college's programs, including academic ones and field experiences, align with the college's vision and mission. College has traditionally had a participatory and democratic functioning.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://cswnn.edu.in/index.php/StatutoryCommittees

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

The college has always adhered to the principles of decentralized and participatory operating management, incorporating a variety of stakeholders including students, teachers, and administrative staff in all of its procedures. The college supports decentralization at all levels and adheres to a bottom-up approach to organizational management, which has shown to be one of the finest methods for making decisions and carrying them out. A range of stakeholders are involved in the decision-making process, and varying levels of participation apply to the participatory management approach. The college's administrative and academic structures are set up to support the participative arrangement.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	https://cswnn.edu.in/sites/default/files/users/user23/Strategic%20Plan%202022-2024.pdf

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

In keeping with its goals and objectives as well as the parameters of the Perspective Plan, the College of Social Work at Nirmala Niketan University has persisted in its pursuit of high-quality instruction. The plan is articulated and each staff is made aware of the goals. During this year, the College organized several sensitization and awareness sessions in addition to continuing to address the new requirements.

The plan guides the institution's decisions and operations, and ensures that they align with the mission, values, and regulations of University of Mumbai and UGC. Some steps that are taken to effectively implement and monitor the strategic plan includes: communicating the plan to all stakeholders, encouraging a culture of feedback and suggestions from stakeholders, scheduling regular reviews to assess progress and revise the plan as needed, and encourage continuous planning and support for new ways of doing things.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://cswnn.edu.in/Institute%20Development%20Plans
Upload any additional information	No File Uploaded

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

The Governing Board oversees the functioning of College of Social Work (Autonomous), Nirmala Niketan. The Board of Studies, Academic Council, IQAC, College Development Cell, and numerous other statutory and non-statutory bodies/ committees are guided and supported by the Governing Board.

According to UGC standards, statutory committees such as the examination cell, ICC, student welfare, and grievance redressal committees are formed. Additionally, the following non-statutory committees are established at the college level to aid in the efficient operation: Committee for admissions, Committee for field work, Committee for Camps, Committee for Research and Term Papers, Career Guidance and Job Placement Cell, Social Entrepreneurship Cell, Women Development Cell, Library Committee, and Committee for Procurement and Purchases. In all these committees, there is sufficient representation from the teaching staff, administrative staff, government, UGC, and university nominees, as well as students.

File Description	Documents
Paste link to Organogram on the institution webpage	https://cswnn.edu.in/sites/default/files/users/user23/Organogram%20of%20College%20of%20Social%20Work%20%20Nirmala%20Niketan.pdf
Upload any additional information	No File Uploaded
Paste link for additional Information	https://cswnn.edu.in/StatutoryCommittees

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination	B. Any three of the above
File Description	Documents
ERP (Enterprise Resource Planning) Documen	No File Uploaded
Screen shots of user interfaces	No File Uploaded
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded
6.3 - Faculty Empowerment Strategies	
6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression	
<p>The institution always shows a great deal of concern for the welfare of its employees and is essential to their professional growth. The college regularly offers support in personal emergency including, but not limited to interest-free loans for housing, medical, educational, or other purposes to help staff members navigate through a variety of personal and family-related needs. Both teaching and administrative staff members are encouraged to upgrade their professional skills and experience through inhouse trainings too. The staff personnel receive financial assistance for attending conferences, seminars, skill and knowledge development workshops, orientation, and refresher programs. The Management implemented specific actions to guarantee not only the</p>	
File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year	
16	

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)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

5

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	No File Uploaded

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

3

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

Institution conducts both internal and external financial audits regularly. The institution is assisted by Chotalal Shah and Company in compiling Internal Audit Reports on a half yearly basis

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

7.001

File Description	Documents
Annual statements of accounts	No File Uploaded
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

The College of Social Work and Nirmala Niketan Institute Trust prioritize the effective utilization of financial resources to support the overall growth of the college. The institute implements a Tally system to oversee the efficient and sufficient use of resources to meet the college's infrastructure and academic requirements. During the specified fiscal year, the college's main sources of income included UGC grants and financial support from RUSA. Donations from supporters and the Nirmala Niketan Institute Trust help to contribute to the college's financial resources.

At the start of every academic year, each committee presents their budgetary needs to the college officials to ensure funds are allocated. The committees follow the approved budget set by management for academic and administrative purposes. Financial transparency is guaranteed by keeping records of all transactions with bills and vouchers. Every year, a chartered accountant carries out a financial audit to check for compliance.

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

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

IQAC plays a pivotal role in setting and executing policies in the college to enhance the quality of academic and administrative processes at the college level. The IQAC conducts structured periodic evaluations of different procedures and also solicits input from diverse stakeholders. IQAC establishes quality standards for academic programs by aligning field-level commitments with the college's vision and mission. IQAC focuses on creating a strategic plan for the college that provides a clear direction for specific actions in a specific thematic area over an allotted time frame. IQAC not only assists in creating a roadmap but also takes specific actions to ensure successful completion of tasks. IQAC has also been leading the way in ensuring that academic rigor and community engagement are maintained through dialogue with different stakeholders and grassroots interventions.

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

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

IQAC improves the teaching and learning process through standard academic practices which include: Preparation of academic calendar, allocation of courses to teachers according to their expertise, planning workload requirements, preparation of timetable, regular curriculum review, implementation of outcome based learning outcomes in each program, etc.

In addition, special taskforces are formed by IQAC to help college submit data for various ranking initiatives such as NIRF, ARIIA, India Today and various other government recognized quality improvement initiatives. Staff are trained in new methodologies through seminars, conferences, workshops, etc.

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

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://cswnn.edu.in/annual-report
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The College of Social Work was founded in 1955 by a band of brave women, the Daughters of the Heart of Mary. The vision and mission of the College are to contribute to building a new social order based on human dignity and social justice, work with a preferential option for the vulnerable and exploited, both

locally and globally, and build a cadre of young, competent professionals having a global perspective and a strong value base of compassion, personal integrity, moderation, tolerance, and self-respect.

Promoting a gender-just society through our academic and field-based programmes has been a major thrust of the College. Some important initiatives undertaken by the College are enumerated below based on the international, national, and church-based policies such as The Convention of Elimination of all Forms of Discrimination against Women, the Indian Constitution, the Sexual Harassment at Workplace Act (Prevention, Prohibition and Regulation) Act, 2013, and the Gender Policy of the Catholic Church, 2009).

- Women's Development Cell
- Establishment of the Internal Complaints Committee
- Feminist social work practice through fieldwork practicum
- RUSA-sponsored workshops
- Field Action Projects
- Gender Sensitive provisions for female staff and students
- Extra-curricular events focusing on gender equality and equity

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

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: 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
Geotagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the institution for the management of the following types of

degradable and non-degradable waste (within a maximum of 200 words)

Waste segregation

- Provision of separate bins for wet (like food scraps) and dry (like paper)
- Orientation to all the classes to create environmental consciousness
- Strict adherence to the maintenance of classroom cleanliness is followed
- Housekeeping staff and gardeners help in the segregation of waste at the source, which is then collected by Safai Karmachari

Solid Waste Management

- Waste collected in an organized way, separated into different types, and then sold to approved vendors for recycling.
- Promotion of a paperless system for office work.
- Use of one side of the paper for things like faxes, printing drafts, meeting minutes, memos, and notes in the office
- Fines are imposed on a class if waste is not properly managed as a preventivemeasure

Bio-Medical Waste

- Arrangements in place to dispose of sanitary napkins in all the washrooms.

E-Waste Management

- Small problems with electronics are fixed to ensure they are used as much as possible.
- Practical demonstrations conducted using electronic waste components like computer parts, CPUs, and ICs

Waste Recycling System

- Paper-made products and cloth bags encouraged.
- Use of wastepaper and newspapers is encouraged during various subject-based workshops, extracurricular activities and events. The Christmas Celebration included the preparation of the Christmas Tree as Best out-of-waste activity.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded
7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	B. Any 3 of the above
File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded
7.1.5 - Green campus initiatives include	
7.1.5.1 - The institutional initiatives for greening the campus are as follows: <ol style="list-style-type: none"> 1. Restricted entry of automobiles 2. Use of bicycles/ Battery-powered vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping 	A. Any 4 or All of the above
File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

<p>7.1.6.1 - The institution’s initiatives to preserve and improve the environment and harness energy are confirmed through the following:</p> <ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3. Environment audit 4. Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities 	<p>D. Any 1 of the above</p>
--	-------------------------------------

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

<p>7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.</p>	<p>A. Any 4 or all of the above</p>
--	--

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

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

The Field Action Projects have led to various initiatives for the empowerment of the marginalised, the promotion of their rights and well-being and the strengthening of groups in need of support, care and guidance.

Special Provisions through policy and programmes: Facilities for the person living with disability through infrastructure and formulation of policies for the promotion and protection of their rights: Admission Policy that considers special consideration for marginalised/socially excluded groups; preadmission counselling; The Gender Policy, Safety Policy of the College, Code of Conduct and Standard Operating Procedures and the special provisions for students with disability for Fieldwork and Fieldwork Assessment.

Inclusion promoted through curriculum, training and co-curricular activities An inclusive environment is facilitated through the establishment of committees for promoting welfare measures and creating safe spaces and opportunities. The College also has the provision of a mid-day meal scheme and laptop bank schemes, 50 per cent reimbursement of Fieldwork travel for students from economically backward families.

The Equal Opportunity Cell of the College supports students from the reserved category, minorities and students with disabilities. The Committee aims to address their academic, social, and psychological problems and facilitate students' participation in academic and co-curricular activities through proper social, sports, and cultural activities.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:	
<p>Initiatives:</p> <p>Promoting Constitutional Values through curriculum, programmes, policies and extension activities</p> <p>Initiatives resonate with the vision and mission of the college and responds to the emerging socio- economic realities. The subjects offered at the College and the Fieldwork Practicum are centred on interventions with the marginalised and socially excluded group. The Fieldwork Placements are meticulously chosen as per the Fieldwork Placement Policy and vision and mission of the College. The rural camps are organized to help expose the students to rural realities, learn about rural development schemes and rural development institutions.</p> <p>Interventions by various statutory and non-statutory committees to protect the rights of citizens and promote constitutional values</p> <p>The Internal Quality Assurance Cell, Extra Curricular Committee, The Equal Opportunity Cell; The Internal Complaints Committee; The Rotaract Club, Fieldwork Committee seek to promote the well-being and rights of stakeholdersthrough programmes and policies</p> <p>Scholarships and loans for students</p> <p>Student Committee progammes</p> <p>Proactive measures: Child Protection Policy, Gender Policy, Safety Policy, Code of Conduct and Standard Operating Procedures</p> <p>Representative of students representing socially excluded groups in committees</p> <p>Fieldwork collaboration</p>	

Field Action Projects and Extension Programmes

Other Extension Programmes

Collaboration and Networking

Disaster relief work

Participation in events

IQAC Initiatives

Interfaith Committee Initiatives

File Description	Documents
Details of activities that inculcate values necessary to transform students into 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 sensitization 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 Annual awareness programmes on the 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 programmes, 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

The College enthusiastically commemorated important regional, national and international events such as:

Independence Day celebration 9th August 2023

Handloom and Khadi - A New Fashion Statement," on September 6th, 2023.

193rd Birth Anniversary of Savitribai Phule with the 13th lecture in the series

Anna Bhau Sathe's birth anniversary on 1st August 2023.

Pravas celebrated World Senior Citizens Day, Elderly Day, Diwali and Christmas

Anubhav Youth Development Centre celebrated Constitution Day and Interreligious festival celebration

Marathi Bhasha Din was celebrated on 27th February 2024.

International Yoga Day 2023 was observed on 21st June 2023.

World Social Work Day every year was commemorated through the National Student-led Conference held on 29th-30th September 2023

The International Women's Day program was celebrated aligning with the theme given by the UN for the year 2024 which is Inspire Inclusion. While the main event was organized on 9th March, a series of events were organized as a prelude to the main celebrations.

International Human Rights Day, 10 December was commemorated through the Dorothy Baker Lecture Series held on 2nd December 2023. " The theme for this year was "Youth for a Participatory and Rights-Based Inclusive Society".

International Suicide Prevention Day was commemorated on 13th September 2023.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

The FAP, Anubhav Youth Development Centre, a Project implements its module Laher (Waves) - Constitutional Values, Module on Personality Development, Foundation Course in Social Work and Providing Youth Centered Spaces for dialogue and action" for different suburban colleges from Matunga to Dahisar and adolescent and youth in communities: Santosh Nagar and Bhaghat Singh Nagar. The aim isto empower youth to discover themselves and contribute positively to their personal and societal development as concerned and responsible citizens. A total of 15 sessions (One session for 90 minutes) are conducted ineach College. The different modules covered through Laher include: Democracy and Secularism Gender Justice Environment Justice, Social Justice Environment Honesty and Integrity Scientific Temper, and Citizenship (Project work).

The project completed 55 sessions in 10 colleges and two communities in Mumbai:Shailendra Degree College, Dahisar; Shailendra Junior College, Dahisar; KES College, Kandivali; DTSS College, Malad; Nagindas Khandwala College, Malad; J. M. Patel College, Goregaon; Ghanshyamdas College, Goregaon; Rizvi College, Bandra; College of Home Science, Churchgate; College of Social Work, Nirmala Niketan, Churchgate; Santosh Nagar, Goregaon East and Bhagat Singh Nagar, Goregaon West. The project reached to One thousand one hundred and twelve youths in Mumbai through its Laher programme.

File Description	Documents
Best practices in the Institutional website	https://cswnn.edu.in/best-practices
Any other relevant information	https://cswnn.edu.in/field-action-projects

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The College of Social Work- Nirmala Niketan since its inception in 1955 has been dedicated to the pursuit of excellence in social work education. At various junctures, the College has made efforts to update its knowledge base and make its educational initiatives relevant to the existing national and global socio-economic realities. The College of Social Work has significantly contributed to social work through its academic, fieldwork and extension programmes since its inception. The College has a well-stated motto, vision, mission, and objective reflected in all aspects of the College. The College has made rapid strides in the field of Social Work education and is adjudged as one of the best colleges of Social Work in the country. The college has completed 68 years, of training young men and women to help the underprivileged fight for their rights. By the end of the training, these young persons are full-fledged professionals making a mark in the society. The College ensures that it provides safe spaces and opportunities for learning to students from the most marginalised backgrounds. The college undertakes several student-centred measures to enhance learning opportunities, some of which include: the Student Induction Programme, Fieldwork, Student Supportive Services, and Field Action Projects.

File Description	Documents
Appropriate link in the institutional website	https://cswnn.edu.in/Institutional-Distinctiveness
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

The College and its various constituencies brainstorm towards developing a Perspective/Strategic Plan which is periodically reviewed and revised annually. This perspective plan provides a

broader framework for the college to develop in a systematic, and phased manner. The Internal Quality Assurance Cell of the college undertakes systematic efforts towards ensuring the quality of academic programs. At the end of each academic year, review and planning meetings are held which also ensures that all the programs of college including academic programs, and field engagements are in tandem with the vision and mission of the college.

In April 2024 the IQAC Cell coordinated the Academic Audit Team Visit and the Two Day Workshop titled Brainstorming Workshop on the Institutional Development Plan [2024-2023] based on the AQAR criteria. Based on the Academic Audit Team Visit Report and the Workshop discussions key areas identified for intervention were:

- ALUMNI LINKAGES AND NETWORKING
- DEVELOPING COMPETENCE OF FACULTY THROUGH FACULTY DEVELOPMENT PROGRAMMES CENTERED ON OUTCOME BASED EDUCATION
- PROMOTING RESEARCH AND PUBLICATIONS
- INFRASTRUCTURE DEVELOPMENT
- LOCAL, STATE, NATIONAL, INTERNATIONAL CONFERENCES AND WORKSHOPS
- SKILL TRAINING FOR NON TEACHING STAFF
- INTERCOLLEGIATE ACTIVITIES BOTH CURRICULAR AND EXTRA CURRICULAR
- NATIONAL AND INTERNATIONAL COLLABORATION
- STRENGTHENING RESEARCH AND DEVELOPMENT CELL
- BEST PRACTICES: Field based research; External Audits for Quality Enhancement, Strengthening Disaster Management Initiative, Refresher programmes for new Faculty Members; Faculty Enrichment Programme/Promotion of Faculty Wellbeing