

Date: 13/09/2025

To,  
The Director  
Thakur Institute of Management Studies and Research,  
Kandivali (East), Mumbai-400101

**Sub: Submission of AAA Report by Peer Team**

Academic and Administrative Audit (AAA) of the institute was conducted by the peer team for Academic Year 2024-25 on 13/09/2025. The details on infrastructure, administration and accounts, admissions, teaching learning process, assessment & evaluation, alumni interactions, placement, research and other activities were placed before the team. The team examined the documents and verified the same. The team hereby submits the report of (AAA) on the following aspects:

1. Compliance with applicable statutory regulations and accreditation agencies
2. Programs conducted and admissions
3. Infrastructure, Administration and Accounts
4. Initiatives of the Institute for teaching learning process, curricular, co-curricular and extra-curricular and alumni activities, Orientation and Induction program
5. Assessment and Evaluation
6. Placement
7. Research & Development
8. Functional MOUs and activities
9. Mechanism for timely redressal of student grievances
10. Students' Participation in various activities
11. Activities of various cells and committees

**Peer Team**

Dr. G. D. Giri, Principal, Thakur Shyamnarayan Degree College  
(Chairperson, Peer Team)

  
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Dr. Vinitkumar Dongre, Professor, TCET  
(External Member, Peer Team)

  
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Dr. Vishal Sandanshive, Professor, TIMSR  
(Internal Member, Peer Team)

  
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**Academic and Administrative Audit 2024-25**

**Date of Conduct of AAA: 13/09/2025**

**1) Compliance with applicable statutory regulations**

**a) Compliance**

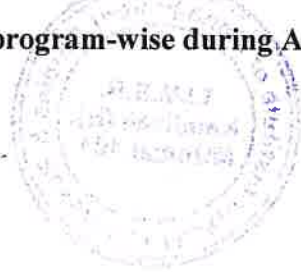
- i) The institute is re-accredited with an A+ grade (CGPA 3.34) by the National Assessment and Accreditation Council (NAAC).
- ii) Thakur Institute of Management Studies and Research (TIMSR) has been conferred Autonomous Status by the University Grants Commission (UGC) for a period of ten years, effective from the Academic Year 2024–2025 to 2033–2034, with autonomous academic activities commencing from the Academic Year 2025–2026. All statutory committees such as the Board of Studies (BOS), Academic Council (AC), and Governing Council (GC) have been duly constituted.
- iii) Thakur Institute of Management Studies and Research (TIMSR) is recognized under Section 2(f) and 12 (B) of the University Grants Commission (UGC) Act, 1956.
- iv) The Institute has prepared data in accordance with the Annual Quality Assurance Report (AQAR) requirements, and the AQAR for the Academic Year 2024–2025 is currently in progress.
- v) The letter of Affiliation has been received from the University of Mumbai on 30/06/2025 for conduct of program affiliated with University of Mumbai during the year A. Y. 2025-26.
- vi) Extension of Approval for A.Y. 2025-26 has been received by the Institute from AICTE on 10/04/2025.
- vii) The Institute has complied with all the rules, regulations and instructions prescribed by Government of India, Government of Maharashtra, University of Mumbai, DTE and AICTE.

**2) Recommendations of AAA Peer Team of A.Y. 2022-23**

The institute has taken action on the recommendation received in the Academic and Administrative Audit Report 2023-24. Action taken report presented in **Annexure 1**

**3) Programs conducted and admissions done**

**No. of seats program-wise during Academic Year 2024-25 and 2025-26:**



Program	Student Intake		Shift
	A.Y. 2024-25	A.Y. 2025-26	
MMS	240	300	Full Time
BMS	60	120	
5 years Integrated MBA	--	60	
MBA (FM)	60	0	Part Time

### Admissions Status

Number of Enrollment		
Program	A.Y. 2024-25	A.Y. 2025-26
MMS	248	307
MBA(FM)	32	Program discontinued
BMS	52	Admission in Progress
PhD in Management	16	14

#### 4) Infrastructure, Administration and Accounts details

##### a) Infrastructure & Administration

- i) **Infrastructure:** The Institute has complied with the AICTE, UGC, and University of Mumbai norms with regard to infrastructure and learning resources. Additionally, the construction of five new floors is in progress and is expected to be completed by December 2025.
- ii) **Amenities:** The institute provides air-conditioned class rooms, tutorial rooms, lecture hall, computer labs, Study Skill Centre (SRC), Learning Resource Centre (LRC), Ideation Room, cubicles for faculty members equipped with workstations and high-speed internet facility, Common Rooms for boys and girls, Recreation Room, First Aid Room, Student Council Room, Consciousness Lab, Centre for Creativity and Innovation with co-working space and incubators as well as Entrepreneurship Labs.
- iii) **Facilities:** The institute provides facilities for indoor and outdoor sports, games and cultural activities.
- iv) **Auditorium:** An Auditorium with 600-seater capacity is available.
- v) **Learning Resource Center (Library)**

SR.	ITEMS	A.Y. 2024-25
01	Books	30430
02	E-Books (Subscription of EBSCO database)	27572



03	Journal	36
04	e-Journals	8365
05	Magazines	06
06	Newspapers	09

vi) **Digital Library:** It provides access to the students and faculty for:

- (1) Subscribed online resources
- (2) Institutional Repository (available on LAN (Intranet))
- (3) 10 PCs, Printer and Scanner available in Digital Library

vii) Institute uses KOHA Software in Learning Resource Center for issuance of books and ERP is used for managing academic, administrative and operational processes of the Institute. An automated system installed to monitor and record the number of people entering or moving within the Learning Resource Center.

viii) **Subscribed Online Resources (E-Resources)**

Sr. No	E Resources
1	EBSCO E-Books
2	ProQuest Database
3	ACE Equity
4	KNIMBUS Remote Access
5	Taylor & Francis E-books

ix) **IT Infrastructure**

- (1) Interactive Panel in each class room
- (2) ERP module
- (3) Video Conferencing and Live streaming facility in Study Skill Centre
- (4) 3 labs with 217 computers for the use of students
- (5) Upgraded Tata Teleservice leased line for Internet
- (6) Remote access facility for Library databases
- (7) Seneca, Canada sponsored Fintech Lab to facilitate practical learning
- (8) CCTV Surveillance with recording facility
- (9) Secured server and Data Backup
- (10) Software for online attendance

x) **Maintenance of infrastructure and amenities:** Mainly outsourced to reputed agencies and supervised by maintenance unit.



xi) **Waste Management:** Institute takes measures for the management of solid, liquid and E-Waste.

b) **Details of Accounts:** Budgets for the A.Y. 2024-25 under different heads such as infrastructure, electricity, library, salaries, staff welfare, examination, students' development and other recurring and non-recurring expenses were available along with the details of their utilization. The summary is as per *Annexure 2*

## 5) Academic

### a) Curricular

i) **Curriculum and its coverage:** The Institute follows the curriculum for the Masters in Management Studies (MMS) and Part-Time programs as prescribed by the University of Mumbai. The New Curriculum introduced by the University is implemented for the MMS Batch 2024–26, while the Old Curriculum continues to be followed for the MMS Batch 2023–25.

ii) Further, the Institute has attained autonomous status with effect from the Academic Year 2025–26, and a new curriculum has been designed for all programs in alignment with the Autonomous Guidelines and the National Education Policy (NEP) Framework. New Curriculum Structure is provided in *Annexure 3*

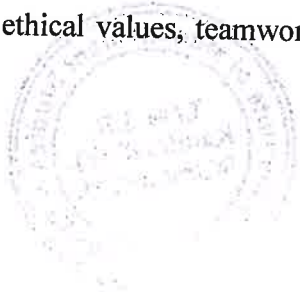
iii) The Institute collects inputs from all stakeholders for curriculum and course review on a periodic basis, and a gap analysis is conducted accordingly. The summary of inputs and the gap analysis are presented before the IQAC, Board of Studies, and Academic Council to obtain their inputs and suggestions. The Gap Analysis Report is provided in *Annexure 4*, and the Syllabus Coverage Report is provided in *Annexure 5*.

### b) Program Calendar and Timetable

i) The Institute has prepared the Program Calendar in accordance with the guidelines of the University of Mumbai, AICTE, and institutional requirements, ensuring full compliance with all prescribed academic norms and timelines. The same is provided in *Annexure 6*.

ii) The Timetable and Subject Allocation are prepared prior to the commencement of each academic year to ensure systematic planning and smooth conduct of academic activities.

c) **Teaching pedagogy:** The Institute adopts the KSA (Knowledge, Skill, and Attitude) approach to ensure holistic student development. The curriculum is designed to provide conceptual understanding (Knowledge), develop professional and managerial competencies (Skills), and nurture ethical values, teamwork, and leadership qualities (Attitude). Through case studies,



projects, internships, and interactive sessions, students are encouraged to apply theoretical concepts to practical situations, fostering critical thinking and problem-solving abilities aligned with industry expectations.

The Institute extensively integrates Information and Communication Technology (ICT) tools to enhance teaching and learning effectiveness. Faculty members use digital platforms such as Google Classroom, Learning Management Systems (LMS), PPTs, videos, simulations, and online case repositories to make classroom sessions more engaging and interactive. ICT-enabled classrooms, projectors, and digital boards support blended learning, while online assessments and feedback tools ensure continuous evaluation and student engagement.

The Institute emphasizes experiential and participative learning methods to bridge the gap between theory and practice. Pedagogical approaches such as case analysis, role plays, business simulations, live projects, group discussions, industrial visits, and management games are regularly incorporated into the teaching process. These methods help students gain hands-on experience, develop decision-making and communication skills, and understand real-world business scenarios, thereby preparing them for professional success and lifelong learning.

- d) **Semester Plan** is prepared in alignment with the prescribed syllabus and institutional guidelines to ensure systematic delivery of the curriculum. It outlines the detailed schedule of topics to be covered, teaching methodologies, assessment components, and timelines for assignments, class tests, and other academic activities. This structured planning facilitates effective course delivery, continuous monitoring of progress, and timely completion of the syllabus in accordance with academic standards.
- e) **PO-CO Mapping:** The Program Outcomes (POs) and Course Outcomes (COs) are systematically mapped by the respective faculty members to ensure alignment between course objectives and overall program goals. This mapping facilitates the measurement of learning outcomes and helps in continuous curriculum improvement.
- f) **Rubrics:** The institute has improvised rubrics for the effective assessment of the Summer Internship projects of MMS and Dissertation projects of Part time students.
- g) **Co-curricular activities** such as guest sessions, expert lectures, and webinars are regularly conducted to supplement classroom learning and provide industry exposure to students. These activities are organized under the Continuous Concurrent Evaluations (CCEs) component to enhance students' knowledge, communication skills, and practical understanding of management concepts. The details of these activities are provided in *Annexure 7*.



- h) **Extra-curricular:** Institute organized its annual fest on 13<sup>th</sup> & 14<sup>th</sup> February, 2025 with the theme “Yuvotsav”. It is an array of events which includes management games, cultural and entrepreneurship as its essence.
- i) **Orientation and Induction Programmes:** The Institute organized regular Induction and Orientation Programs for students during the Academic Year 2024–25, aimed at familiarizing them with institutional policies, academic systems, and campus culture. All event details are also displayed on the Institute website. The Induction Program for the MMS Batch 2025–27 is scheduled to be held from September 15, 2025.

**6) Alumni Involvement in the Institute’s Activities such as:**

- a) Alumni-Student Mentoring Program
- b) Guest Lectures
- c) Placement preparation/assistance
- d) Examiner in Project and Dissertation Viva
- e) TCEI Activities
- f) Participation of Alumni in Cells and Committees
- g) Other Events

The details of alumni activities are as per *Annexure 8*.

**7) Assessment and Evaluation:** Examinations were conducted in an offline mode as per the guidelines provided by University of Mumbai. The Examination report is as per *Annexure 9*

**8) Placement:** Institute organized mock GD / PI sessions, profile briefing sessions, pre-placement campus drive and other related activities for the students. The details of Placement Report are as per *Annexure 10*

**9) Research & Development**

- a) Faculty members have participated in conferences, workshops, FDPs and taken the membership of professional bodies
- b) Faculty members are provided with financial support to attend conferences / workshops and towards membership fee of professional bodies.
- c) The details of Placement Report are as per *Annexure 11*



**10) Functional MOUs and Linkages**

- a) NISM
- b) Kotak Education Foundation
- c) Seneca College of Applied Arts and Technology, Toronto, Canada
- d) IRM, UK
- e) CIMA, UK
- f) SHL Assessment
- g) Imarticus Learning
- h) BOAT

**11) Mechanism for timely redressal of student grievances:** No grievances were reported in A.Y. 2024-25.

**12) Students' Participation in various activities:** During the year, students participated in various activities such as research paper writing, webinars, competitions, conferences, workshops and certification programs etc. organized by Institute and other institutes. The details of the same are as per *Annexure 12*.

**13) Activities of various cells:** During the year the cells such as Women Development Cell, Social Responsibility Cell, TCEI conducted various activities. The detailed report of the same is as per *Annexure 13*.



**Report of Peer Team**

**Academic and Administrative Audit 2024-25**

**Date of Conduct of AAA: 13<sup>th</sup> September 2025**

**Recommendations of the Peer Team**

1. **Effective Implementation and Continuous Review of the Autonomous Curriculum:**  
The Peer Team recommends that the Institute strengthen the monitoring and review mechanism for the newly introduced autonomous curriculum to ensure that learning outcomes, assessment methods and teaching strategies remain aligned with the NEP 2020 framework and industry requirements. Regular feedback should be collected from stakeholders, and the Board of Studies (BOS) and Academic Council should periodically review course content for necessary updates and improvements.
2. **Capacity Building and Faculty Development for Outcome-Based Teaching:**  
The Peer Team recommends organizing faculty development workshops and training programs focused on curriculum design, outcome-based education (OBE) and innovative pedagogies under the new autonomous structure. These initiatives will help faculty members effectively implement the revised curriculum, adopt best practices in teaching-learning, and ensure continuous quality enhancement across programs.

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