

# **BORA INSTITUTE OF MANAGEMENT SCIENCES**

**(Established: 2009)**

**Affiliated to University of Lucknow and Dr. A.P.J. Abdul Kalam Technical University, Lucknow**



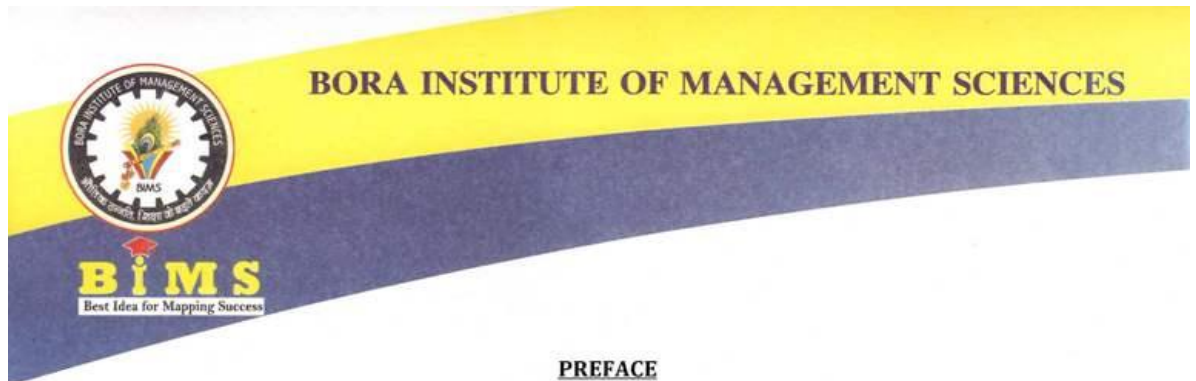
**(Shri D.P.Bora The Founder Chairman – Bora Institute of Management Sciences)**

## **NAAC SELF STUDY REPORT**

**January - 2017**

## Contents

SI No.	Title of the content	Page No.
I	Preface by the Head of the Institution & Campus Map (Master Plan)	3
II	A Brief Historical Account	8
III	A Timeline	10
IV	Faculty and Staff	11
V	Executive Summary & SWOC Analysis	15
VI	<b>Self-Study Report</b>	<b>28</b>
1	<b>Profile of the College</b>	<b>29</b>
2	<b>Criteria-wise Inputs</b>	<b>39</b>
i)	<i>Curricular Aspects</i>	<b>40</b>
ii)	<i>Teaching-Learning and Evaluation</i>	<b>51</b>
iii)	<i>Research, Consultancy and Extension</i>	<b>70</b>
iv)	<i>Infrastructure and Learning Resource</i>	<b>96</b>
v)	<i>Student Support and Progression</i>	<b>118</b>
vi)	<i>Governance, Leadership and Management</i>	<b>137</b>
vii)	<i>Innovations and Best Practice</i>	<b>166</b>
3	<b>Evaluative reports of Various Departments</b>	<b>173</b>
4	<b>Best Practices</b>	<b>220</b>
5	<b>Post Accreditation Initiatives</b>	<b>227</b>
6	<b>Declaration by the Head of the Institution &amp; Certificate of Compliance.</b>	<b>228</b>



### PREFACE

From humble beginnings eight years ago, **Bora Institute of Management Sciences (BIMS)** has been able to establish itself as a leading institution of higher learning in the city of Lucknow as well as in the state of Uttar Pradesh. Throughout its existence it has sought to combine the goals of academic excellence and integrity with the ideals of diversity, equity and social justice imparting to its students not just skills but also ethical and moral values.

At a time when the needs of extreme specialization threaten to put us all into narrow disciplinary silos, we at BIMS have sought to keep the conversation going between the Education, Commerce and Business Management Sciences. We have tried to provide the best education possible in each of these streams while at the same time providing a platform for students from different streams to mingle together both in academic as well as sports and other extra-curricular activities. While inculcating pride in India's culture and heritage, we have tried to give our students a skill oriented personality development training during their programs. An evidence of the success of these endeavors is that the College has consistently maintained its position as a "Best student provider of the choice" for many of the companies located in the state of Uttar Pradesh.

While strengthening the classical undergraduate and postgraduate programs the college has tried to keep abreast of latest developments, starting various programs in emerging areas of learning. BIMS ensures that the students are nurtured in a motivating environment with the best facilities for research and innovation. We also keep ourselves aware of the recent trends in the industry and ensure that our students meet with the contemporary demands in terms of their employability. The association with BIMS, hence, is not only limited to the span of one's academic involvement and is an all pervasive one. This is the way in which we knit ourselves together as the "BIMS family".

We look forward to the assessment process for NAAC accreditation as an opportunity to learn from our peers and to reflect critically ourselves on our strengths and weaknesses. The preparation of this Report itself has brought us together as a community. Taking time away from day-to-day responsibilities we have been able to think together about the longer-term vision for the college, taking stock of what we have been able to do and the tasks that lie ahead. This process has provided us with many opportunities to understand and document our systems and practices and recognize how they can be further improved.

For this, the entire College community is grateful to the team that spearheaded the process of preparing this Report. We believe that meticulous precision which has been demanded by the Report will further foster a spirit of enthusiasm and accountability and guide us as we embark upon a new chapter in the glorious saga of Bora Institute of Management Sciences (BIMS).

*Jaya Singh*  
Dr. Jaya Singh  
Principal  
Principal  
Bora Institute of  
Management Sciences  
Lucknow



Date - 2.02.17

Bora Group of Institutions

NH-24, Near Sewa Hospital, Sitapur Road, Lucknow- 226201, Uttar Pradesh, India.  
Tel.: 0522- 2990022 Mob.: 9453034900 Visit us at: [www.bims.in](http://www.bims.in), E-mail: [bims.lko@gmail.com](mailto:bims.lko@gmail.com)

**1. Campus Map****MASTER PLAN OF “BORA INSTITUTE OF MANAGEMENT SCIENCES”**

Khasra no. 182 of Mohiuddinpur,

Khasra no. 988 of Kamlabad Bherauli.



<b>Block A</b>		
1	Central Office	Ground Floor
1	Chairman Cabin	Ground Floor
1	Common Room	Ground Floor
2	Classrooms	Ground Floor
1	Toilet	Ground Floor
1	Principal Cabin	First Floor
1	Board Room	First Floor
1	Faculty Room	First Floor
2	Classrooms	First Floor
1	Toilet	First Floor
1	Library and reading Room	Second Floor
1	Central Store	Second Floor
1	Computer Centre	Second Floor
1	Toilet	Second Floor
1	Multipurpose/Seminar hall for all programs	Third Floor
2	Practical Labs	Third Floor
1	Toilet	Third Floor
<b>Block B</b>		
3	Classrooms	Lower Ground Floor
1	Toilet	Lower Ground Floor
2	Classrooms	Ground Floor
1	Department Office	Ground Floor
	Toilet	Ground Floor
2	Classrooms	First Floor
1	Faculty Room	First Floor

1	Toilet	First Floor
3	Classrooms	Second Floor
1	Toilet	Second Floor
3	Classrooms	Third Floor
1	Toilet	Third Floor
<b>Block C1</b>		
1	Director Office	Ground Floor
1	HOD Cabin	Ground Floor
1	TPO Cabin	Ground Floor
1	Department office	Ground Floor
1	Board Room	Ground Floor
1	Classroom	Ground Floor
1	Toilet	Ground Floor
1	Faculty Room	First Floor
3	Classrooms	First Floor
1	Toilet	First Floor
1	Library and reading Room	Second Floor
1	Computer Centre	Second Floor
1	Central Store	Second Floor
1	Toilet	Second Floor
2	Classroom	Third Floor
2	Tutorial Room	Third Floor
<b>Block C2</b>		
1	Girls Common Room	Ground Floor
4	Guest Rooms	First Floor

1	Boys Common room	Second Floor
1	Maintenance Room	Second Floor
1	Examination Control Office	Second Floor
4	Guest Rooms	Third Floor
<b>Canteen Area</b>		
	Housekeeping	
	Pantry	
	Cafeteria	

**Sewa Hospital**

First Aid and sick room

## I. A Brief Historical Account

“**Bora Institute of Management Sciences**” (BIMS), Lucknow founded in 2009. A well noted politician from the state of Uttar Pradesh, **Mr. D.P. Bora** was the founder Chairman of BIMS.

**BIMS** College is a coeducational, private self-finance non-residential college with special commitments to academic rigor and to assuring in all of its efforts the dignity of each individual and access to its programs and opportunities by qualified learners. BIMS prizes both the inherent values of a demanding education and the profound usefulness of learning, teaching, and understanding. Nothing could be further from the truth than this notion of wasting time. Academic subjects and extra-curricular activities complement each other and develop a well-rounded, socially skilled, and healthier student. Students get inter-mingle with different peer groups during these activities which satisfy the needs of socialization, self-assessment and self-identification. We recommend indulging in outdoor activities or hobbies of interest in order to strike a balance with your professional and personal life.

BIMS recognized as premier institute of excellence in the Management Colleges in Lucknow. We conduct MBA, BBA, B.Ed. and B.Com Programs at our campus located in Lucknow. We offer more practical exposure to the students, live projects and interaction with various experts from industry is held throughout the duration of the programs.

Spread over nearly ten acres of land situated Near Sewa Hospital on Sitapur Road (NH 24), Post office Kamlabad Bherauli-227202. Our campus faced to Lucknow-Delhi National Highway #24 and the distance is only 3Kms from Dr. Abdul Kalam Technical University Lucknow and 12 km from University of Lucknow.

**Bora Institute of Management Sciences** is the only unit and professional college of Sri **Krishna Educational Society**, founded and promoted by a philanthropic gesture of **Sri D.P. Bora**, a renowned social and political figure in the state of Uttar Pradesh. Shri D.P.Bora’s leadership is committed to creating an open, welcoming, and inclusive community that sets high standards for achievement in a creative, dynamic, and supportive environment.

**Vision:** Excellence in the field of education through leadership, strong business partnership, focusing on technology and innovation, promoting entrepreneurial programs and bringing a global perspective to all its activities.



**Mission:** Creating an innovative and intellectual environment in the campus with a focus on practice oriented learning driven by our strong corporate interface in a technology-rich, national marketplace.

BIMS NAAC SSR 2017

**II. A Timeline**

<b>Year</b>	<b>Nature of Development</b>
<b>2008</b>	<b>Establishment of Sri Krishna Educational Society</b>
<b>2009</b>	<b>Bora Institute of Management Sciences founded by Shri D.P.Bora</b>
<b>2009</b>	<b>"MBA" approval from AICTE and start of the course (with 60 Intake) with the affiliation of Dr. Dr. A.P.J. Abdul Kalam Technical University</b>
<b>2010</b>	<b>B.Ed. approval from University of Lucknow and start of the course</b>
<b>2011</b>	<b>MBA Intake increased to 120 from 60</b>
<b>2012</b>	<b>MBA Intake increased to 180 from 120</b>
<b>2013</b>	<b>BCom approval from University of Lucknow and start of the course</b> <b>BBA approval from University of Lucknow and start of the course</b>
<b>2014</b>	<b>Permanent Affiliation received for B Ed</b>
<b>2016</b>	<b>Permanent Affiliation received for BBA &amp; BCom</b>

**III. FACULTY AND STAFF****Department of Education:**

S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr.Jaya Singh	M.A.(Eng.) M.Ed. Ph.D.(Edu.)	Principal	English
2	Dr.Sandeep Kumar Singh	M.A.(Sanskrit) M.Ed. Ph.D.(Sanskrit)	Asst. Prof.	Sanskrit
3	Dr.Sanjay Kumar	M.A.(Hindi) M.A.(Sociology) M.Ed. NET(Hindi) Ph.D.(Education)	Asst. Prof.	Hindi
4	Mrs.Shail Kumari Pandey	M.Sc.(Botany) M.Ed.	Asst. Prof.	Botany
5	Mr.Sachchidanand Singh	M.A.(History) M.Ed. NET(Education)	Asst. Prof.	History
6	Mrs.Jyoti Pal	M.A.(Sociology) M.Ed. NET(Education)	Asst. Prof.	Social Science
7	Mrs.Shazia Parveen	M.A.(Economics) M.Ed. NET(Education)	Asst. Prof.	Economics
8	Mr.Saurabh Kumar	M.A.(Political Science) NET	Asst. Prof.	Political Science
9	Mr. K.M.Vishwakarma	M.P.Ed.	Asst.Prof.	Physical Education
10	Ms.Nisha Gupta	M.P.A.Prabhakar	Asst.Prof.	Music(Vocal)

11	Mr. Dinesh Kumar	M.F.A.(Creative Sculpture)	Asst.Prof.	Creative Sculpture
12	Mrs.Richa Dubey	M.A. M.Ed. JRF	Asst.Prof.	Social Science
13	Mr.Pankaj Verma	B.Ed. MA, MSc	Asst.Prof	Education
14	Mrs.Pooja Chaubey	B.Ed. M.Ed. M.Com.	Asst.Prof	Education
15	Ms. Akansha Pal	B.Ed. M.Ed. MA,NET	Asst.Prof	Education

**Department of Commerce:**

S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr. Munila Naqvi	M.Com., PhD.	Asst.Prof.	Commerce
2	Dr.Sanjay Kumar Manjhi	M.Com, PhD, NET JRF	Asst. Prof	Commerce
3	Dr.Vijaylakshmi Sharma	MCom, PhD	Asst.Prof	Commerce
4	Mr.Wasif Ali	M Com, NET JRF PhD (pursuing)	Asst. Prof	Commerce
5	Mrs. Rashmi Pandey	M.Com, NET	Asst.Prof.	Commerce
6	Mrs.Urvashi Tandon	MCom, NET, PhD (pursuing)	Asst.Prof.	Commerce
7	Mrs. Shivani Arora	M.Com., NET	Asst.Prof.	Commerce
8	Ms. Shivangi	MCom. M.A. (Eco)	Asst.Prof.	Commerce
9	Mr.Alokik Dixit	M.Com	Asst.Prof	Commerce

**Department of Management Sciences:**

S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr. Anurag Srivastava	MMS, PhD	Director	Human Resource, Quantitative Techniques
2	Mr. Venkamaraju Chakravaram	MSc, MS,MBA, M.Phil, NET,PhD (pursuing)	Associate Professor& Addl. Director	Finance & Systems

3	Dr. Ravi Kumar Jaiswal	MBA, NET, PHD	Professor & HOD	Marketing
4	Dr. Neeraj Bora	MBA, MBBS, PhD	Professor	Human Resource
5	Dr. Gargee Singh	MBA, PhD	Associate Professor	Marketing, Human Resource
6	Mr. Anubhav Tiwari	M.Com, M.Phil, PGDM, NET	Associate Professor	Marketing, Finance
7	Mrs. Deepali Srivastava	MBA, M.Com.	Associate Professor	Human Resource, Finance
8	Mrs. Jalpa Gupta	MBA, NET	Associate Professor	Finance, Marketing
9	Mrs. Ambika Nirma	M.A, MBA	Assistant Professor	Human Resource
10	Mr. Amit Kumar Dubey	MBA, NET	Assistant Professor	Marketing, International Business
11	Ms. Aparna Singh	MBA, M.Phil, NET	Assistant Professor	Business Economics
12	Mr. Devesh Kumar Srivastava	MBA	Assistant Professor	Human Resource, PDP
13	Mr. Gagan Pant	MBA	Assistant Professor	Finance, Marketing
14	Mr. Jasdeep Singh Maggu	MBA, NET	Assistant Professor	Marketing
15	Mr. Kuldeep Kumar	MBA	Assistant Professor	Information Technology
16	Mr. Manish Prakash	MBA	Assistant Professor	Marketing
17	Mr. Mayank Ranjan	MBA (PhD)	Assistant Professor	Marketing, Human Resource
18	Mr. Mohammad Talha Siddiqui	MBA, NET	Assistant Professor	Marketing
19	Ms. Neelam Singh	MA, MBA, NET	Assistant Professor	Human Resource, Finance
20	Ms. Pooja Dixit	MBA	Assistant Professor	Human Resource, Marketing

21	Ms. Preeti Bora	MBA	Assistant Professor	Marketing
22	Mrs. Priya Raj Butoliya	MBA, NET	Assistant Professor	Human Resource, Finance
23	Ms. Sanjoli Kedia	MBA	Assistant Professor	Human Resource
24	Mr. Vibhav Kumar	MBA	Assistant Professor	Marketing, Human Resource

Non-Teaching Staff Details		
S. No	Name	Designation
1	Mr. Chetan Prakash Mishra	Dy. Registrar
2	Mr. Ramesh Ranjan Mishra	Office Assistant
3	Mr. Rati Ram Gyani	Office Asst./Computer Operator
4	Mr. Varun Agarwal	Office Assistant
5	Mr. Yogendra Kumar Joshi	Office Assistant
6	Ms. Mamta Jaiswal	Librarian
7	Ms. Meeta Srivastava	Librarian
8	Mr. Ram Autar	Computer Operator
9	Mr. Sarvesh Kumar	Electrician
10	Mr. Akhilesh Kumar Awasthi	Driver
11	Mr. Chhotey Lal Verma	Driver
12	Mr. Godhan Singh	Guard
13	Mr. Ankit Kumar	Peon
14	Mr. Amit Kannoujia	Peon
15	Mr. Akhilesh Kumar	Peon



#### IV. EXECUTIVE SUMMARY & SWOC ANALYSIS

##### EXECUTIVE SUMMARY:

##### About the College:

**Bora Institute of Management Sciences (BIMS)**, under the aegis of the Sri Krishna Educational Society from Lucknow Uttarpradesh is now in its 8th year since its inception in 2009. Fired with the zeal of promoting the cause of education the three stalwarts in the public domain, Shri D.P. Bora, Shri Pankaj Bora & Shri Dr. Neeraj Bora, transformed their spirited vision and dream to reality in the shape of Bora Institute of Management Sciences. The foundation stone for the construction of a full-fledged building in the spacious 3 acres provided near Sewa Hospital on Sitapur Road was laid on during the year of 2008 appropriately and auspiciously by Shri D.P. Bora, the state of UP's outstanding politician, philanthropist and statesman and the founder chairman of the said society and college.

The college has seen tremendous development since its inception. It began functioning modestly in MBA block a building of the Sri Krishna Education Society near Sewa Hospital, on Sitapur Road, Lucknow with 60 students and 13 staff members initially with MBA course and moved into its own spacious buildings in 2010. BIMS'S constant efforts at building and providing for quality education to the students of the state we are widely known. Drawing on the munificence of Lord Sri Krishna himself, the Sri Krishna Educational society has always endeavored to spread His grace by founding world class institutions spreading knowledge to millions who will benefit from it. It has always been one of the founding missions of the trust to have educational institutions that would merge traditional wisdom with progressive streams of knowledge including technical awareness.

Over the years they have unhesitatingly encouraged all opportunities for growth and development in this institution. Bora Institute of Management Sciences has over the years emerged as a premiere institution amongst several which are supported by the Sri Krishna Educational society. The college is known for excellence in academics, sports and overall development of students who have the privilege of studying here. It is known as one of the prominent institutions where students from all across the state vie to take admission. The reason being the very highest standard of rigor and uncompromising quality shown by the committed faculty and administration in facilitating and imparting education. As the number of students

grows in leaps and bounds the college has done the utmost to keep itself abreast with the latest facilities so as to maintain the ideal of quality above quantity.

In addition, the college has also been started with three more additional courses BED (Bachelor of Education) in the year of 2010, BCom (Bachelor of Commerce) in the year of 2013, and BBA (Bachelor of Business Administration) in the year of 2013. Bora Institute of Management Sciences is affiliated with Dr.APJ Abdul Kalam Technical University; Lucknow for MBA course and for balance three undergraduate courses (BED, BCom, BBA) affiliated with University of Lucknow. Our faculty members have also been to other institutions of repute under the faculty development programs (FDP) and various research workshops which include the Indian Institute of Management Ahmadabad, Indian Institute of Management Lucknow, University of Lucknow, Dr.APJ Abdul Kalam Technical University, Shri Ramaswaroop Memorial University, and Pearson Edexcel BTEC (UK) of India Centre.

Continuing the rich tradition of academic activity, many of the departments including Education and Management etc. have organized seminars, workshops and popular guest lecture series in the college. The college jointly with Global Association for Continuum of Business Management (GACBM) organized a two day works shop on “Importance of research for academicians” in September 2016. Bora Institute of Management Sciences believes in imparting „value based instruction” which is woven into the very texture of the value integrated education” that we impart to the students. Our scholarly pursuits are nurtured with the idealism to map the success and we believe that our effort to inculcate the values of both in our students is the only way to ensure their holistic development. We sincerely strive to achieve that perfect balance in our endeavors here. The success story of our college in the last half decade (2011-16) has only further corroborated the college’s claim as one of the best affiliated colleges in the University of Lucknow.

Our academic growth has scaled new heights with the university ranks (Top ten) that our students have brought to us. Scientific growth has also been fueled in the college with new improved facilities for innovative class room teaching with smart boards and LCD projectors and computer laboratory training in our precincts. Further due to the college’s initiative that our faculty members participate in the various national and inter-national seminars, conferences and workshops we also have greater exposure which has been suitably incorporated into the

academic blueprint of our college. Bora Institute of Management Sciences heralds the ushering in of a new dawn of quality education and re-defining higher education in 21st century India.

It is imperative that all academic institutions should be aware of the developments in the field of education on both the national and the international level. For continuous evolution of any Higher Educational Institution, integrated evaluation of its academic, infrastructure and administrative capabilities is a must. Comprehensive evaluative processes lead to enhanced credibility of educational institutions. The Executive Summary that follows gives a glimpse of criteria-wise achievements and accomplishments of Bora Institute of Management Sciences which have been subsequently elaborated with details in the report.

### **Criterion I:**

**Curricular Aspects:** In keeping with our philosophy, vision and objectives we at Bora Institute of Management Sciences aim to provide a holistic education to our students. We offer undergraduate courses in all the three streams of Education, Commerce and Business Management. The college also offers one Post- Graduate (Professional) Degree program with a name of MBA. We give our students academic flexibility and inculcate the spirit of writing research articles for our college magazine and enquiry by actively encouraging them to engage in research based activities. Innovative thinking and intra-disciplinary approach is a hallmark of our college. We take concrete steps to reflect these in our blueprint for the curriculum and are also vigilant about its actual implementation. Any such pedagogical initiative is duly supported by infrastructural and academic assistance. Our faculty members have also contributed and sent their suggestions and recommendations to the curriculum planning and reassessment committee of the University. We have strong feedback system we ensure that both course content and the teaching-learning methods adopted are continuously evaluated. Our constant interaction with the industry through the Placement Cell and the advice that we get from our illustrious alumni also help us in molding our course teaching and content delivering practices in such a manner that we also ensure that the rigor of research in academic delivery is translated into better employment opportunities for our students and thereby also contributing to the larger cause of the society at large.

We also understand that classroom teaching has to be supplemented with other learning aids like seminars, conferences, study tour, field-study, industrial trips etc. which add to the students’

understanding of the discipline. These also make them aware of the recent developments in these areas of study and also expose them to the corresponding industrial practices. We also appreciate the need for extra-curricular activities and our active student teams, who have won several awards across the state, stand to testify our efforts. Bora Institute of Management Sciences thus promotes a harmonious idea of education, one that touches upon all the facet of an individual's life and thereby also that of the society.

### **Criterion II:**

**Teaching, Learning and Evaluation:** As stated above that Bora Institute of Management Sciences being one of the premier affiliated colleges under the aegis of the University of Lucknow and Dr.AKTU, Lucknow, attracts the best minds in the city and state who enroll themselves for an undergraduate and post graduate programme. The screening and selection of the candidates are accomplished under the directives of the affiliated Universities. However being the choice of such meritorious students puts more responsibilities on the college not only in terms of coming up to their expectations but also ensuring that the bright minds are constantly ignited with the zeal for knowledge and are nurtured to become worthy citizens of the global village. We have a dedicated faculty here who supplement traditional teaching-learning modules with the latest development in teaching pedagogical practices. This is a sincere faculty team of enthusiastic scholars and researches who are famous in their own areas of specialization in the intellectual circles. Many of them have been recipients of UGC NET & JRF as specified in our Self-Study Report, January 2017. Our faculty members are also encouraged by the college to keep themselves abreast of recent trends by participating in seminars and conferences and also by taking part in the periodically organized refresher and orientation courses.

Assessment of the students happens regularly at Bora Institute of Management Sciences. The lecturers promote the idea of participatory learning and encourage group discussions, peer study and paper presentations at the classroom level. Internal Assessment is taken very seriously in the college and is used as an opportunity to enable the students to test their own understanding of the discipline. Slow learners and students with special needs are provided with extra care through tutorials, remedial classes and interactions with the concerned teachers outside the classroom. The student's feedbacks are also taken very seriously and any of the challenges that they meet are addressed at the earliest.

### **Criterion III:**

**Research, Consultancy and Extension:** Bora Institute of Management Sciences is proud of the culture of research and innovation that it has fostered and the worthy reputation that it has garnered in the academic world. Our dedicated faculty- members are themselves ignited with this zeal for an innovative take on traditional disciplines and has also made path-breaking contributions in new areas of study. They mentor our students towards the same goal who are then inspired to carve out their own quests for knowledge. The college fosters a conducive atmosphere for such pursuits by disseminating information about various national and international seminars and conferences, granting leave to attend such research seminars and conferences.

The college extends further support by providing infrastructural support, and other e-resources towards this end. Further, the academic structure of the college which includes all the three streams also enables us to tap the inter-disciplinary potential of new fields of research and take our standards to the global level. Consultancy is another strong forte of the college as we are into significant strategic partnership with various academic and research bodies like GACBM, LMA, NIPM, BPL, Sewa Hospital and Research Centre & Bright Land Schools of repute and have strong ties with the industry as well. The placement record of the college at various reputed organizations regularly through a span of years further attests the employability of our students and the good reputation that they enjoy at the market. Their competence and expertise has certainly been cultivated at the college.

Self-Study Report, January 2017, Bora Institute of Management Sciences (Affiliated to University of Lucknow & Dr.APJ Abdul Kalam Technical University Lucknow) College believes in serving the need of the community around its precincts and has a well-defined community outreach program towards this ideal. At the micro-level our students actively volunteer to teach the underprivileged children in the neighboring slum and we have also adopted a village name Ahlaadpur nearby our campus to serve the villagers as a part of our institutional social responsibility.

#### **Criterion IV:**

**Infrastructure and Learning Resources:** Infrastructure is a pre-requisite when it comes to the implementation of any plan, and certainly for academic pursuits. Bora Institute of Management Sciences is located on NH 24 Sitapur Road which located just in 5km distance from Dr. APJ Abdul Kalam Technical University from our campus and also we have neighbors nearly about

20 professional colleges functioning within a span of 10 km distance from our campus. BIMS has a sprawling campus of 3 acres in a land of 10 acres approx and a well-planned campus with a separate block each for Administration, Education, Commerce and Business Management Sciences. The Library is housed in a separate floor and there are two different setups for the three departments fully equipped with furniture, books, journals and magazines. We have air-conditioned conference halls and a multipurpose hall and the state-of-art auditorium. We tied up with various private hostels located within 2 km distance in and around of our college to provide residential and hostel facilities to our students. The college nestles in the midst of a sprawling garden.

Bora Institute of Management Sciences has a Wi-fi enabled campus with well-equipped computer laboratories, classrooms with the latest technologies. Further the foundation stone for the upcoming state –of – art auditorium block has also been duly laid in the last academic year. The Library has e journals access facility to access journals of DEL NET in online and facilitates access to various books, journals and publications of repute other than other e-resources. The College also has cricket, football fields. We have organized state and national level Chess competitions earlier in our campus. It also has facilities for indoor games like chess and carom. The college has a well-maintained cafeteria with air conditioned hall in the name of **Brij Ki Rasoi** also which has R.O. water purifiers and fire extinguishers at strategic places throughout the campus. Bora Institute of Management Sciences thus has always tried to build a campus which will supplement and provide a conducive atmosphere to its academic ideals. Regular maintenance and up gradation plans for the same are regularly monitored and assessed by the college authorities and periodical suggestions are also sought from the stakeholders.

#### **Criterion V:**

**Student Support and Progression:** Students are most important constituent of any academic institution and all measures must be taken keeping their best interest in mind. Bora Institute of Management Sciences acknowledges their success by awarding the students various awards and scholarships in the Annual Day function. Those from the socio-economically weak sections of the society are also encouraged with financial assistance through fee concessions and scholarships. For the differently-abled students the college has an Equal Opportunity Cell at our receptions and ensures that the infrastructural designs meet with their requirement. For slow learners, through tutorials, remedial classes and interaction with teachers the pursuit of



academics is made as easily accessible to them as is possible. Further we also have a professional Counselor in the college from the department of education and the students can avail of this guidance whenever needed. The students are regularly taken to other institutes of repute and the various educational and industrial tours also give a hands-on approach to their discipline of study and the corresponding industrial practices. We have an active Training and Placement Cell which bridges the gap between the students and the suitable employment opportunities awaiting them. Further there are 20 different committees like the Grievance Redressal Cell, College level Internal Complaints Committee (against Sexual Harassment) and the Anti-ragging Committee which directly take up issues concerning the students and look for a speedy resolution of the same. Bora Institute of Management Sciences also has an active Physical Education Trainer/Teacher and he is taking care the Sports club comprising of athletes from various sports. Many of them have brought laurels not only for the college at the University level but also for the state by winning trophies in various sport events. We also have a number of Societies/Associations which have represented the college in events and competitions across the country. The college takes measures to listen to the students opinion through the Students Union and gives due importance to their feedback to every aspect of the functioning of the college. The close ties of the college with its alumni also highlight the strong bond that the college shares with its students.

#### **Criterion VI:**

**Governance, Leadership and Management:** The functioning of Bora Institute of Management Sciences is in complete consonance with the spirit of democracy that it strives to foster among the stakeholders that it is accountable to. The college is run with in the paradigm of an egalitarian set-up which is participatory in nature and is de-centralized in its approach. The governing machinery of the college is constituted under the guidelines of the two universities (University of Lucknow, Dr.APJ Abdul Kalam Technical University). The Principal is at the helm of this structure and the Staff Council and the various specialized Committees, Cells and functionaries are responsible for decision-making and subsequent execution of those policies. In an academic level, the structure moves from the apex functionary to the various teachers-in-charge and the other faculty members. This participatory nature of the governing system motivates all to be a party to the decisions taken and is a testimony to the encouraging atmosphere fostered in the college. Further feedbacks, both at the formal and informal levels, are also welcomed and taken

into consideration. All the finances and accounts of the college are maintained and audited in accordance with the University regulations.

### **Criterion VII:**

**Innovations and Best Practices:** Bora Institute of Management Sciences is committed to serve the cause of conservation. Various committees and clubs in the college strive towards this by putting up posters across the campus to raise awareness for environmental and ISR issues. Energy conservation and use of renewable energy is our main idea for the protection of environment, as BIMS believes in the optimum use of energy. BIMS family is nature loving family therefore tree plantation and protection is our aim. To make the campus smart, clean and green, issues related to it are taken very seriously. Special measures are being adopted for waste management. We used to organize frequently the classes in outside of the classrooms i.e., in the lush and green environment and grounds. All most all committees are active in the process of execution of their objectives. The Equal Opportunity Cell which is actively functioning at our receptions has also taken up a number of measures to ensure that everyone in the campus is sensitive to the needs of the differently-abled students. Bora Institute of Management Sciences is innovative in practice and with full of energy and enthusiasm. Interdisciplinary approach in subject choices, participative education, teaching beyond classroom, special emphasis to physically challenged and socially deprived students are taken very seriously. There are a number of best practices, out of them one of our best practices was written elaborately in this self-study report. As the vision and mission of our college is based on founder chairman’s wisdom with Indian traditional cultural values, therefore the family of BIMS moves towards into that direction only. Bora Institute of Management Sciences imparts this education directly or indirectly through classroom teaching, group discussion, fine arts and through literary and scientific activities, which gets a tremendous success also. The college sets those parameters in cultural functions, through which youth can connect easily and can make difference in modern education with age long traditional values.

### **SWOC ANALYSIS :**

#### **(STRENGTHS, WEAKNESSES, OPPORTUNITIES AND CHALLENGES)**

This will be treated in two sections as the four areas indicated comprise two binary sets.

Strengths, for instance, cannot be separated, or considered in isolation from, weaknesses and vice

versa. Opportunities and Challenges are, likewise, two sides of the same coin. Challenges are opportunities in disguise.

## 1. STRENGTHS

I.I Strengths of the College Traditionally we think of them in terms of the Four Pillars of the College.

- (a) Pursuit of Excellence
- (b) Commitment to Social Justice, with a preferential option for the poor
- (c) Character formation
- (d) A spiritual vision of life, with emphasis on promoting a spirit of self-less service.

PURSUIT OF EXCELLENCE implies-

- i. A robust work culture. All lectures/tutorials/labs are held. Work begins and ends on time. Students are accorded personal attention, based on need and willingness to be helped.
- ii. Commitment to total transparency in admissions and appointments.
- iii. An inspired sense of discipline
- iv. A holistic idea of education that emphasizes the development of the total person in respect of every student. This addressed through a large number of Societies, Clubs and Cells (20 in all) that organize high-quality co-curricular programmes all through the year which complements class-room transactions.
- v. Educational Infrastructure. The College is architecturally majestic, though simple. Its façade is recognized globally. All classrooms and the library are air-conditioned to facilitate maximum efficiency. The infrastructure facilities have been renovated recently.
- vi. A beautiful and clean campus. Basic to the educational philosophy of Shri D.P.Bora is the insight that the learning environment needs to be both beautiful and clean. The College campus ambience is, hence, in perfect sync with the Prime Minister’s Swatch Bharat Abhiyan.
- vii. Excellent library and lab facilities. The facilities the College offers are among the best that any college offers in its category.
- viii. Conducive working environment both for faculty and staff leading to faculty and staff retention.

- ix. Activities undertaken to promote social welfare and inculcate a sense of social responsibility.
- x. State of the art infrastructure with Wi-Fi campus and one of the best Library with large number of books, journals, magazines, e journals of national and international repute with latest edition.
- xi. Continuous progressive evaluation system for students
- xii. Participative Management.
- xiii. Large number of initiatives undertaken for supporting number of slow learners and students from diverse backgrounds.
- xiv. Regularly updated curriculum with industry inputs.
- xv. Comprehensive system which ensures platform to promote faculty students and staff development.
- xvi. Strong Industry linkages.
- xvii. Use of Innovative teaching.
- xviii. Emphasis on holistic development of students.
- xix. Driven by our mission statement of imparting knowledge to all.
- xx. Wide range of extension, co-curricular and extra-curricular activities.
- xxi. Student feedback analyzed and used for improvement in all processes
- xxii. Optimum utilization of resources
- xxiii. Teaching aids for ICT enabled teaching
- xxiv. Student-friendly services
- xxv. Gender-friendly premises
- xxvi. Eco-friendly premises
- xxvii. The merit scholarships and cash awards are helping the students to develop their inner skills more effectively.
- xxviii. Students can be trained for competitive exams.
- xxix. A vast sports ground of about two hectares with facilities for all common outdoor sports and games.
- xxx. A hall of moderate size and a dais for seminars and cultural programmes.
- xxxi. Clean Environment, Tree plantations, Gardens.
- xxxii. Located in peaceful tranquil area amidst the nature away from hassles of the city life.

## CHARACTER FORMATION

Character is understood in **BIMS** as the discipline of organizing oneself according to certain objective values, norms and principles. Students are encouraged to-

- Be responsible, regular and punctual at work
- Develop the capacity to think objectively and discuss freely
- Courteous conduct, especially to non-teaching and support staff in general.
- Inculcation of the spirit of service.
- An attitude of respect towards the environment. We keep our environment litter free and clean.

Students respect the inviolability of the campus.

- An outlook on life based on equality and free from discrimination of any kind.
- Excellent student-teacher relationship. The availability of teachers outside classroom and working hours to guide and to counsel.

## THE SPIRITUAL VISION OF LIFE

We believe that education, though secular in content, is a spiritual in character. Pursuit of excellence stands on the foundation of spirituality. It is this sustains the robust work-culture in the College. Spirituality ensures that we do not remain stuck with a superficial and shallow outlook on life.

Students are encouraged and enabled to think of life from an enlarged perspective as well as remain linked to the social realities of the country. The first-year students do, for example, a course titled “Engaging with Unequal India”.

Spirituality, unlike religion, involves a universal outlook and celebrates a wider sense of responsibility. Even the sense of responsibility we celebrate towards the environment is an aspect of spirituality. There is, besides, a synergy between spirituality and character-formation.

The promotion of a deep sense of bonding among students, despite the diverse backgrounds and social strata they come from, is yet another aspect. **BIMS** is truly a microcosm of India: in its unity-in-diversity.

## 1.11 WEAKNESSES

1. Institute is not a degree awarding body.
2. Lack of flexibility in introducing innovative and job/entrepreneurial development degree program.

3. Location of the college which is in outskirts of the city.
4. Less number of Ph.D. among the staff.
5. While the facilities we have are excellent, we need additional facilities like well-equipped and more automated office. The college management aware is aware and striving towards removing these weaknesses.
6. Lack of in-house hostel facilities for remote students for both the gender.

### **I.III OPPORTUNITIES**

- Our college’s vision & mission provide an opportunity for rural first learners – not only to graduate themselves but also to continue their education to the highest level of research.
- To improve consultancy and extension.
- Initiating remedial coaching, extension lectures and focusing more on learner-centric classrooms for better implementation of the curriculum.
- College has enough space and infrastructure to bring/start new courses in various streams.
- Community work/survey work can be initiated based on rural background in order to find new courses/avenues.
- College can be developed as a centre for sports activities students as well as other citizens of the area.
- College can start various courses/short term courses for professional development of students as it has a good space, infrastructures and trained personal for the same.

### **I.IV CHALLENGES**

- Students with diverse background with diverse needs.
- Enhancing number of students opting for entrepreneurship.
- To improve the learners’ communicative skills in English is a challenge. The challenge of improving the Communicative Skills is met out by Remedial, Bridge Courses and mandatory Communicative Skills classes for PG students, optional for UG students and soft skill courses for all UG students to develop the same.



- To increase the motivation level, Tutorial System is effectively functioning. Participatory learning through seminars and group interaction are followed. Exposure to social reality is provided through extension activities.
- To establish as one of the premier institutions in the city due to tough competition from other institutions.
- To establish as one of the premier institutions in the city due to tough competition from other institutions.
- Students with diverse background with diverse needs.
- Population is not well educated and not aware of importance of attendance in college. Most of students are engaged in agricultural activities.
- Attracting good teachers is also a big challenge as college is situated away from the main city.
- Students of the area generally belong to poor strata and are unable to pay the fees and mostly dependent on govt. scholarship.

**Future plans**

- To introduce new courses like M.Ed& M.Com.
- B.El.Ed. programme is proposed from next year.
- Going for NAAC Accreditation
- Also planning to go for NBA Accreditation
- Separate cell for preparation for CA, ICWA, ICS or other professional courses.
- Open new courses like BCA, LL.B etc.

VI

# **SELF STUDY REPORT**

BIMS NAAC

**1. PROFILE OF THE COLLEGE**

## 1. Name and Address of the College:

<b>Name</b>	<b>Bora Institute of Management Sciences</b>
<b>Address</b>	NH-24, Near Sewa Hospital, Sitapur Road, Lucknow
<b>City</b>	Lucknow
<b>State</b>	Uttar Pradesh
<b>Pin</b>	226201
<b>Website</b>	www.bims.org.in / bims.in

## 2. For Communication

<b>Designation</b>	<b>Name</b>	<b>Telephone</b>	<b>Mobile</b>	<b>Fax</b>	<b>Email-ID</b>
<b>Principal</b>	Dr.Jaya Singh		9335106662		bims.lko@gmail.com
<b>Director</b>	Dr. Anurag Srivastava		8808004873		anuragsrivastava@bims.in
<b>Steering Committee Co-ordinator</b>	Dr.Jaya Singh		9335106662, 7754915729		bimsnaac@gmail.com

## 3. Status of the Institution

Private Self Financing Institution
------------------------------------

## 4. Type of the Institution

## ➤ By Gender

Co-education
--------------

## ➤ By Shift

Regular
---------

5. If a recognized minority Institution:

No

If yes, specify the minority status

NA

6. Sources of funding

**UGC Grant-in-aid:** NO

**Management:** 95%

7.

➤ Date of Establishment: MBA- 2009, B.Ed.-2010, B.Com.-2013, BBA- 2013

➤ University to which the college is affiliated

1. University of Lucknow
2. Dr. APJ Abdul Kalam Technical University, Lucknow

➤ Details of UGC recognition

Under Section	Date	Remarks, if any
i. 2(f)	Applied	Ref. Letter dated: ....
ii. 12(B)	Applied	Ref. Letter dated : ....

➤ Details of Recognition/approval by statutory/regulatory bodies other than UGC:

AICTE, NCTE

8. Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?

Yes

If yes, has the college applied for availing for autonomous status?

Not eligible at present

9. Is the college recognized

- By UGC as a College with Potential for Excellence

No

- For its performance by any other governmental agency

No

10. Location of the campus and area in sq. mts:

<b>Location</b>	NH-24, Near Sewa Hospital, Sitapur Road, Lucknow (U.P.)	
<b>Campus Area</b>	Khasra No.: 182 in Mohuddinpur Village Khasra No.: 988 for Kamlabad Bherauli Village (3 Acres)	
<b>Built up area in sq. mts.</b>	5654.94 sq. mts.	60869.269 sq. ft.

11. Facilities available on the campus

- Seminar Hall
- Sports Facilities: Football Ground, Volley Ball Court and Indoor Games
- Cafeteria: Yes, Extended Facility beyond working hours.
- Health Centre: Consultation/ Emergency Room
- Health Centre Staff:
  - Qualified Doctor: Full-Time
  - Qualified Nurse: Full-Time

- Transport: Yes
- Biological Waste Disposal: Yes
- Generator: Yes
- Solid Waste Management Facility: Dumping and removal on contract basis
- Waste Water Management: Through municipal drainage system

#### 12. Details of Programmes offered by the college

S.No.	Programme Level	Name	Duration	Entry Qualification	Medium	Sanctioned Strength	No. of Students Admitted
1.	UG	B.Com./BBA /B.Ed.	B.Com./ BBA- 3 years  B.Ed.- 2 years	B.Com./ BBA- 10+2  B.Ed.- Any UG	BBA- English  B.Com./B. Ed.- English/ Hindi	BBA--120 B.Com-- 120  B.Ed.-100	262
2.	PG	MBA	2 years	UG	English	180	97

#### 13. Does the college offer self-financed programmes?

Yes

If yes, how many:

4

#### 14. New programmes introduced in the last five years:

BBA/B.Com.



## 15. List of Departments:

Faculty	Departments	UG	PG
Management	MBA, BBA	1	1
Commerce	B.Com.	1	No
Education	B.Ed.	1	No

## 16. Number of programmes offered under:

Semester System- 3 (MBA, B. Ed& BBA)
Yearly- 1 (B.Com.)

## 17. Number of Programmes with:

- Choice Based Credit System: 1 (MBA)
- Inter/multidisciplinary approach: 4
- Any other: None

## 18. Does the college offer UG and/or PG in Teacher Education?

Yes, in  
UG Only  
(B.Ed.)

Year of Introduction of the programme(s):

2010

And number of batches that completed the programme:

"5"

Batches

## 19. Does the college offer UG or PG in Physical Education?

No

## 20. Number of teaching and non-teaching positions

Positions	Teaching Faculty						Non-Teaching Staff		Technical Staff	
	Professor		Associate Professor		Assistant Professor					
	M	F	M	F	M	F	M	F	M	F
Sanctioned by the UGC/ University/ State Government <i>Recruited</i>	MBA-3		MB A-2	MBA-3	MBA-9 B.Ed.-6 B.Com.-2	MBA-7 B.Ed.-6 B.Com.-7	There are no norms from UGC regarding number of non-teaching staff. However, we have 15 non-teaching staff (13 male, 2 female)			
<i>Yet to recruit</i>	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Sanctioned by the Management/ Society or other authorized bodies <i>Recruited</i>	-	-	-	-	-	-	-	-	-	-
<i>Yet to recruit</i>	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

## 21. Qualifications of the teaching staff

Highest Qualification	Professor		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Female	
Permanent Teachers							
D.Sc./D.Litt.	-	-	-	-	-	-	-

Ph.D.	MBA-3	-		MBA-1	B.Ed.-2 MBA-None	B.Ed.-1 MBA-None B.Com.-1	B.Ed.-3 MBA-4 B.Com.-1
M.Phil.	-	-	MBA-1	-	-	MBA-1	2
PG with NET	MBA-1	-	MBA-2	MBA-2	B.Ed.-7 MBA-9 B.Com.-2	B.Com.-6 MBA-7	B.Ed.-7 MBA-21
Temporary Teachers							
Ph.D.	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	-	-	-
Adhoc Teachers							
Ph.D.	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	-	-	-

22. Number of Visiting Faculty/ Guest Faculty engaged with the college.

17

23. Furnish the number of the students admitted to the college during the last four academic years.

Academic Year	Number of students admitted
2012-13	278
2013-14	360
2014-15	498
2015-16	427

24. Details on student enrollment in the college during the current academic year.

Type of Students	UG	PG	M.Phil.	Ph.D.	Total
Students from the same state where the college is located	262	97	-	-	359

Students from other states of India	-	-	-	-	-
NRI Students	-	-	-	-	-
Foreign Students	-	-	-	-	-
Total					

25. Dropout rate in UG and PG (average of the last two batches)

Programme	Programme Level	Batch	Dropout Rate
MBA	PG	2014	6%
MBA	PG	2015	15%
BBA	UG	2014	0%
BBA	UG	2015	5.49%
B.Ed.	UG	2014	0%
B.Ed.	UG	2015	0%
B.Com.	UG	2014	0%
B.Com.	UG	2015	0%

26. Unit Cost of Education

- including the salary component

Rs.57755/- per student
------------------------

- excluding the salary component

Rs.38777/- per student

27. Does the college offer any programme/s in distance education mode (DEP)?

No

28. Provide Teacher-Student ratio for each of the programme/course offered.

Programme	Teacher-Student Ratio
MBA	1:15
BBA	1:15
B.Com.	1:45
B.Ed.	1:13

29. Is the college applying for Accreditation: Cycle 1?

Yes

30. Date of accreditation:

First time  
applying

31. Number of working days during the last academic year

290

32. Number of teaching days during the last academic year

230

33. Date of establishment of Internal Quality Assurance Cell (IQAC):

Jan 2<sup>nd</sup> 2015

34. Details of submission of Annual Quality Assurance Reports (AQAR) to NAAC:

Not applicable as IQAC established  
in Jan 2<sup>nd</sup> 2015 and the college is  
applying for NAAC for the first time

35. Any other relevant data (not covered above) the college would like to include. (Do not include explanatory/descriptive information):

None

## **2. CRITERIA-WISE INPUTS**



**CRITERION I: CURRICULAR ASPECTS****1.1 Curriculum Planning and Implementation**

**1.1.1 State the vision, Mission and objectives of the institution and describe how these are communicated to the students, teachers, staff and other stakeholders.**

**Our Vision:**

A well respected and globally accepted world class knowledge center of excellence, committed to deliver value-based education.

**Our Mission:**

Act as an effective catalyst to develop professional who enable individuals, Industry and Institutions of the Nation to improve the quality of life & surroundings of mankind the world over.

Some of the aims of institute are-

1. Removing educational backwardness.
2. Imparting professional knowledge to the aspiring youths.
3. Creating awareness of professional education in terms of research and training.
4. Providing accessibility of education to the students of rural areas also.

**Communication to Stakeholders:**

- The Vision Statement, Mission Statement are displayed in prominent places like college gate, notice board, reception area in the campus.
- They are also made known to the stakeholders through the meetings with Students, Alumni, and Parents. Letter system is also introduced to make them aware.
- Communicated to fresher students during orientation programmes.
- Through college prospectus and student's manual.
- On college website

**1.1.2 How does the institution develop and deploy action plans for effective implementation of the curriculum? Give details of the process and substantiate through specific example(s).**

The Institute thoroughly develops action plans for effective implementation of the curriculum. The academic calendar issued by the affiliating University is followed for the

development of the college level action plan.

At the beginning of each academic session, the Director/Principal along with the Internal Quality Assurance Cell (IQAC) and Academic Development Council (ADC) members conducts meetings with the HODs and the staff members of various departments to develop various strategies for effective implementation of the curriculum. Teachers are encouraged to impart the curriculum through innovative teaching methods such as presentations, assignments, discussions, workshops, seminars etc.

Apart from this, the college plans and develops action plans for effective implementation of the curriculum. Teachers prepare Lesson Plans for each subject semester wise. These lesson plans are made available in the department. Subsequently, the staff members of various departments conduct their internal meetings for effective teaching as well as for motivation and stress management, and develop teacher specific teaching plan for the ongoing semester.

### **1.1.3 What type of support (procedural and practical) do the teachers receive (from the University and/or institution) for effectively translating the curriculum and improving teaching practices?**

#### **From University Side:**

- The Dr. APJ Abdul Kalam Technical University and University of Lucknow to which the college is affiliated, regularly organizes seminar and workshop workshops to keep the knowledge of the teachers updated. They also provide updated information through website to our institute to make them update.

#### **From Institute Side:**

- The Institute also encourages the teachers to participate in the Orientation/ Refresher Courses/ Workshops/ Seminars to update the knowledge.
- The Institute provides e-learning facilities through e-library DELNET.
- Institute level workshops, seminars and discussions are also organized to improve the teaching practices.
- The Institute encouraged faculty members to publish Books with ISBN or without

ISBN and articles in journals of national and international repute.

**1.1.4 Specify the initiatives taken up or contribution made by the institution for effective curriculum delivery and transaction on the Curriculum provide by the affiliating University or other statutory agency.**

The initiatives taken up by the college for effective curriculum delivery and transaction on the curriculum provided by the Dr. APJ Abdul Kalam Technical University and University of Lucknow are:

- Preparing Academic Calendar, Time-Table and Work Schedules.
- Each department prepares a teaching plan in the beginning of each semester.
- Heads of the departments conduct formal or informal review meetings to know the status of the delivery of the syllabus.
- Organizing National Seminars, Guest Lectures and departmental level seminars.
- Conducting Quizzes, Debate Competitions and Group Discussions on significance issues and topics.
- Feedback is obtained from the students on the curriculum delivery and transaction

**1.1.5 How does the institution network and interact with beneficiaries such as industry, research bodies and the university in effective operationalization of the curriculum?**

From time to time faculty members undertake visits to Universities for getting inputs in designing the curriculum and also for effective operationalisation of the curriculum.

The institution encourages its faculty members in conducting and attending the seminars, conferences, workshops for getting the latest inputs from the industry and other organization.

Distinguished Professors and eminent personalities are invited for discussions, workshops, talk shows and for interactive sessions with the faculty members and the students.

The inputs are sent to the respective board of studies through the representatives or teaching staff of the concerned departments.

- 1.1.6. What are the contributions of the institution and/or its staff members to the development of the curriculum by the University? (Number of staff members/departments represented on the Board of studies, student feedback, teacher feedback, stakeholder feedback provided, specific suggestions etc.**

Feedback of students on the curriculum is obtained. Inputs from other stakeholders are also taken into consideration and thoroughly discussed at institutional level. Suggestions are communicated to the University for redesigning the programs.

- 1.1.7 Does the institution develop curriculum for any of the courses offered (other than those under the purview of the affiliating university) by it? If 'yes', give the details on the process ('Needs Assessment', design, development and planning) and the courses for which the curriculum has been developed.**

The curriculum for the regular programmes offered by the Institute is developed and modified by the affiliating Universities. The College does not have the freedom to frame its own curriculum for any of the regular academic programs. However, the College has a provision to provide additional need based skill oriented courses such as Computer Courses & Internet skills are offered to the interested students. For these courses, curriculum is developed in consultation with industry experts.

- 1.1.8 How does institution analyze/ensure that the stated objectives of curriculum are achieved in the course of implementation?**

The stated objectives of curriculum are communicated or explained to the respective teaching departments. The Institute has established effective communication with all the stakeholders to ensure that the objectives of the curriculum are achieved in the course of implementation. As a part of continuous evaluation, the college conducts internal examinations, class test, and unit test; gives assignments and organized seminars in every semester. The college ensures the achievement of the stated objectives of the curriculum through the critical analysis of the student's feedback. If required, the College also takes remedial actions to the delivery of the curriculum to ensure that it enables the college to achieve the stated objectives of the curriculum.

## 1.2 Academic Flexibility

### 1.2.1. Specify the goals and objectives and give details of the certificate/diploma/skill development courses etc., offered by the institution.

The Institute is offering training in computer application and internet skills for the CCC students. This training has been offering to improve the skills of students so that when they walk out with a degree they are also ready to face the Industry, employment market and the other beneficiaries. Training and Placement Department also enhance the students' skills through various training programme like resume writing, group discussions, interview preparation.

### 1.2.2. Does the institution offer programs that facilitate twinning/dual degree? If 'yes' give details

No, the college does not offer any dual degree.

### 1.2.3 Give details on the various institutional provisions with reference to academic flexibility and how it has been helpful to students in terms of skill development, academic mobility, progression to higher studies and improved potential for employability.

- **Range of Core/Elective options offered by the University and those opted by the college:**  
The Range of Core/Elective options offered by the Dr. APJ Abdul Kalam Technical University and University of Lucknow. Choice of electives is available for degree courses. These electives are HR, Marketing, Finance, Information Technology, International Business, and Rural Development.
- **Choice based Credit System and range of subject options:** The courses are offered as per modules prepared by the Dr. APJ Abdul Kalam Technical University and University of Lucknow. Six electives choices are there for the MBA students only.
- **Courses offered on modular form:** Courses are provided in unit form by the University.
- **Credit transfer and accumulation facility:** Students studying in MBA have the benefit of credit transfer facility if they further pursue CA/ICWA/ICS.
- **Lateral and vertical mobility within and across programmes and courses:** No

- **Enrichment courses:** Departments organized workshops and seminars. Computer training is also provided for CCC aspirants. Training and Placement Department also actively working for the enrichment of the students.
- **UG Courses:** Bachelor of Business Administration (University of Lucknow)  
Bachelor of Commerce (University of Lucknow)  
Bachelor of Education (University of Lucknow)
- **PG Courses:** Master of Business Administration (Dr. APJ Abdul Kalam Technical University)

**1.2.4. Does the institution offer self-financed programmes? If 'yes' list them and indicate how they differ from other programmes, with reference to admission, curriculum, fee structure, teacher qualification, salary, etc.**

Yes, the institution offers all the degree courses in self-financed mode.

Course Offered	Affiliating University	Eligibility	Fees	Teacher Qualification Required	Salary of Teachers
MBA	Dr. APJ Abdul Kalam Technical University	Bachelor Degree in any stream	83,600/- per annum	MBA, NET desirable	25,000/- pm consolidated
BBA	University of Lucknow	10+2 or Intermediate	30,000/- per semester	MBA, NET	25,000/- pm consolidated
B.Com.	University of Lucknow	10+2 or Intermediate	25,000/- per annum	M.Com., NET	25,000/- pm consolidated
B.Ed.	University of Lucknow	Bachelor Degree in any stream	51,250/- First Year 30,000/- Second Year	M.Ed., NET	25,000/- pm consolidated

**1.2.5. Does the College provide additional skill oriented programmes, relevant to regional and global employment markets? If ‘yes’ provide details of such programme and the beneficiaries.**

Presently, the Institute is affiliated with Pearson Edexcel for offering BTEC professional courses to meet the requirements of global employment markets. The College management has also planning to introduce more skill oriented programmes relevant to regional and global employment markets. We also have tie up with The Institute of Foreign Languages and Professional Studies (IFLAPS) run by Dr. Manju Anand Bhatnagar to train our students who want to go abroad to learn foreign languages.

College also providing special training to develop basic computer skills and internet browsing skills through a programme named Course on Computer Concepts (CCC) organized by our college with certificate.

**1.2.6. Does the University provide for the flexibility of combining the conventional face-to-face and Distance Mode of Education for students to choose the courses/combination of their choice” If ‘yes’, how does the institute take advantage of such provision for the benefit of students?**

No such provision exists. The University does not allow the flexibility of combining conventional face to face and distance mode of education in our institute.

**1.3. Curriculum Enrichment**

**1.3.1. Describe the efforts made by the institution to supplement the University’s Curriculum to ensure that the academic programmes and Institution’s goals and objectives are integrated.**

To integrate the academic programmes and Institution’s goals and objectives, the Institute has taken the following initiatives to supplement the University’s curriculum:

- The Departments of the Institute gives assignments; organizes discussions & seminars and conduct unit tests, quizzes, etc.
- Guest Lectures, Workshops are also conducted.
- Department conduct field survey, study tour.
- Educational tours or excursions are organized to develop interpersonal



relationships and to create awareness about the cultural heritage of our country.

- Industrial visits are organized to gain practical knowledge along with theoretical knowledge.
- The Institute academic calendar is prepared every semester for the active involvement of teachers with the Heads of all Departments.
- Regular feedback obtained from the stakeholders, i.e., students, parents, faculty, industry and government institutions with respect to the quality of the enrichment programmes, are monitored and evaluated by the IQAC and necessary remedial measures are incorporated in the future.

**1.3.2. What are the efforts made by the institution to modify, enrich and organize the curriculum to explicitly reflect the experience of the students and cater to needs of the dynamic employment market?**

Every possible effort is made to modify and enrich the curriculum and teaching-learning process by keeping in mind the need of the dynamic employment market. The feedbacks from various stakeholders are timely communicated to the affiliating University at the time of re-structuring the curriculum. The Departments in the College conduct seminars, workshops, group discussions and field visits to enrich the curriculum. Skill oriented courses like certificate courses in computer application are being planned for interested students. The Career Guidance Cell and IQAC of the College take active initiatives in this regards.

**1.3.3. Enumerate the efforts made by the institution to integrate the cross-cutting issues such as Gender, Climate Change, Environmental Education, Human Rights, ICT etc., into the curriculum.**

- To integrate the cross-cutting issues like gender, climate change, environment education, human rights, ICT etc. into the curriculum, the Institute has certain cells and committees.
- The Institute organizes workshops, talk shows and conferences where in experts from the above-mentioned fields are invited to share and deliver their experiences and knowledge.
- Awareness programmes on environmental such as personal health and hygiene, environment protection, plantation, Swachhh Bharat Abhiyan are also organized.

- World Women Day, International Hindi day, Teacher’s day used to organize to create awareness about Gender issues and promote gender equity.
- Well-equipped computer lab, Seminar hall, Library etc. have also been set up to help the students learn effective use of internet and technologies.

**1.3.4. What is the various value-add courses/enrichment programmes offered to ensure holistic development of student?**

- Frequent Guest lectures by experts are organized to inculcate moral and ethical values in students.
- The Institute organizes Quizzes, Debates, Group Discussions, Power Point Presentations and English language in the institution.
- Brainstorming activities are also conducted for sharpening the students’ skills.
- The Career Counselling Cell provides career related guidance for the students which give better opportunities to get Employment.
- Institute organizes AIDS awareness, Drug abuse, Environmental awareness programs with active involvement of NSS & NCC units of the neighbor colleges.
- We have also applied for NSS and NCC chapter in our college.

**1.3.5. Citing a few examples enumerate on the extent of use of the feedback from stakeholders in enriching the curriculum.**

The students express their opinion on curriculum and teaching methodology through feedback. Oral responses are also considered. Feedbacks from other stakeholders, i.e., parents, faculty, industries’ HR managers, placement agencies and research institutions, are taken for the enrichment of the programmes. Responses on curriculum are also collected from Alumni. The feedback, thus, obtained is communicated to the affiliated University for appropriate action.

**1.3.6. How does the institution monitor and evaluate the quality of its enrichment programmes?**

The feedback in the form of interactions, discussions through which the institution monitors and evaluates the quality of its enrichment programmes and suggestions is

analyzed by IQAC and report is submitted to the Head of the Department and the Director/Principal. The IQAC monitors and evaluates the efficiency and success of these programs. The Institute uses education as the tool for empowering youngsters belonging to poor, rural and Hindi medium academic background through the transaction of the curriculum it has adopted. It seeks to address the all-round development of the students enrolled in the various academic programs it offers.

Personality development programs and along with basic communication skills and body language, interpersonal skills etc., a small packaged skill oriented programs offered to the rural based students. Their performance used to analyze through a small PPT presentations or seminar presentations on time to time.

#### **1.4 Feedback System**

##### **1.4.1 What are the contributions of the institution in the design and development of the curriculum prepared by the University?**

The Dr. APJ Abdul Kalam Technical University and University of Lucknow designs and develops the curriculum of all the programmes. However, the existing courses are supplemented to meet the requirements by attending workshops and seminars, quiz, Group discussion, debate, special tutorial classes. Our faculty members keep themselves updated with changing trends by attending Refresher Courses and participating in seminars. The Institute also invites faculties of national repute from other institutions and other resource person for guest lecturer and takes feedback on a number of aspects related to curriculum.

##### **1.4.2 Is there a formal mechanism to obtain feedback from students and stakeholders on Curriculum? If ‘yes’, how is it communicated to the University and made use internally for curriculum enrichment and introducing changes/new programme.**

Yes, we have a proper system to obtain feedback and suggestions from the stakeholders, i.e., students, parents and industry, on the Curriculum and its transactions. After collecting and integrating all the suggestions and recommendations, these are communicated to the university. The institute has installed in the administrative block a feedback box for students’ feedback.

**1.4.3 How many new programmes/Courses were introduced by the institution during the last 4 years? What was the rationale for introducing new courses/programmes?**

Details of Course/Programmes introduced during last 4 years:

- Regular Mode course under University of Lucknow.
  - U.G Course: 1. Bachelor of Business Administration (BBA)  
2. Bachelor of Commerce (B. Com.)

**Rationale for introducing new courses/programmes:** As we know that basic knowledge is more important for building strong human resources for the industry and the nations. For fulfilling this purpose, we introduced UG course to strengthen the students just after intermediate. Also, it will give scope to convert same students as prospect for our existing courses. Moreover, it also helped in generating more revenue for better functioning of the institute and providing more employment to the society.

**CRITERION II: TEACHING, LEARNING AND EVALUATION****2.1 Student Enrollment and Profile****2.1.1 How does the college ensure publicity and transparency in the admission process?**

Our college is a pioneering institution affiliated to Dr. APJ Abdul Kalam Technical University and University of Lucknow serving the purpose of professional education in the area of Lucknow district of state of Uttar Pradesh. The College has a transparent admission process. The admission process in the Institution is guided by an experienced Admission Committee ensuring transparency in the admission process.

**Publicity:**

- All details of admission procedure are displayed on the website, College notice board and banner etc.
- The college ensures publicity to the admission by printing College Prospectus containing the campus profile, details of Academic Calendar, the Vision & Mission of the institution, the facilities and scholarship for students etc.
- The final list of students is displayed in the college notice board.
- The students' admission is based on the directives by the universities.

**2.1.2 Explain in detail the criteria adopted and process of admission. Ex. (i) Merit****(ii) Common admission test conducted by state agencies and national agencies****(iii) Combination of merit and entrance test or merit, entrance test and interview****(iv) any other) to various programmes of the Institution.**

The college follows the rules and regulations stipulated by the affiliating Universities in all matter related to admission. Admission is done through common entrance test conducted by state government with the help of any state University.

The candidates in B.Ed. are selected through a joint entrance examination (JEE) conducted by the any university of U.P. as decided after the meeting of All the Universities of up under state government university. BIMS is under the mandatory obligation to take admission of the candidates selected on the basis of merit declared state level and counseling by the university. The only criterion adopted for admission is merit. The final list of selected students is prepared on merit basis after departmental counseling and displayed in the college notice board.

The candidates in MBA, BBA, B.Com. are selected through the counseling after state entrance

examination and through management quota seats.

**2.1.3 Give the minimum and maximum percentage of marks for admission at entry level for each of the programmes offered by the college and provide a comparison with other colleges of the affiliating university within the city/district.**

The minimum percentage of marks at entry level is set by the Dr. APJ Abdul Kalam Technical University for MBA and University of Lucknow for B.Ed., B.Com. and BBA.

- **MBA:** General/OBC - 50% marks in Graduation  
SC/ST - 45% marks in Graduation
- **B.Ed.:** General/OBC - 50% marks in Graduation  
SC/ST - 45% marks in Graduation

\* Successful clearance of the JEE that is taken by the University in mandatory.

- **BBA/ B.Com.:** General/OBC - 50% marks in 10+2  
SC/ST - 45% marks in 10+2

**2.1.4 Is there a mechanism in the institution to review the admission process and student profiles annually? If 'yes' what is the outcome of such an effort and how has it contributed to the improvement of the process?**

The Institution reviews the admission process and students' profiles annually. At the end of the admission process the student profile is reviewed by the IQAC and the Principal/Director.

On the basis of analysis, corrective measures are discussed by the Admission Committee for the admission process of the next year and helps in providing equal representation from all sections of the students.

**Table: Admission of Students in M.B.A.**

Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Students	32	33	180	167	178	174	97

**Table: Admission of Students in B.Ed.**

Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Students	100	98	96	94	82	86	100

**Table: Admission of Students in B.B.A.**

Year	2013-14	2014-15	2015-16	2016-17
Students	45	120	91	67

**Table: Admission of Students in B.Com.**

Year	2013-14	2014-15	2015-16	2016-17
Students	54	116	76	95

**2.1.5 Reflecting on the strategies adopted to increase/improve access for following categories of students, enumerate on how the admission policy of the institution and its student profiles demonstrate/reflect the National commitment to diversity and inclusion.**

- The institution follows the reservation policy of the Government regarding SC/ST/OBC/Differently abled.
- The college provides scholarships/fee ship for students from economically weaker sections. Full fee concession is also given to under privileged students.
- Students belonging to economically weaker section are allowed to pay the fees in installments.

**2.1.6 Provide the following details for various programmes offered by the institution during the last four years and comment on the trends. i.e. reasons for increase/decrease and actions initiated for improvement.**

Programmes		Number of applications				Number of students admitted				Demand Ratio			
		2013-14	2014-15	2015-16	2016-17	2013-14	2014-15	2015-16	2016-17	2013-14	2014-15	2015-16	2016-17
1	MBA	167	178	174	97	167	178	174	97	1:1	1:1	1:1	1:1
2	B.Ed.	94	82	86	100	94	82	86	100	1:1	1:1	1:1	1:1
3	BBA	45	120	91	67	45	120	91	67	1:1	1:1	1:1	1:1
4	B.Com.	54	116	76	95	54	116	76	95	1:1	1:1	1:1	1:1

## 2.2. Catering to Student Diversity

### 2.2.1 How does the institution cater to the needs of differently-abled students and ensure adherence to government policies in this regard?

The Institution is fully adhering to government policies regarding the needs of differently-abled students. College make all required arrangements in terms of physical facilities, arranging separate tutorial classes (if required) etc. These students are encouraged at every level in the Institution and faculty members pay extra attention to them.

Facilities of scholarship, free ship, Book Bank and Remedial classes etc. are provided. Ramps and Hand bars have been provided wherever possible Student volunteers help the differently abled students. All the facilities according to national policy for disabled students are available in the institution. Help and suggestion Boxes and Help desk are available to help such students.

### 2.2.2 Does the institution assess the students' needs in terms of knowledge and skills before the commencement of the programme? If 'yes', give details on the process.

Before the commencement of the classes, the students are given orientation in which they are informed about the courses and syllabus. To assess the knowledge base and skill needs of the students, special orientation lectures based on the basics/fundamentals of the programme/subject concerned are organized. Special sessions are organized to bridge the knowledge gap of the incoming students from different backgrounds. Teachers give extra time to the students to help them cope with the programme to which they are enrolled.

There is one teacher mentor on every 15 students in every department. Students meet their mentors time to time if they have any problems related to accordance and any other.

An Orientation program is conducted for new admitted students. It is aimed to give a preview of college functioning.

### 2.2.3 What are the strategies adopted by the institution to bridge the knowledge gap of the enrolled students (Bridge/Remedial/ Add-on/Enrichment Courses, etc.) to enable them to cope with the programme of their choice?

- Special orientation lectures based on the basics/fundamentals of the



programme/subject concerned, special sessions are organized to bridge the knowledge gap of the incoming students from different backgrounds.

- Conduct internal assessment of students through testing, assignments, class work, departmental seminars etc. Based on their performance, students are identified as slow learners and advanced learners. Remedial classes are conducted for slow learners in extra time.
- Teachers give extra time to the students to help them cope with the programme of their choice.
- Remedial classes are provided to weak students. Smart classes & other technologies are used to improve the learning process. Inter disciplinary lecturers are also organized.

#### **2.2.4 How does the college sensitize its staff and students on issues such as gender, inclusion, environment etc.?**

Some of the initiatives taken by the Institution in this regard are: -

- Women’s Cell to attend to the problems and issues of girl students.
- Encouraging students and faculty to participate in environmental programmes and issues.
- Environmental awareness is also created through different Eco Restoration activities like best out of waste, slogan writing related to environment, tree plantation.
- Institute also organizes workshops/seminars on issues such as gender, environment etc. to sensitize its staff and students.
- We have women grievance redressed cell as follows. Headed by Principal as Chairperson, A Senior Female faculty member from each department, A non-teaching female member and a female student from each program as members.

**2.2.5 How does the institution identify and respond to special educational/learning needs of advanced learners?**

The Institution takes special interest in identifying and promoting the advanced learners. They are identified through interactive classroom teaching and discussions, quiz, their performance in unit tests, monthly test, and pre-semester/pre-university annual exams. Teachers also provide additional guidance to them. Motivational talks and trainings by resource persons are organized to encourage and strengthen the skills to become effective participants in their own learning process.

**2.2.6 How does the institute collect, analyze and use the data and information on the academic performance (through the programme duration) of the students at risk of drop out (students from the disadvantaged sections of society, physically challenged, slow learners, economically weaker sections etc. who may discontinue their studies if some sort of support is not provided)?**

The students who are at the risk of dropout are identified by analyzing the student's attendance, interest, attitude and performance in the class. They are also identified through day-to-day interaction at the classes and from results of the examinations.

The data is analyzed to initiate remedial measures. College organized remedial classes for the disadvantaged sections of society and slow learners are. Scholarships are also given from students' aid fund to students from economically weaker sections.

The college collects the data through following ways.

- Class assignments
- Attendance
- Class test.
- Continuous internal Assessment.
- Class interaction.
- University Exams.
- Project work

Tutorials extra classes remedial classes are arranged and personal counseling through a process of mentorship by teachers. Special monitoring at the level of principal, and management and internal IQAC is done to take care of disadvantaged sections of society.

## 2.3 Teaching-Learning Process

### 2.3.1 How does the college plan and organize the teaching, learning and evaluation schedules? (Academic calendar, teaching plan, evaluation blue print etc.)

At the beginning of each academic session, an academic calendar for the entire year is prepared in line with that of the University. The academic calendar is communicated to the departments.

- The Director/Principal, in consultation with head of the department and the teachers, allocates course to the faculties. Accordingly, timetable is also created.
- The module-wise teaching plan prepared and followed by the members of the faculty is examined by the Heads of the respective Departments to ensure that the entire portion of the syllabus is covered in full by the concerned faculty.
- Principal and IQAC timely reviewed if there is any deviation. If identified, then take appropriate measures for correction.
- At the end of each semester students are assessed internally on the basis of attendance, assignments, departmental seminars and unit tests.

### 2.3.2 How does IQAC contribute to improve the teaching –learning process?

IQAC contribute to improves the teaching-learning process by

- Promotes research and consultancy and makes suggestion for development of infrastructure facilities.
- Ensures timely, efficient and progressive performance of academic.
- Providing creative solutions to academic and curricular issues raised by students and staff members.
- The IQAC of the college monitors the promotion, implementation and continuous improvement of innovations in Curricular, Co-curricular and Extra-curricular activities of the institution.
- Feedback on Teachers is also obtained to assure the quality of teaching-learning.

### 2.3.3 How is learning made more student-centric? Give details on the support structures and systems available for teachers to develop skills like interactive learning, collaborative learning and independent learning among the students?

The learning environment of the college is student centric. In the classes where the students are

of diverse learning abilities, lectures are delivered with the aim that average student will be able to absorb the concept. Learning is making it more interactive through activities like group discussions, field survey, field work which while strengthening the knowledge base contribute to skill formation and managerial skills both at personal and interpersonal level. The students are provided with work to be done at library where they can sit and learn independently from the books. Various cells, committees and the departments organize quizzes, seminars to develop skills like interactive learning, collaborative learning and independent learning among the students.

**2.3.4. How does the institution nurture critical thinking, creativity and scientific temper among the students to transform them into life-long learners and innovators?**

The college promotes creativity amongst students by encouraging them to publish articles, poems, stories in the college magazine etc. They are promoted for Creative writing competition, slogan writing, poster making, and card making competition. The IQAC and the faculty members encourages students to take part in co-curricular like debate, quiz, cultural activities and also many extension activities which will help them to transform themselves into life-long learners and innovator.

**2.3.5. What are the technologies and facilities available and used by the faculty for effective teaching? E.g.: Virtual laboratories, e-learning - resources from National Programme on Technology Enhanced Learning (NPTEL) and National Mission on Education through Information and Communication Technology (NME-ICT), open educational resources, mobile education, etc.**

- The institution has facilities of modern ICT lab, language lab, seminar rooms, science lab, psychology lab, internet access facility audio and video facility, television, microphones amplifiers etc. for faculty, for effective teaching besides above facilities teachers also use audio visual aids like smart boards, Multimedia/LCD projectors and OHP.
- Charts, Model, maps, specimens etc. in their teaching PPT, internet, mobile, E-Resource center were also used by teachers for enriching their teaching and making it interesting.

- The college has organized one national workshop on Research paper writing. Teachers and students are encouraged to participate in the seminar, workshop and training programs organized by other affiliated colleges of Lucknow as well as seminar/workshop/training programs organized by Lucknow University.
- Delnet subscription has been taken by the college.

**2.3.6. How are the students and faculty exposed to advanced level of knowledge and skills (blended learning, expert lectures, seminars, workshops etc.)?**

Initiatives to advance the level of knowledge and skills of the students and faculty are:

- The faculties are asked to attend the orientation programmes, FDP programmes and refresher courses which help them to deliver the curriculum in a better way.
- Departmental Seminars and Group Discussions are organized.
- College conducts lectures and seminars by experts on various issues in which faculty members and students are encouraged to participate.
- Educational trips or excursion are also organized.

**2.3.7 Detail (process and the number of students benefitted) on the academic, personal and psycho-social support and guidance services (professional Counselling/ mentoring/ academic advise) provided to students?**

- The mentoring system is adopted to improve the rapport between the student the faculty and student for effective mentoring and for the welfare of the students 15 students are attached to a faculty mentor.
- The main objective is to keep track of the progress of the student and counsel them according to academic and personal guidance.
- Career Guidance Cell provides guidance and counselling to the students.
- To track the progress of students, the faculties rely on the record of attendance and marks of internal and external examinations kept in the department.
- Members of Grievance Redressal Cell, Women's' Cell, Anti-Ragging & Discipline Cell etc. are always available to attend the problems of the students.
- Students are always free to approach the teachers for any kind of guidance-personal, professional and psycho-social.

**2.3.8 Provide details of innovative teaching approaches/methods adopted by the faculty during the last four years? What are the efforts made by the institution to encourage the faculty to adopt new and innovative approaches and the impact of such innovative practices on student learning?**

**Innovative teaching approaches/methods adopted by the faculty:**

The faculty uses all the possible teaching methods using the facilities and teaching aids offered by the Institution.

- The class room teaching is carried out as per the syllabus prescribed by the University.
- Other teaching methods include group discussions and seminars.
- Special classes are held for slow learners and advanced learners.

**Efforts made by the institution to encourage the faculty to adopt new and innovative approaches:**

- Teachers are well trained to use modern Technological equipment like computers, L.C.D. projector, smart class etc. for making teaching learning process more effective.
- Departments are encouraged to maintain wall magazine.
- The faculty members are encouraged to attend the seminars and conferences.
- Feedback on lectures obtained from students.
- Latest subject related reference books are purchased for the use of the faculty to enhance their teaching methods for the benefit of the students.

**2.3.9. How are library resources used to augment the teaching-learning process?**

The college has two departmental libraries. The Library is well stocked with text books, reference books, journals etc. The libraries function on all days except Sundays and Government Holidays. Extra numbers of books are also issued to the Major students if required. E-resources are hosted through DELNET services. Latest subject related reference books are purchased for the use of the faculty to enhance their teaching methods.

**2.3.10. Does the institution face any challenges in completing the curriculum within the planned time frame and calendar? If 'yes', elaborate on the challenges encountered and the institutional approaches to overcome these.**

The institution normally does not face any challenge in completing the curriculum as the College has a well academic planned system to ensure curriculum completion within time. If there is any occurrence where the faculties cannot finish the syllabus in prescribed time, the faculty members take extra classes for the completion of courses. The IQAC and the Heads of the Departments take active initiatives to monitor these issues.

**2.3.11. How does the institute monitor and evaluate the quality of teaching learning?**

- The Institute introduced the student feedback system to monitor and evaluate the quality of teaching learning process. Feedbacks on teachers are obtained from students to assure quality in teaching learning. The feedback obtained is analyzed and recommendations are communicated to the faculties.
- Faculty members are encouraged to arrange extra classes or special classes for slow learners and advanced learners. Remedial coaching classes are also continued.
- Regular meeting of Director/Principal and HODs are held in this regards.

**2.4. Teacher Quality**

**2.4.1. Provide the following details and elaborate on the strategies adopted by the college in planning and management (recruitment and retention) of its human resource (qualified and competent teachers) to meet the changing requirements of the curriculum.**

All recruitments are done as per the norms laid down by the University and Govt. of Assam. Assistant Professors/ Associate Professor are selected on the basis of their merit, research experience and their performance in personal interview by an interview panel comprising of experienced representatives from the university and state government. However, contractual or temporary faculty members are appointed internally when required.

Highest Qualification	Professor		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Female	
Permanent teachers							
D.Sc./D.Litt.	-	-	-	-	-	-	-
Ph.D.	3	-	-	1	2	2	8
M.Phil.	-	-	1	-	-	1	2
Guest/Contractual Teachers							
Ph.D.	6	-	-	-	-	-	6
M.Phil.	-	-	-	-	-	-	-
PG	3	1	2	1	1	1	9

**2.4.2. How does the institution cope with the growing demand/ scarcity of qualified senior faculty to teach new programmes/ modern areas (emerging areas) of study being introduced (Biotechnology, IT, Bioinformatics etc.)? Provide details on the efforts made by the institution in this direction and the outcome during the last three years.**

Our Institution takes utmost care to recruit best quality teachers to teach. Even though the faculties are recruited through Govt. Rules, the College also appoints several guest faculties to provide quality learning. The college advertises for teaching posts in local newspapers and in the college website. The college also sponsors its faculty for academic and professional training organized by various University of Lucknow and other colleges.

**2.4.3. Providing details on staff development programmes during the last four years elaborate on the strategies adopted by the institution in enhancing the teacher quality.**

**a) Nomination to staff development programmes**

Sl. No.	Academic Staff Development Programmes	Number of Faculty Nominated
1	Refresher courses	0
2	HRD programmes	0
3	Orientation programmes	5
4	Staff training conducted by the university	2
5	Staff training conducted by other institutions	2



6	Summer/ winter schools, workshops, etc.	0
7	<b>TOTAL</b>	7

**b) Faculty Training programmes organized by the institution to empower and enable the use of various tools and technologies for improved teaching-learning**

- i. Teaching learning methods/approaches: 1
- ii. Handling new curriculum
- iii. Assessment
- iv. Audio Visual Aids/multimedia 1
- v. Teaching learning material development, selection and use

**c) Percentage of faculty**

\* invited as resource persons in Workshops / Seminars /Conferences organized by external professional agencies: 4%

**2.4.4. What policies/systems are in place to recharge teachers? (e.g.: providing research grants, study leave, support for research and academic publications teaching experience in other national institutions and specialized programmes industrial engagement etc.)**

The faculties are encouraged to pursue their M. Phil/ Ph. D. There is a provision for special leave to faculty members who wants to participate and present papers in seminars, training programmes at State /National level. The Institution deputed its teachers to attend refresher and orientation programmes, conferences, seminars and training programs organized by other Institutes, universities and research organizations. The Institution also conducts number of seminars, workshops and special lectures for the benefit of its faculty and students.

**2.4.5. Give the number of faculty who received awards / recognition at the state, national and international level for excellence in teaching during the last four years. Enunciate how the institutional culture and environment contributed to such performance/achievement of the faculty.**

The details of Faculty members received awards/recognitions for excellence in teaching during the assessment period is listed below.

Academic Year	No of Faculty received awards
2011-12	01
2012-13	0
2013-14	0
2014-15	01

**2.4.6. Has the institution introduced evaluation of teachers by the students and external Peers? If yes, how is the evaluation used for improving the quality of the teaching learning process?**

The college has introduced evaluation of teachers by students. Our Institution gets the evaluation of the teachers done by students. The IQAC collects feedback of the teachers from the students. At the end of every academic year, students’ feedback of individual faculty members on their teaching skills is collected in a prescribed format. The feedback mainly focuses on the various teaching skills of the faculty members like knowledge, communication, innovative practices. The performance of the faculty is analyzed by the IQAC and if any faculty doesn’t meet the standard, necessary suggestions are provided to improve the quality of the teaching-learning process.

The teachers are always encouraged by the administration to involve in the students’ welfare and to develop their potential to the maximum. The college extends all kinds of facilities to enhance their teaching skills.

**2.5. Evaluation Process and Reforms**

**2.5.1. How does the institution ensure that the stakeholders of the institution especially students and faculty are aware of the evaluation processes?**

At the beginning of the academic year the calendar containing details of all the college activities and general rules of evaluation is displayed on the college and departmental notice board. Orientation/Induction programme are also organized for new comers. The details of the evaluation system i.e. assessment, attendance and aggregate marks are explained to the students and their parents by the faculty members and Heads of the department.

**2.5.2. What are the major evaluation reforms of the university that the institution has adopted and what are the reforms initiated by the institution on its own?**

In an affiliating system, there is little scope for a college to introduce its own examination reforms. The college follows continuous assessment pattern as prescribed by the University for all Programmes. According to University Rule, a student has to get at least 75% attendance to qualify for the final examination.

The evaluation process followed by us is highly transparent. In the case of written internal examination, the answer papers are circulated to the students after evaluation. In case of assignments the evaluated scripts are returned to the students.

**2.5.3. How does the institution ensure effective implementation of the evaluation reforms of the university and those initiated by the institution on its own?**

Being an affiliated institution, the college follows the evaluation reforms introduced by the University. The Institution formulates an academic calendar with the provisions of University examinations and internal examinations. The University prescribed evaluation reforms are implemented promptly and as part of it the faculty members continuously evaluate the performance of students in each semester. The college has initiated reforms in evaluation at its institutional through viva, Quiz, group discussion, management games, etc.

**2.5.4. Provide details on the formative and summative evaluation approaches adapted to measure student achievement. Cite a few examples which have positively impacted the system.**

The college adopts Formative and Summative evaluation approaches to measure student achievement in a programme. Formative evaluation designed to test students is based on tests, assignments, departmental seminars, internal examinations etc. It makes the student innovative and also improves the student's performance in the final examination.

**2.5.5. Detail on the significant improvements made in ensuring rigor and transparency in the internal assessment during the last four years and weightages assigned for the overall development of students (weightage for behavioral aspects, independent learning, communication skills etc.)**

The college has taken various measures in the conduct of internal assessment. Details of internal evaluation process are explained to the students at the beginning of every session to avoid a lack of transparency in the process. However, the HODs & faculties of the department

and the Grievance Redressal Cell address all grievances relating to the internal assessment of the students.

The students are assessed by the teachers in assignments, Quiz, Project work, attendance, Power point presentation library work and their participation in co-curricular activities. While assessing students, their behavior, their participation in different activities of the college and their participation in external activities are taken into consideration.

**2.5.6. What is the graduate attributes specified by the college/affiliating university? How does the college ensure the attainment of these by the students?**

The college is affiliated to Dr. APJ Abdul Kalam technical University and University of Lucknow and the affiliating Universities have its own set of rules. However, the College aspires to have a transformational impact on students through Comprehensive education by inculcating qualities of competence, confidence and excellence. The main attribute is to make the students academically sound enough, so that they are able to face the challenges of the real competitive world.

The college ensures the attainment of all the attributes by including them in induction programs, course materials, assessment etc.

**2.5.7. What are the mechanisms for redresses of grievances with reference to evaluation both at the college and university level?**

The college level Grievance Redress Cell also functions round the year to hear and decide on appeals. Regarding the internal marks awarded at college level, the student can approach the HODs or the respective teacher if the students have any discontentment in the way their internal papers are evaluated. Answer sheets are shown to the students so that they can learn from their mistakes and improve upon their performance in the future examinations.

At the University level, there is provision of scrutiny, facility of back paper and showing of answer sheet through RTI.

**2.5.7. Does the institution and individual teachers use assessment/evaluation as an indicator for evaluating student performance, achievement of learning objectives and planning? If yes provide details on the process and cite a few examples**

Assignments, seminars and internal exams are considered as one of the indicators for evaluating student performance.

The internal assessment is based on their performance in unit test, internal exams etc. Departmental seminars on the various important topics of the subject are also conducted and evaluated.

## **2.6. Student Performance and Learning Outcomes**

### **2.6.1. Does the college have clearly stated learning outcomes? If ‘yes’ give details on how the students and staff are made aware of these?**

The college has clearly stated the learning outcomes in its mission statement. The curriculum and the syllabi of the academic programmes offered in this college are transacted in such a way that it clearly stated the leaning outcomes. Each program is designed and modeled by the universities to ensure that students develop their knowledge as well as understanding. The learning outcomes are communicated to the students right from the beginning of the academic programmes during the departmental orientation session.

### **2.6.2. Enumerate on how the institution monitors and communicates the progress and performance of students through the duration of the course/programme? Provide an analysis of the student results/achievements (Programme/course wise for last four years) and explain the differences if any and patterns of achievement across the programmes/courses offered.**

The college closely monitors the performance of the students through continuous evaluation methods. The faculty members from the respective disciplines monitor the students’ progress and performance. The present teaching, learning and assessment strategies are based on employment careers for students. Since the curriculum is supplied by the University, at the institutional level the achievement of students can be assessed only through the percentage of marks obtained in their examinations/tests for traditional courses like B.Com. As far as the professional courses like MBA, BBA, and B.Ed. are concerned the outcomes can be assessed based on their attaining career opportunities after successful completion of the Courses. The college has started working towards this objective by establishing a placement cell and organizing career fairs etc.

**B.Ed. Programme, University Result Last four Years.**

Year	T.S.	M.	F.	Pass %	1 <sup>st</sup> div
2011-12	98	17	85	99%	31
2012-13	96	21	75	99%	61
2013-14	94	33	61	99%	53
2014-15	82	11	71	99%	59

**2.6.3. How are the teaching, learning and assessment strategies of the institution structured to facilitate the achievement of the intended learning outcomes?**

By making teaching- learning and assessment practices student centric, the Institution ensures that the intended learning outcomes are effectively achieved. The College assesses the learning outcomes of students through their performance in continuous assessment and end semester university examination. Each department assesses the performance of students on a regular basis and takes remedial measures to overcome barriers of learning. It enhances the confidence of students and prepares them to face the final examinations. Regarding it, following facilities are provided to the students.

1. Rich Library
2. Rich Computer Library
3. Personality Development Program.
4. Skill Development Program.
5. Sports and Yoga Classes.
6. Educational and Social Activities.

**2.6.4 What are the measures/initiatives taken up by the institution to enhance the social and economic relevance (quality jobs, entrepreneurship, innovation and research aptitude) of the courses offered?**

The programmes offered in our College have both social and economic relevance. The college has taken many initiatives to enhance the social and economic relevance of the courses offered. These include community work, field work and other social responsibilities. Departments organises seminars to create interest of the students on research and development. In B.Ed., Students profiles are sent to different schools which are close to Institution. Action Research is

included in the syllabus students are given knowledge about action research and they prepare an action research report during their 4 months’ internship.

**2.6.5. How does the institution collect and analyze data on student learning outcomes and use it for planning and overcoming barriers of learning?**

The institution collect data on student learning outcomes from their performance in the unit test, internal examination and are analyzed. On the basis of this analysis, special guidance is given where required. Remedial and special classes are also conducted for weaker students which help the students in the university exams.

**2.6.6. How does the institution monitor and ensure the achievement of learning Outcomes?**

After each term the respective teacher has a complete report of all the activities of student, i.e. their performance in unit test, absentees etc. Teachers analyzed those report and special classes are arranged if required. During these classes, the students are provided assignments and seminars keeping in view their present level of their learning.

University Examinations are also a way of monitoring the learning outcomes of the students.

Following methods are used for this purpose.

1. Academic Evaluation
2. Assignment presentation.
3. Different Cultural Competition.
4. Practice of teaching examination (B.Ed.)
5. Sports meet.

**2.6.7 Does the institution and individual teacher use assessment/ evaluation outcomes as an indicator for evaluating student performance, achievement of learning objectives and planning? If ‘yes’ provide details on the process and cite a few examples.**

Yes, they evaluate students during their assignment presentation and internal tests and examination and assess their grading and external marks on their basis.

**CRITERION III: RESEARCH, CONSULTANCY AND EXTENSION****3.1 Promotion of Research**

The prime work of this institution is teaching to the undergraduate and Post Graduate students but few teachers conduct research beyond curriculum.

**3.1.1 Does the institution have a recognized research center/s of the affiliating university or any other agency/organization?**

The College does not have a recognized research center of the affiliating University. However, the college values innovation and creativity by its faculty and students, and has made attempts on its own to house such facilities in the campus.

Soon the college is going to attempt these activities:

- Starting of College Magazine.
- Seminar proceedings with ISBN.
- Proposed to release college journal

University of Lucknow does not provide facility for faculty of self finance colleges to support Phd programs/students of that program. But the College encourages the faculty to write research papers, articles, case studies and etc. and to publish the same in various academic journals.

The students are sensitized about research in various fields by arranging their visits to the research institutions in the Lucknow City. Few of them are listed below.

Giri Institute of Development Studies, CDRI, NBRI, MBA Dept of University of Lucknow, Faculty of Education of LU, Dr. Sakunthala Misra Rehabilitation University, KGMU Lucknow, etc.



**3.1.2 Does the Institution have a research committee to monitor and address the issues of research? If so, what is its composition? Mention a few recommendations made by the committee for implementation and their impact.**

BIMS duly constituted a research committee in 2012-13. The composition of the Research Committee is as follows:

**Management Sciences:**

S.N.	Name of the committee members	Designation
1	Dr. Anurag Srivastava	Chairman
2	Mr. Venkamaraju Chakravaram	Member
3	Dr. Ravi Jaiswal	Member
4	Dr. Munila Naqvi	Member
5	Dr. Gargee Singh	Member
6	Dr. Sanjay Manjhi	Member

Student Representative (nominated or elected by the research committee), if necessary.

For every year two meetings were held accordingly. After due deliberations and discussions, the suggestions/recommendations of Research Committee were decided as under:

**(1) For the 1<sup>st</sup> Meeting (year 2012-13):** To allot some fund to promote the research from students and faculties.

**(2) For the 2<sup>nd</sup> Meeting (year 2012-13):** The committee asked the management to come up with strong policy to encourage the research.

**(3) For the 3<sup>rd</sup> Meeting (year 2013-14):** The committee suggested to management to encourage the students to write research articles in annual magazines.

**(4) For the 4<sup>th</sup> Meeting (year 2013-14):** Committee suggested increasing the fund allotted to the research and asked management to conduct more events for faculties and students for publication of research work.

**(5) For the 5<sup>th</sup> Meeting (year 2014-15):** Committee suggested organizing frequent workshops and seminars to provide platform to students and faculties for research.

**(6) For the 6<sup>th</sup> Meeting (year 2014-15):** Committee also suggested having tie-ups with professional research agencies and corporate/ universities for live projects and live consultancy services.

(7) For the 7<sup>th</sup> Meeting (year 2015-16): Committee suggested encouraging and motivating young faculty to initiate research projects in college.

**Education Department:**

The institution has a research committee at institutional/ internal level only. It is established in session 2012-2013. This institution is organized to monitor and address the issues of research. Composition of the members of research committee is given as year wise:-

Year(Session)	S. No.	Name of the members
2012-13	1.	Dr. D. R. Singh, Principal, BIMS
	2.	Dr. Jaya Singh, Assistant Professor, Department of Education, BIMS
	3.	Dr. Sandeep Kumar Singh, Assistant Professor, Department of Education, BIMS
	4.	Dr. Smita Srivastava, Assistant Professor, Department of Education, BIMS
	5.	Dr. Kiran Singh, Assistant Professor, Department of Education, BIMS
2013-14	1.	Dr. R. G. Verma, Principal, BIMS
	2.	Dr. Jaya Singh, Assistant Professor, Department of Education, BIMS
	3.	Dr. Sandeep Kumar Singh, Assistant Professor, Department of Education, BIMS
2014-15	1.	Dr. R. G. Verma, Principal, BIMS
	2.	Dr. Jaya Singh, Assistant Professor, Department of Education, BIMS
	3.	Dr. Sandeep Kumar Singh, Assistant Professor, Department of Education, BIMS
2015-16	1.	Dr. R. G. Verma, Principal, BIMS
	2.	Dr. Jaya Singh, Assistant Professor, Department of Education, BIMS
	3.	Dr. Sandeep Kumar Singh, Assistant Professor, Department of Education, BIMS
	4.	Dr. Sanjay Kumar, Assistant Professor, Department of Education, BIMS

**Recommendations:****2012-13:**

1. Allotment of fund for promoting research activities.
2. To implement strong policies for research.

**2013-14:**

- To encourage students for writing research articles in annual magazine.

**2014-15:**

1. To organize frequent teaching workshops and seminars.
2. To make some tie up with other institutions/agencies/ corporations for promotion of research activities.

**2015-16:**

1. To start undergraduate student's seminar paper/ ppt's /field trips.
2. To organize inter- disciplinary lecture series.

**Impact:**

Some of the above recommendations have been already implemented.

**PPT Presentation by Students**

Year	Name of the topic	Total no. of students (Presented ppt)	Department
2015-16	Digitalization of India: empowering online infra-structure	3	Education department

**3.1.3 What are the measures taken by the institution to facilitate smooth progress and implementation of research schemes/ projects?**

**(a)Live Projects:** The University professors of our departments are supporting us for live projects. With the help of professional links and alumni we are trying to get corporate projects.

**(b)Academic Projects:** We are providing library for long hours i.e. after college timing for research work and project.

**(c)** We monitor our students very closely to guide them for academic projects.

We provide latest journals, magazines, computer lab and e-journals to assist our students in research work.

**3.1.4 What are the efforts made by the institution in developing scientific temper and research culture and aptitude among students?**

1. We are teaching and giving more insights and practical knowledge with regard to research methodologies to our students.
2. We are encouraging them to write research articles periodically for our college magazines and for various events.
3. We are motivating them to write research articles/ papers for inter college seminars/ conferences.
4. Frequently competitions such as essay writing, elocutions, debates, quiz, group discussion, poster making etc. to enhance their research culture and research temper.
5. We are also sending students for industrial visits, academic internship and academic observational reports.
6. We are also organizing brainstorming sessions on regular basis among students to develop their critical thinking on specific given topics.
7. Critical thinking is promoted in tutorial classes.
8. Students are advised to attend and participate in the academic discussion in the seminars, and conferences, organized by any department.
9. Field work, trips, educational tours are promoted, which enhance the practical knowledge of students.
10. Students are encouraged to write articles, essays, experiences and scientific observations etc. and the same are published in our college magazine annually.

**3.1.5 Give details of the faculty involvement in active research (Guiding student research, leading Research Projects, engaged in individual/collaborative research activity, etc.**

1. All qualified, retired and approved faculties from universities are invited to teach and guide the students for academic and summer internship projects.
2. Every faculty is guiding on an average 10-11 students per annum for research work.
3. We are continuously pursuing University professors and industries for live collaborations and projects.
4. We also encourage them to write research papers/ articles with the collaborations of University and outside college faculties.

**3.1.6 Give details of workshops/training programs/ sensitization programs conducted/ organized by the institution with focus on capacity building in terms of research and imbibing research culture among the staff and students.**

**Management Sciences:** We, on regular basis promote and encourage our faculties to participate workshops/ seminars organized by other colleges/ Institutions. The details are as follows:

S.No.	Name of the Faculty	Year/ Organization	Area of expertise/ Topic
1.	Mr. Mohammad Talha Siddiqui	4-10 <sup>th</sup> Jan, 2016	"Research Methods for Social Sciences" organized by Department of Business Administration, University of Lucknow held on 4th to 10th Jan, 2016
2.	Dr.. Munila Naqvi	24-30 <sup>th</sup> September, 2016	Faculty Development programme (FDP) on "Personality Development, Communication Skills and Teaching & Research Aptitude"
4.	Mr.Venkamaraju Chakravaram	2013	FDP Organized by Pearson BTEC Edexcel UK London
5.	Mr. Mayank Srivastava	2015	FDP on "Management Education" by IIM Ahmedabad
6.	Ms. Sanjoli Kedia	2015	FDP on "Management Education" by IIM Ahmedabad

Details of national and international conferences / seminars/ workshop, organized by the college and the names of the resource persons in events:

S.N	Department	Name of the seminars/workshops and topics	Year	Name of the resource persons/ key note speakers/ special guests
1.	Education	International seminar on "Brihaspati-3 E-learning System"	2012	Prof. Y.N. Singh, IIT, Kanpur, Prof. Subodh KumarDean, Faculty of Education, University of Lucknow, Prof. Akhilesh Chaube, HOD,

				Education, University of Lucknow, Prof. Nidhi Bala, Department of Education, University of Lucknow
		International workshop on "Student Centric Pedagogy"	2015	Dr. Kimbley Safford Open University, U.K. Dr. Sandra Amos, Open University, U.K.
		International workshop on "Importance of Research for Academicians and Institutions"	2016	Dr. Kiran Lata Dangwal, Department of Education, University of Lucknow, Mr. Devendra Bahadur Gupta, EX. Chief Manager SBI Mrs. Sunitha Ratnakaram SRF-FPM, IIM, Lucknow, Dr. Sanjay Medhavi, HOD Department of Business Administration,
2.	Commerce	National seminar on "Digitalization of India: Empowering online infra-structure"	2016	Prof. Bharat Bhaskar IIM, Lucknow

### 3.1.7 Provide details of prioritized research areas and the expertise available with the institution.

The institution has well qualified faculty involved in research activities. Besides this, all the members of the faculty are expert in one or the other field of their respective subject.

#### Commerce Department:

S. No.	Name of the Faculty	Area of expertise
1.	Dr. Munila Naqvi	Finance (Relative roles of public and private financing in Higher Education)
2.	Dr. Sanjay Manjhi	Human Resource (A study on the working of Handloom Industry in Varanasi District)
3.	Mr. Wasif Ali	Human Resource (Emotional Intelligence)

**Management Sciences:**

S. No.	Name of the Faculty	Area of expertise
1	Dr. Anurag Srivastava	Human Resource Management
2.	Mr. Venkamaraju Chakravaram	Finance
3.	Dr. Ravi Jaiswal	Marketing (Consumer Behavior in Online Banking)
4.	Dr. Gargee Singh	Marketing (Consumer attraction for ready-to-eat products)
5.	Ms. Priya Butoliya	Human Resource (Work-Life Balance)

**Education Department:**

Sr. No.	Name of the faculty members	Expertise area
1.	Dr. Jaya Singh Principal, BIMS	English
2.	Dr. Sandeep Kumar Singh Head of Department (Education)	Sanskrit
3.	Mrs. Shail Kumari, Assistant Professor, Department of Education	Science/ Biology
4.	Dr. Sanjay Kumar, Assistant Professor, Department of Education	Hindi
5.	Mr. Sachchidanand Singh, Assistant Professor, Department of Education	Social Studies
6.	Ms. Shazia Parveen, Assistant Professor, Department of Education	Economics
7.	Mrs. Jyoti pal, Assistant Professor, Department of Education	Foundation course/social studies
8.	Mr. Saurabh Kumar, Assistant Professor, Department of Education	Foundation course/social studies
9.	Dinesh Kumar, Assistant Professor, Department of Education	Fine Arts

10.	Nisha Gupta, Assistant Professor, Department of Education	Performing Arts
11.	Mrs. Richa Dubey, Assistant Professor, Department of Education	Social Sciences

**3.1.8 Enumerate the efforts of the institution in attracting researchers of eminence to visit the campus and interact with teachers and students?**

- a) We organize FDPs Guest Lectures and special lectures frequently with the help of university professors.
- (b) Almost all the departments and associations of the college invite speakers of eminence (IIM, IITs, retired professors) in the college to enrich the knowledge of staff and students.
- c) Conferences, Seminars, Workshops, Academic lectures are the part of academics in BIMS.
- d) The college has invited various scholars of eminence to participate in talks, interact with the students and faculty members and for special lectures. They are motivated to reach out and explore more possibilities in the vast world of research.
- e) Panel/group discussions are also held to provoke the students into a dialogue with the industrial experts, experts from research bodies and agencies, other specialized professionals to address key issues in Commerce and Management.

**Education Department:**

B.Ed. department organizes lectures where people of eminence are invited.

**Lecture series organized by the faculty**

Sr. No.	Year	Topics	Resource Person	Organizing body
1.	2011	Psychology Practical	Dr. Kiranlata Dangwal	Education Department
2.	2012	Swami Vivekananda	Prof. Akhilesh Chaube	Education Department
3.	2012	Swami Vivekananda	Prof. M. Varma	Education Department
4.	2012	Action Research	Prof. M. Varma	Education Department
5.	2013	Lesson Planning	Prof. Subodh Kumar	Education Department



**3.1.9 What percentage of the faculty has utilized Sabbatical Leave for research activities? How has the provision contributed to improve the quality of research and imbibe research culture on the campus?**

The provision for Sabbatical Leave for college teachers has been made in the Leave Rules of the organization. The college encourages the faculty members to write books and conduct research by providing sabbatical leave under Faculty Development Program. The provision contributed to improve the quality of research and imbibe research culture on the campus:

1. There is a drastically change in the attitude of faculty.
2. Some of the faculties are pursuing Ph.D.
3. Many of our faculties are engaged in writing research papers/ articles in which some papers/articles have been published and some of them are under review process in the journals.

**3.1.10 Provide details of the initiatives taken up by the institution in creating awareness/ advocating/ transfer of relative findings of research of the institution and elsewhere to students and community (lab to land)**

We do not have any live research results so we are unable to get a chance to transfer this result in to the market.

**3.2 Resource Mobilization for Research**

**3.2.1 What percentage of the total budget is earmarked for research? Give details of major heads of expenditure, financial allocation and actual utilization.**

Not applicable.

**3.2.2 Is there a provision in the institution to provide seed money to the faculty for research? If so, specify the amount disbursed and the percentage of the faculty that has availed the facility in the last four years?**

No, there is provision in the institution to provide seed money to the faculty for research.

**3.2.3 What are the financial provisions made available to support student research projects by students?**

No, such financial provisions made available to support student research projects by students.

**3.2.4 How does the various departments/ units/ staff of the institute interact in undertaking inter-disciplinary research? Cite examples of successful endeavors and challenges faced in organizing interdisciplinary research.**

Department of commerce faculty frequently write research papers/articles with management faculty.

**3.2.5 How does the institution ensure optimal use of various equipment and research facilities of the institution by its staff and students?**

On demand and request we provide computer labs and libraries for long working hours i.e. after college timing to ensure optimal use of various equipment and research facilities of the institution by its staff and students.

**3.2.6 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facility? If 'yes' give details.**

No, we are trying for UGC and AICTE grants.

**3.2.7 Enumerate the support provided to the faculty in securing research funds from various funding agencies, industry and other organizations. Provide details of ongoing and completed projects and grants received during the last four years.**

No, as such support has been provided to the faculty in securing research funds from various funding agencies, industry and other organizations.

### **3.3 Research Facilities**

**3.3.1 What are the research facilities available to the students and research scholars within the campus?**

The research facility available within campus to the students and research scholars are listed below:

- College Library and labs
- Wi-Fi Internet connectivity.
- Access to E-Resources.
- Internet Facilities: Two computer labs with the latest software and Internet facility are available in Library.
- Subscription to e-journals through DELNET.

Management encourages students and faculties to participate in inter-college events. College management organizes research awareness programmes/seminars/workshops/guest lectures on regular basis.

**3.3.2 What are the institutional strategies for planning, upgrading and creating infrastructural facilities to meet the needs of researchers especially in the new and emerging areas of research?**

These are the institutional strategies:

1. Decide to open separate research council.
2. Management has decided to increase the allocated funds on yearly basis.
3. We are pursuing professional research agencies and universities for live projects, tie ups and collaborations.
4. We are launching a college biannual journal to encourage upcoming research scholars.
5. We have tie ups with various national and international journals to provide publication opportunities to faculty and students.
6. We provide prizes and monetary reward to the faculty/students to get published their research work in leading journals.

**3.3.3 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facilities? If ‘yes’, what are the instruments /facilities created during the last four years?**

No, we are trying for UGC and AICTE grants.

**3.3.4 What are the research facilities made available to the students and research scholars outside the campus / other research laboratories?**

University and central university libraries allow faculty and students to use their resources.

**3.3.5 Provide details on the library/ information resource center or any other facilities available specifically for the researchers?**

We have department wise library and e-data base which provides subject wise research thesis, provided by various research scholars from different universities.

**3.3.6 What are the collaborative researches facilities developed/ created by the research institutes in the college. For example, laboratories, library, instruments, computers, new technology etc.**

We have collaboration with institute of Human Resource Development U.P. Chapter to get live consultancy projects from industry and government agencies.

### **3.4. Research Publications and Awards**

#### **3.4.1 Highlight the major research achievements of the staff and students.**

Please refer to the attachment of faculty achievements.

**3.4.2 Does the Institute publish or partner in publication of research journal(s)? If 'yes', indicate the composition of the editorial board, publication policies and whether such publication is listed in any international database?**

1. We are not publishers but we have friendly partnership with the journals, managed by Institute of HRD, UP Chapter, Global Association of Continuum of Business Management.
2. We have closed friendship with the editorial board of "Itihaas" journal for our research publication.

#### **3.4.3 Give details of publications by the faculty and students: Publication per faculty.**

<b>Education Department:</b>					
<b>S.N.</b>	<b>Name of the family members</b>	<b>Title of the articles</b>	<b>Journal Name</b>	<b>ISSN No.</b>	<b>Year</b>
1.	Dr. Jaya Singh Principal, BIMS	Swami Dayanand	Naasik Weekly Magazine	Edition-22	2007
		Swami Dayanand	Sunday City(monthly magazine)	RNI No.- 13395 /UP/2004	2007
		Dayanand and Educational awakening in India	Shiksha Sahitya	ISSN-0974-0856	2008
		Dayanand and his philosophy of education	Shikshak Shiksha Shodh	ISSN-0974-0562	2008

		Value Oriented Teacher Education	Research Monograph	ISBN-978-81-921301-4-9	2013
		Internationalization of Higher Education	Journal of innovations and Research in Education	ISSN-2348-1587	2014
2.	Dr. Sandeep Kumar Singh, HOD (Education), BIMS	Kalidasiya Vanaushyodhyopachar	Anushilana, Research journal of Indian culture, social and philosophical	0973-8762	2011
		Vaanaspatic Aushdhiyaan: Udbhav evam Namkaran	Parmita, Traiymasik Shodh patrika, varshikank	0974-6129	2011

**3.4.4 Provide details (if any) of Research awards received by the faculty. Recognition received by the faculty from reputed professional bodies and agencies, nationally and internationally. Incentives to faculty for receiving state, national and International recognitions for research contributions.**

No, we have not received any research award by the faculty.

### 3.5 Consultancy

#### 3.5.1 Give details of the systems and strategies for establishing institute industry interface?

1. We have well organized departments, to undertake industry institute interface. We send our learners and research scholars for various internship and data collection.
2. BIMS promoted by Shri Krishna Education Society and all the society members are from industry and business background, so there is no need to put more efforts in industry institute interface.
3. Through our training and placement cell we are in direct contact with industries regarding internship and placements.
4. Frequently institution call experts for guest lecturers/guest of honors/chief guest for various programmes.

**3.5.2 What is the stated policy of the institution to promote consultancy? How is the available expertise advocated and publicized?**

**Stated Policy:**

1. We want to render our consultancy services at free of cost for first ten years from the date of establishment.
2. We have communicated the same policy through our core stake holders (students, alumni, parents, promoters of society, visiting and guest faculty, teaching and non-teaching staff).

**3.5.3 How does the institution encourage the staff to utilize their expertise and available facilities for consultancy services?**

Whenever consultancy offers are seen from the industry, the council of research and consultancy used to take care of disbursement of this offers among available experts in the college.

**3.5.4 List the broad areas and major consultancy services provided by institution and the revenue generated during the last four years.**

Human Resource, Marketing, Finance and Educational Consultancy are broad areas and major consultancy services provided by institution. No revenue is generated as the services are free.

**3.5.5 What is the policy of the institution in sharing the income generated through consultancy (staff involved: Institution) and its use for institutional development?**

Not Application.

**3.6. Extension Activities and Institutional Social Responsibility (ISR) Activities.**

Social Responsibility is an ethical framework and suggests that an entity be it organization or individual has an obligation to act for the benefit of society at large social responsibility is a duty every individual has to perform so as to maintain a balance between the economy and ecosystem. Being socially responsible means that people and organization must be have ethically with sensitivity toward social cultural economic and environmental issues. Striving for social responsibility helps individual organizations and government have a positive impact on development of business and society with positive contribution to bottom line result.

Social Responsibility is one of the mainstays that support our academic and research work at institute of management sciences and it is also one of our strategic properties as we believe that our role as an educational institution involves something more than simply the imparting of knowledge and skills to our students and as active agents of social change we aim to address and find solution to social problems. This responsibility implies taking on the role of leader in the

creation of a culture of responsibility in society through our examples and action and we are committed to defending the ideal responsibilities and objective of a socially responsible academic institution.

Knowledge is power and has been the significant criteria in the growth and development of the society. Learning and acquiring knowledge is a continuous process and this is possible with an active collaboration between people, educational institution and industry.

Technologies are growing rapidly and changing the way we live. Updating skills is the key to success today. there is need to keep enhancing the way education is imparted at education institutions from school to universities.

At every level, we need to understand and analyze what we learn and its relevance to our future.

#### BIMS Policy:-

At our institution BIMS we have included this process and attained positive results. We wish to take forward this concept of “Enhanced Learning “to various schools as a part of our “Institutional Social Responsibility”.

#### Activities under ISR-

- 1-Participation in cultural, extra and co-curricular activities.
- 2-Participating in activities related to the library and in facilitating the availability of books to the needy students. (Book donation to poor students).
- 3-Providing guidance to the students from the weaker section for career enhancement.
- 4-Motivating students to grow as a concerned citizen by enhancing their participation in community affairs.
- 5-Social awareness programme to save girl child.
- 6-Environmental awareness.
- 7-cleanliness inside and outside the community.
- 8-Participation of students in clean Gomati Drive.
- 9-Participation in Sarva Shiksha Abhiyan.
- 10-Blood donation camp.
- 11-Skill development programme.

#### Mechanism and active team members:-

- Encouragement-Chairman
- Leader-Dr.Jaya Singh

- Correspondent-Dr.Anurag Srivastava
- Operation Incharge-
- Support-Dr. Munila Naqvi and Dr. Sanjay Kumar
- Volunteers-Three students of all department

#### **ISR ACTIVITIES CONDUCTED IN BIMS:-**

Adoption of village: AHLADPUR (A village adjacent to the College).

#### **Activities held in village:**

1-Social awareness programme to save girl child.

2-SarvaShiksha Abhiyan.

3-Cleanliness inside and outside the community.

4-Jan Jagrukta Abhiyan.

5-Beti bachao Beti padhao abhiyan (nukkad natak)

2011-2012

- SarvaShiksha abhiyan
- Environmental protection

2012-2013

- SarvaShiksha abhiyan
- Environmental protection (Plantation drive)

2013-2014

- Skill development classes (CCC, personality development, English speaking course, from April to June)
- Sarva Shiksha Abhiyan
- Environmental Protection (Plantation drive)

2014-2015

- Skill development classes (CCC, Personality Development, English speaking course, from April to June)



- Sarva Shiksha Abhiyan
- Environmental protection(Plantation drive)
- Women empowerment(Beti bachao)

2015-2016

- Skill development classes(CCC, Personality development, English speaking course, from April to June)
- Sarva Shiksha Abhiyan
- Women empowerment (Beti bachao)
- Environmental protection (Plantation drive)
- Blood donation camp (conducted every year on 07 October)

Current year proposed ISR activities:-

Plan of development of village-

- 1-Girl child education programme.
- 2-Cleanliness.
- 3-Personal health and hygiene.
- 4-Adult education programme.
- 5-Women health and sanitary system.
- 6-Blood donation camp to be organized on 07 October.
- 7-community services.
- 8-visit to mother Teresa orphanage home students

**3.6.1 How does the institution promote institution-neighborhood- community network and student engagement, contributing to good citizenship, service orientation and holistic development of students?**

**Management Sciences:**

1. We run free basic computer courses (CCC) for computer literacy awareness.
2. We visit to nearby schools for career counseling.

3. Participating in activities related to the library and in facilitating the availability of books to the needy students. (Book donation to poor students)
4. Providing guidance to the students from the weaker section for career enhancement.
5. Motivating students to grow as a concerned citizen by enhancing their participation in community affairs.
6. Social awareness programmes to save girl child.
7. Environmental awareness.
8. Cleanliness inside and outside the community.
9. Blood Donation Camp.

#### **Education Department:**

This institution has applied for NSS & NCC unit. To promote institution- neighborhood community network and student engagement, contributing to good citizenship service orientation and holistic development of students, the institution organizes many community works like plantation, awareness programmes, cleaning work, blood donation camp, visit to orphanage, and special children house, computer programme and personality development programme. Plantation of saplings and environment awareness –

- Every year, the institution organizes a plantation programme at institutional level. On this event, the institution invites a special guest who has great social position in the society. Guest gives a lecture about awareness of environment to aware them for their social responsibilities.
- **Awareness programmes-** Many awareness programmes organizes by our institution on different issues like cleanliness awareness programme, literacy, health and hygiene programme to make aware the villagers.
- **Cleaning works-** Students of B.Ed. department participated in cleaning work also. On clean Gomti drive, all the students have involved in a cleaning programme under the guidance of faculty members of the department. The chief guest of the programme was Shri Raj Nath Singh, Former Chief Minister of Uttar Pradesh.
- **Blood Donation Camp-**
- The institution conducts blood donation camp in every year. Many students and faculty members voluntary donates blood as an indication of awareness on life saving.

- **Visit to old age home-** In year 2015, the students of the B.Ed. department visited an old age home, named ‘Asha Jyoti’. The students interacted and visited with old people.
- **Visit to orphanage and special person house-** On 27<sup>th</sup> August, 2016, the students of the department visited an orphanage and special person’s house. The students communicated with orphanage and special society. They performed various cultural programmes, distributed biscuits and fruits.
- **Personality development programme-** The institution is conducting a personality development programme. For it, this institution is organized a personality development class for all students to groomed their personality according to society.
- **Computer Training Programme-** The institution is organizing a computer Training Programme also. In it, the institution conducts classes of CCC course at free of cost to the students of different colleges of villages to make them efficient in the field of computer.
- **Free Bus Facility-** This institution facilitates free bus service to students.
- **Free Lunch Facility-** This institution provides free lunch facility to students during examinations.

### **3.6.2 What is the Institutional mechanism to track students’ involvement in various social movements / activities which promote citizenship roles?**

**Management Sciences:** We have faculty as mentors in each department so that students are guided for their personal and academic issues.

**Education Department:** The institution makes mechanism to track student involvement in various social activities which promote citizenship roles. The college motivates students for voluntarily participation in all activities. When students go out on field visit, like visit to an old age home and orphanage, they are accompanied by the faculty members to monitor them. Attendance is taken before and after the event.

### **3.6.3 How does the institution solicit stakeholder perception on the overall performance and quality of the institution?**

1. Frequent parent-teacher meeting.
2. Listen parents view on phone calls.
3. We have student feedback system.
4. Training and placement department helps in collecting feedback from HR managers of the industry where our alumni are placed.

5. We have everyday interaction with university professors for available stockholders.

**3.6.4 How does the institution plan and organize its extension and outreach programs? Providing the budgetary details for last four years, list the major extension and outreach programs and their impact on the overall development of students.**

The department appoints group leaders for conducting activities smoothly. A calendar of activity is prepared at the beginning of academic session for the whole year and budget is allocated by the management body

1. We applied for NSS, NCC Centre in our college during 2016-17.

**2. Blood Donation Camp:**

Year	Participation	
2015 – 2016	Blood Donation by faculty and students	Conducted every year on 07 October
2016-2017		

**3. Skill Development Classes:**

Year (From April to June)	Event	Enrollment
2014	CCC, Personality	41
2015	Development, English	33
2016		201

**4. Sarva Shiksha Abhiyan:**

Year	Departments Participating
2011-12	B.Ed
2012-13	B.Ed
2013-14	B.Ed, B.Com
2014-15	B.Ed, B.Com, BBA, MBA
2015-16	B.Ed, B.Com, BBA, MBA

**5. Environmental Protection:**

Programme	Year	Participating Departments
Plantation Drive – All students and faculty members actively participate in planting saplings around the college campus and nearby areas of the college.	Every Year	B.Ed, B.Com, BBA, MBA

Oath for environmental protection on the occasion of Environmental Protection Week in July 2016.

#### 6. Women Empowerment:

Year	Event	Participating Department
2015	Beti Bachao – Nukkad Natak in Ganj Carnival	MBA Department B.Ed Department
2016	Beti Bachao- Ahladpur	B.Ed Department

#### 7. Cleanliness Drive:

Year	Event	Participating Department
2016	Swachchh Bharat Abhiyan- Ahladpur	B.Ed Department

#### 3.6.5 How does the institution promote the participation of students and faculty in extension activities including participation in NSS, NCC, YRC and other National/ International agencies?

Compulsory participation of students and faculty in Swachchha Bharat, Blood Donation etc.

We have already applied for NSS and NCC facilities to establish the centers in our college and we are following the same to get them soon.

#### 3.6.6 Give details on social surveys, research or extension work (if any) undertaken by the college to ensure social justice and empower students from under-privileged and vulnerable sections of society?

We do not have any research study but we use to organize research extension programme and social service programme on need/demand received from students and alumni.

#### 3.6.7 Reflecting on objectives and expected outcomes of the extension activities organized by the institution, comment on how they complement students’ academic learning experience and specify the values and skills inculcated.

We are also extending the services reflecting vision, mission and objective of our institute. In view of the objectives and outcomes of extension activities organized by the institution, our students are now more sensitized on various social issues and are responsible, aware and alert citizens. ISR related activities inculcated the spirit of voluntary work among students through sustained community interaction. It brought our students closer to the society by bridging the gap between campus and the community. Our students of B.Ed. department always participated in community services like awareness programmes, literacy and cleanliness drive & blood donation

camp etc. Through involvement in clean Gomti campaign, they learn about environment, conservation & sustainable development. This institution is celebrated all the famous festivals to develop the sense of unity among the students. Students also regularly visit orphanages. These activities inculcated in them the values and virtues of sharing and compassion.

These activities not only involve the students in community life. They also provide the students with a broader perspective and wider application of their academic subjects in their assignments, class work etc. It broadens their thinking, analytical ability and critical evaluation.

**3.6.8 How does the institution ensure the involvement of the community in its reach out activities and contribute to the community development? Detail on the initiatives of the that encourage community participation in its activities?**

**1. Blood Donation Camp:**

Year	Participation	
2015 – 2016	Blood Donation by faculty and	Conducted every year on 07
2016-2017	students	October

**2. Environmental Protection/Swachchha Bharat Abhiyan**

Programme	Year	Participating Departments
Plantation Drive – All students and faculty members actively participate in planting saplings around the college campus and nearby areas of the college.	Every Year	B.Ed, B.Com, BBA, MBA

**3.6.9 Give details on the constructive relationships forged (if any) with other institutions of the locality for working on various outreach and extension activities.**

Institution successfully forged constructive relationship with other institutions for working on various outreach and extension activities.

The institution has constructed a relationship with Seth M. R. Jaipuria School, Bansal campus, Bakshi ka Talab inter college, Rudahi Higher Secondary School etc. Our institution organized a programme of school visit on every year to develop the skills of teaching among the students. On 7<sup>th</sup> October, of every year this institution organizes a blood donation camp in association with Sewa Hospital.

**3.6.10 Give details of awards received by the institution for extension activities and/contributions to the social/community development during the last four years.**

Not Applicable.

### 3.7 Collaborations.

**3.7.1 How does the institution collaborate and interact with research laboratories, institutes and industry for research activities. Cite examples and benefits accrued of the initiatives - collaborative research, staff exchange, sharing facilities and equipment, research scholarships etc.**

The institute has collaborations with the following societies:

1. Inspire Educational Society
2. Sewa Samiti
3. Shri Krishna Educational Society
4. Bright way Foundation
5. Sewa Hospital and Research Centre
6. Vishwa Manav Kalyan Society

But as of now we did not receive any requisition for research.

**3.7.2 Provide details on the MOUs/collaborative arrangements (if any) with institutions of national importance/other universities/ industries/Corporate (Corporate entities) etc. and how they have contributed to the development of the institution.**

We have offer MOU with Sewa Hospital and Research Centre, Vishwa Manav Kalyan Society and GACBM.

**Education department:** This institution has collaborative arrangements with many institutions for B.Ed. course. List of these schools are given below:

**Sr. No. Name of the Institutions**

1. Seth M.R. Jaipuria School, Bansal Campus, Sitapur Road, Lucknow
2. Bakshi Ka Talab Inter College, **BAKSHI** Ka Talab, Lucknow
3. Rudahi Higher Secondary School, Bakshi Ka Talab, Lucknow
4. Bright Way Inter college, Triveninagar, Lucknow

These institutions have tie up for internship of the B.Ed. students. These institutions are playing vital role to develop teaching aptitude among pupil teachers.

**3.7.3 Give details (if any) on the industry-institution-community interactions that have contributed to the establishment / creation/up-gradation of academic facilities, student and staff support, infrastructure facilities of the institution viz. laboratories / library/ new technology /placement services etc.**

Frequently industrial visits are organized which help the students in submitting observational reports for industry and college.

**3.7.4 High lighting the names of eminent scientists/participants who contributed to the events, provide details of national and international conferences organized by the college during the last four years.**

S.N	Organizing Body	Year	Name of the seminars	Name of the resource persons/ key note speakers/ special guests
1.	Education	2012	International seminar on “Brihaspati-3 E-learning System”	Prof. Y.N. Singh, IIT, Kanpur Prof. Subodh Kumar, Dean, Faculty of Education, University of Lucknow, Prof. Akhilesh Chaube, HOD, University of Lucknow. Prof. Nidhi Bala, Department of Education, University of Lucknow
2.	Commerce	2016	National seminar on “Digitalization of India: Empowering online infra-structure”	Prof. Bharat Bhaskar, IIM, Lucknow

**3.7.5 How many of the linkages/collaborations have actually resulted in formal MOUs and agreements? List out the activities and beneficiaries and cite examples (if any) of the established linkages that enhanced and/or facilitated.**

**Management Sciences:**

These are the collaborations and linkages as follows:

1. GACBM Collaborations
2. Sewa Samiti
3. Sewa Hospital and research centre
4. Collaboration and life membership with Lucknow Management Association.



The list of activities are as follows:

- a) We have the policy of rendering consultancy services with the collaborative institutions free of cost for first ten years.
- b) For 2013: The Sewa Hospital and Research Centre requested us to identify the skill gap of their employees and required training sessions.
- c) For 2014: The Sewa Hospital and Research Centre invited us to study the employee turnover problem and with suggested strategies
- d) For 2015: The Sewa Samiti requested us to frame the business strategies to their small Sewing Machines Entrepreneurs.

#### **Education Department:**

The institution has tied up with some schools/institutions like Bakshi Ka Talab Inter College and Rudahi Higher Secondary School etc. List of activities are given below:

- a) Internship b) Co-curriculum activities c) Teaching skills development- Teachers’ Observation, Practice Teaching.

#### **3.7.6 Detail on the systemic efforts of the institution in planning, establishing and implementing the initiatives of the linkages/collaborations.**

This institution has made significant efforts systematically for planning, establishing and implementing the initiatives of linkages/ collaborations. For this, in the Department of Education, our management and Principal are following some steps. These are given below

- Organizing meeting with management of other institutions.
- Teachers’ meeting with administrative staff of the institutions.
- Fixation of the period of activities.
- We are going on need/demand basis reflecting our vision, mission and objectives of our institute.

**CRITERION IV: INFRASTRUCTURE AND LEARNING RESOURCES**

- **4.1 Physical Facilities**
- **4.1.1 What is the policy of the Institution for creation and enhancement of infrastructure that facilitate effective teaching and learning?**

The infrastructural policy of the college is driven by visualization of future requirements of teachers, administrative staff and students particularly in advance. At present, the focus of the college is to create physical infrastructure with latest information technology in mind so as to facilitate effective teaching and learning in the classroom. The college intends to impart quality education and all round personality development of the students. Keeping in view, the college's total commitment towards quality education, we have drastically renovated all our rooms, created 1 computer labs and 1 well-equipped library, so as to have conducive environment for effective teaching and learning. We are following AICTE, University norms and IQAC to provide infrastructure facilities. For the college, the proper maintenance of physical infrastructure facilities are as important as the creation of new facilities for the efficient and smooth functioning. Therefore, our college has entered into Annual Maintenance Contracts (AMC) for almost all major equipment which requires regular servicing. The policy is to provide all possible infrastructures to their needs (e.g., use computer centre, library, etc.) so that they merge with the mainstream of education. In order to have uninterrupted running of classes and administrative work, the college has Power Generator of capacity 125 KVA which provide full power back up.

- **4.1.2 Detail the facilities available for-**
  - a) **Curricular and co-curricular activities – classrooms, technology enabled learning spaces, seminar halls, tutorial spaces, laboratories, botanical garden, Animal house, specialized facilities and equipment for teaching, learning and research etc.**
- **Department of Management Sciences**

Type of Facility	No.	Description of the facilities
Normal Classrooms	4	Equipped with Whiteboard
Technology Enabled Classrooms	8	All Rooms are air-conditioned and equipped with LCD projector, Projection Screen and Whiteboard.

Conference Room	1	Seating capacity for 50 people.
Multipurpose Hall (Gallery)	1	Seating capacity for around 500 students for organizing events such as Fresher's Welcome, Special talks (such as research topics etc.), Debates, Guest Lectures, Seminar, Workshops, etc.
Tutorial spaces	2+	The college timetable has been designed in such a way that all regular teaching rooms are available for tutorial classes depending on the time slot.
Computer Labs	1	Desktop Computers - 71 Air-conditioned, with Power backup of 2 UPS with the capacity of 6KVA each; Internet Facility through LAN
Internet and Wi-Fi facility	Yes	The campus is Wi-Fi enabled and each user (Students and Teachers) has been provided with password.
Gen Set	1	Generating Set of 125KVA for uninterrupted power supply

Library		
Number of Library	2	Two library one for Management Department courses and second one in Education Department; Both Libraries can be used by all students and teachers.
Reading Space	2	Big space equipped with reading tables in each library for students and teachers.

- \* Libraries are equipped and maintained as per norms of LU and AKTU.

- Department of Education**

Type of Facility	No.	Description of the facilities
Normal Classrooms	4	Equipped with Whiteboard
Technology Enabled Classrooms	1	Room is air-conditioned and equipped with LCD projector, Projection Screen and Whiteboard.
Conference Room	1	Seating capacity for 50 people.

Multipurpose Hall (Gallery)	1	Seating capacity for around 500 students for organizing events such as Fresher's Welcome, Special talks (such as research topics etc.), Debates, Guest Lectures, Seminar, Workshops, etc.
Art and Craft Room	1	The College has one spacious Art & Craft Room which is equipped with all the required items to enhance student's Aesthetic values and capabilities
Curriculum Laboratory	1	Spacious laboratory to enable students to specialize in one disciplinary area viz Social Sciences, Science, Mathematics, Languages and a subject area from the same discipline.
Girls Common Room	1	Seating capacity of around 60 Students.
Computer Labs / ICT Resources centre	1	Desktop Computers – 36, 1 TV of 22 inches, 1 LCD Projector; Air-conditioned, with Power backup of 2 UPS with the capacity of 6KVA each; Internet Facility through LAN
Internet and Wi-Fi facility	Yes	The campus is Wi-Fi enabled and each user (Students and Teachers) has been provided with password.
Gen Set	1	Generating Set of 125KVA for uninterrupted power supply
Store Room	2	To store Projects, Lesson Plans, Assignments, Charts and Models prepared by students.

Library		
Number of Library	1	Education Department has a library equipped with all the required Books, Journals, Reference Books and Periodicals
Reading Space	1	Big space equipped with reading tables in each library for students and teachers.

- \* Library is equipped and maintained as per universities' norms of LU and NCTE Norms.

- **Department of Commerce**

Type of Facility	No.	Description of the facilities
Normal Classrooms	6	Equipped with Whiteboard
Conference Room	1	Seating capacity for 50 people.
Multipurpose Hall (Gallery)	1	Seating capacity for around 500 students for organizing events such as Fresher's Welcome, Special talks (such as research topics etc.), Debates, Guest Lectures, Seminar etc.
Tutorial spaces	2+	The college timetable has been designed in such a way that all regular teaching rooms are available for tutorial classes depending on the time slot.
Computer Labs	1	Desktop Computers - 71 Air-conditioned, with Power backup of 2 UPS with the capacity of 6KVA each; Internet Facility through LAN
Internet and Wi-Fi facility	Yes	The campus is Wi-Fi enabled and each user (Students and Teachers) has been provided with password.
Gen Set	1	Generating Set of 125KVA for uninterrupted power supply

Library		
Number of Library	2	Two library one for Management Department courses and second one in Education Department; Both Libraries can be used by all students and teachers.
Reading Space	2	Big space equipped with reading tables in each library for students and teachers.

- \* Libraries are equipped and maintained as per universities' norms of LU and AKTU.
- b) **Extra-curricular activities – sports, outdoor and indoor games, gymnasium, auditorium, NSS, NCC, cultural activities, Public speaking, communication skills development, yoga, health and hygiene etc.**

Type of Facility	Description	Details of the facilities
------------------	-------------	---------------------------

Sports ground	YES	The college has its own big sports ground having area .....with the facilities for training students in various sports like cricket, badminton, Volleyball, and athletics.
Outdoor and Indoor games	YES	<p>The college has a Sports Committee and an Assistant Professor of Physical Education, who are responsible for promoting sports, organizing sports events and facilitating the participation of the students in competitions. Specific strategies adopted with regard to outdoor and indoor games include the following:</p> <p><b>Annual Athletics Meet:</b> Students compete in different events and win prizes.</p> <p><b>Relaxation in attendance:</b> Students participating in other inter-college sports competitions are given attendance relaxation as per university rules.</p> <p><b>Sports Kits:</b> College provides sports kits to the participating students during competitions.</p> <p><b>Inter-college competitions:</b> The college also provides transportation facility in the case of students participating in inter-college competitions.</p>
Public speaking, Communication skills development	No. of events	<p>The college organizes a number of events.</p> <p>Intra and inter college debate competitions being organized by college and activities of various societies functioning in the college improves the art of public speaking and communication skills of the students.</p>
NSS	YES	College has applied for NSS.

**Yoga, health and hygiene etc.**

Yoga	Once in a year	Yoga workshop is organized for teaching staff by Trained Yoga Instructors.
------	----------------	--

Health	Hospital facility	The college provides First Aid infrastructure in the college and having hospital facility. We have two permanent doctors: Dr. Neeraj Bora and Dr. Akash Bora. College also has tie-up with Sewa hospital which has 50 beds capacity.
Hygiene	Throughout college	The management ensures cleanliness in the college on regular basis. For this dustbin are placed at every floor. Students are educated and involved in maintaining cleanliness in the college. The college regularly outsources the housekeeping staff for maintaining high standard of cleanliness in the college.

- 4.1.3 How does the institution plan and ensure that the available infrastructure is in line with its academic growth and is optimally utilized? Give specific examples of the facilities developed/augmented and the amount spent during the last four years (Enclose the Master Plan of the Institution / campus and indicate the existing physical infrastructure and the future planned expansions if any).**
- Optimal Utilization of Infrastructure in Academic Growth**
- The Management of the College does not only ensure that the current plans regarding available physical infrastructure is in line with academic growth but also sees that existing infrastructure is optimally utilized for the benefit of students. For this purpose, the college management calls meetings of different departmental heads to inspect the available infrastructure and coordinate with each other to chalk out programs for future development.
- Computer Centers:** At present the college has two Computer Centers. These are equipped with whiteboard so that it can be used for holding classes as well.
- Innovation Project Room:** There is an Innovation Project room in the College
- Thus, the college management ensures that adequate physical infrastructure is in place for all courses being presently run in the College as well as the new courses likely to be

introduced. It also looks into efficient and optimal utilization of the available infrastructure facilities.

- The details of facilities developed/augmented and amounts spent thereof during the last four years include the following:

Particulars	2015 – 2016		2014 – 2015		2013 – 2014	
	Allo.	Util.	Allo.	Util.	Allo.	Util.
<b>Building</b>	<b>6800000/-</b>	<b>7032316/-</b>	<b>12000000/-</b>	<b>12675897/-</b>	<b>-</b>	<b>-</b>
<b>Laboratories</b>	<b>185000/-</b>	<b>179412/-</b>	<b>90000/-</b>	<b>91477/-</b>	<b>310000/-</b>	<b>299516/-</b>
<b>Furniture</b>	<b>400000/-</b>	<b>408438/-</b>	<b>270000/-</b>	<b>288726/-</b>	<b>280000/-</b>	<b>307064/-</b>
<b>Equipment</b>	<b>1000000/-</b>	<b>1070866/-</b>	<b>240000/-</b>	<b>231848/-</b>	<b>900000/-</b>	<b>922480/-</b>
<b>Computers</b>	<b>700000/-</b>	<b>745448/-</b>	<b>350000/-</b>	<b>324619/-</b>	<b>500000/-</b>	<b>570000/-</b>
<b>Transport Vehicle</b>	<b>1500000/-</b>	<b>1715495/-</b>	<b>-</b>	<b>-</b>	<b>2000000/-</b>	<b>2255791/-</b>

- During the last five years, the college has been expanding the physical infrastructure as per the need of its academic growth.
- Master plan of college’s physical infrastructure is enclosed.



#### 4.1.4 How does the institution ensure that the infrastructure facilities meet the requirements of students with physical disabilities?

- The college is quite sensitive to the requirements of differently enabled students. The college maintenance committee assesses the needs and review the facilities required by differently enabled students on annual basis. In order to assist differently enabled students and teachers in general, the college has lift facility and ramp stair to move smoothly.
- Classrooms of physically disabled students are arranged only at the ground floor in each building. The wheel chair and stretchers are available to assist the physically handicapped students. A separate drinking water facility is available in the campus for the handicapped students

#### General Needs:

- **Social acceptability:** students with disability often face the problem of making friends, largely due to their own inhibitions. To overcome this problem students are sensitized about the psyche and needs of differently enabled students. Faculty Mentors especially focus upon counseling these kind of students.
- **Job Anxiety:** it has often been noticed that students with disabilities feel professional anxieties more than other students. To assist students on this front care is taken to disseminate information about scholarships for higher education and reservation in jobs for them. This is taken care by student mentors and training placement cell.
- **Confidence Issue:** often their self -consciousness creates problems for them to mingle freely, because they see their disability as a hindrance. They do not come forward to participate in activities outside the class room. Even in the classroom they are either not very regular or are not active participants. Teachers mentor the students and try to address these issues.

**4.1.5 Give details on the residential facility and various provisions available within them:****Hostel Facility-**

- As we have students from urban and rural area both, we provide them hostel facility if they require it. College has tie-up with private hostel nearby college campus to accommodate them as per requirement.

**Recreational Facility-**

- The institution has a Smart Class which is fully equipped with all audio-Visual equipment which at times is used as a recreational room.

**Yoga-**

- The institute has a Yoga centre headed by a Physical Instructor in college campus itself.

**Facilities for medical emergencies-**

- The institution has a health care centre headed by two permanent Doctors: Dr. Neeraj Bora and Dr. Akash Bora. Institution is having tie up with a nearby Sewa Hospital (50 Bed capacity) hospital and a well-equipped nursing college nearby our college campus run by the Dr. Neeraj Bora. Transportation is provided immediately for the student and staff in case of emergency.

**Internet and Wi-Fi Facility-**

- The campus has Wi-Fi facility for students and for staff members as well.

**Security-**

- The college is situated at a very prime location of the city on NH 24 near Sewa Hospital on Sitapur Road and campus is surrounded by the boundary. The CCTV Cameras are installed at every prime location of the college campus to watch out every movement of students and visitors. The college has hired a security agency for the safety purpose of entrance gate, parking area and for any emergency situations.

**4.1.6 What are the provisions made available to students and staff in terms of health care on the campus and off the campus?**

- Regular health check-up of the students is arranged. In emergency, we have Sewa Hospital nearby to our institute. Staffs are trained to take necessary steps in case of emergency. The college also undertakes a number of measures to enhance the health care

of students as well teachers, e.g., Regular Pest Control System in the college premises, round the clock supply of RO Water at all required locations, Regular and Periodic cleaning of water tanks, Health Mela in the college every Year, Blood donation camp every year, Filtered water supplied to students in case of functions or sport activities held outside college and clean washrooms.

**4.1.7 Give details of the Common Facilities available on the campus – spaces for special units like IQAC, Grievance Redressal unit, Women's Cell, Counseling and Career Guidance, Placement Unit, Health Centre, Canteen, recreational spaces for staff and students, safe drinking water facility, auditorium, etc.**

Type of facility	Space Description and Purpose
IQAC (Internal Quality Assurance Cell)	It shares the space with counseling cell that is equipped with one desktop computer, a printer, scanner and an air conditioner.
Grievance Redressal unit	Yes.
Women's Cell	The Gender Sensitization Society of the college takes up all the women centric issues.
Counseling and Career Guidance	In all probability, our college is among the first few colleges to offer free in-house Psychological and Career Counseling facilities to the students since 2009. Assistant Professors of all departments perform work of counseling of students which are allotted them for mentoring from each and every class.  Assistant Professors have taken up the responsibility to run the counseling services in the college. They are available for the students from 9.30 a.m. to 3.00 p.m. Monday to Saturday.  With much efforts, the students have been sensitized towards the need for such professional services and much success has been achieved on this front as students have started approaching their counselor (Mentor). The college feels satisfied in inculcating the awareness among the youth towards

	understanding and learning ways to deal with their problems logically and professionally.
Placement Unit	The college has a placement unit which actively interacts with Industry counterpart. The college has a very good campus placement record.
Canteen	Fully functional One canteen (for approximately 200 students).
Recreational spaces for staff and students	A separate space for Canteen, A separate Faculty Common Room department wise. A separate Students Common Room
Safe drinking water facility	Water filtration systems installed at various strategic locations
Auditorium cum Multipurpose hall	Please refer 4.1.2. (a)

#### 4.2 Library as a Learning Resource.

##### 4.2.1 Does the library have an Advisory Committee? Specify the composition of such a committee. What significant initiatives have been implemented by the committee to render the library, student/user friendly?

The Library has an advisory committee named as “Library Committee”.

##### **The composition of Library Committee:**

Principal (Chairperson)

Convener appointed by Staff Council

Member secretary / Librarian

All department heads / their nominees

Along with recommendation of books and periodicals, weed out process, supervise stock taking etc., the significant initiatives that have been taken by the Library Committee to render the library student/user friendly are as follows:

- There is an announcement of latest arrivals of books, journals, periodicals on library notice board on monthly basis.
- The college has made the provision of internet facility to cater to the user needs.
- There is provision of GENSET so as to provide back up to Library systems in case of power failure.

- The committee has made arrangement for increased number of racks and cabinets to accommodate more books.
- Increase the ceiling for the text book purchase from 5 copies to 10 copies keeping in view of increased student strength.

#### 4.2.2 Provide details of the following:

##### Library-

**Total area of the library**-----2000 Sq. Mts.

**Total seating capacity**----- 50

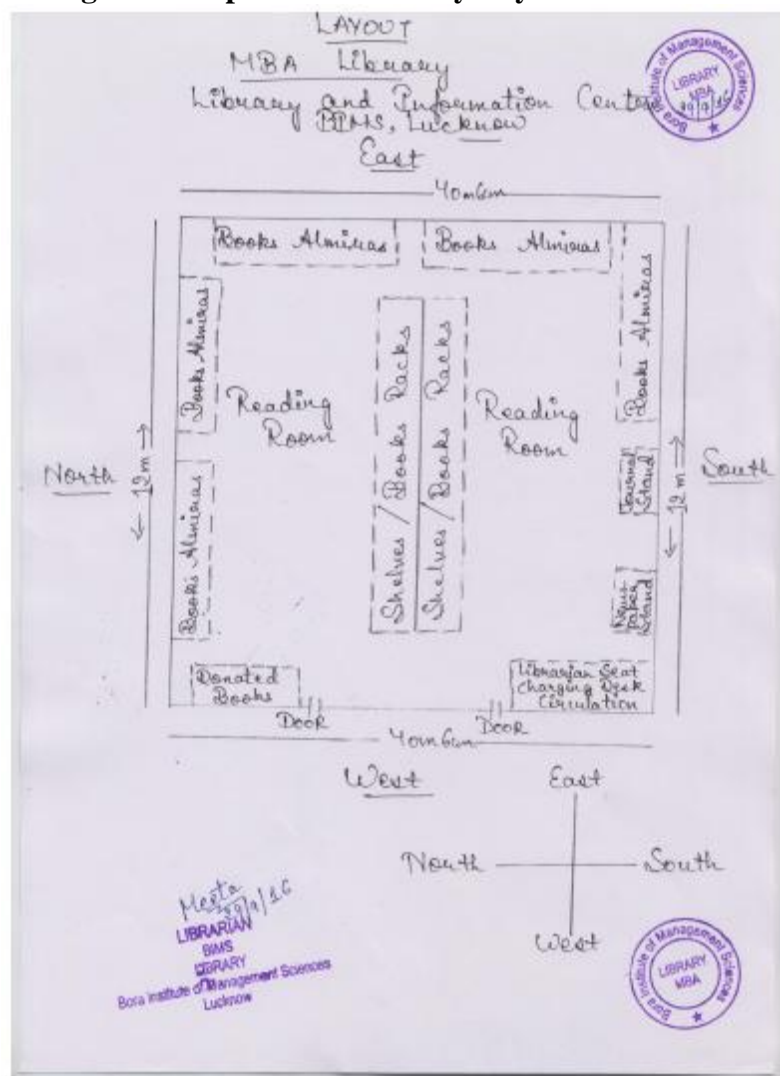
Working Hours: 9.00AM to 5.00PM

Lunch Break 1.00 PM to 1.30 PM

##### Layout of the library

Reading Hall	Yes, 50 Seats
Reference Area	Yes
Stack Area	Yes
Circulation Counter	Yes
Journal/ Periodical Section	Yes
News Paper Display Section	Yes
Notice Board Area	Yes
E-Resource Work Stations (IT Zone)	6 Seats
Individual Reading	No
Lounge Area for Browsing and Relaxed Reading	Yes
Include a Layout Diagram	

## Management Department Library Layout



## B.Ed./B.Com. Library Layout



**4.2.3 How does the library ensure purchase and use of current titles, print and e-journals and other reading materials? Specify the amount spent on procuring new books, journals and e-resources during the last four years.**

The library ensures purchase and use of current titles, print and e-journals and other reading materials with the help of catalogues, book reviews in newspapers, teachers and subject specialists. The following table provides an overview of purchase process.

System for purchase and use of Current Titles.	As recommended by faculty members and member of the Library Committee and approved by concerned Head of Departments.
System of purchase of General Books.	As recommended by faculty members and member of the Library Committee and Librarian.
System for purchase of Journals	Subject experts and faculty.
System for purchase of E-Journals	It is in process.

However, free e-resources are made available to students and faculty members through LU library's various links.

**Specify the amount spent on procuring new books, journals and e-resources during the last four years.**

The amount spent on procuring new books, journals and e-resources during the last four years is more than 6 Lakh per year.

Library holdings	Year 1 (2013-2014)			Year 2 (2014-2015)			Year 3 (2015-2016)		
	No. of Title	No. of Copies	Total Cost Approx.	No. of Title	No. of Copies	Total Cost Approx.	No. of Title	No. of Copies	Total Cost Approx.
Reference books and Textbooks	103	562	Rs. 1,65,345.00	86	205	Rs. 89,266.00	30	115	Rs. 40,186.66
Journals/Periodicals/newspapers	20	31	90000	20	31	92000	20	31	95000

**Note:** The above data shows the number of titles/copies added every year along with the corresponding cost.

**4.2.4 Provide details on the ICT and other tools deployed to provide maximum access to the library collection?**

- Electronic Resource Management package for e-journals-DELNET
- Library automation -
- Total number of computers for public access-



- Total numbers of printers for public access-
- Internet band width/ speed-
- Content management system for e-learning- DELNET

#### 4.2.5 Provide details on the following items:

Average number of walk-ins	50 (Register Maintained)
Average number of books issued/returned	25/25
Ratio of library books to students enrolled	8910 books, 765 students, Ratio: 12:1 (approx.)
Average number of books added during last three years	294. There is no separate account for textbooks and reference books.

#### 4.2.7 Enumerate on the support provided by the Library staff to the students and teachers of the college.

The support provided by the Library staff to the students and teachers of the college is as follow:

1. Library staff provides the facility to all teachers and students for searching books, periodicals.
2. Help in printing material.
3. Provide course material, syllabus, question papers of previous years.
4. Provide reference services, help in preparing bibliography etc.
5. Two newspapers supplied to staffroom, office and two are displayed on the library newspaper stand.

#### 4.2.8 What are the special facilities offered by the library to the visually/ physically challenged persons? Give details.

We provide tape recorders, Braille books, laptops and CD's of study material. Physically challenged persons get all needed help from the library staff for availing the library facilities.

#### 4.2.9 Does the library get the feedback from its users? If yes, how is it analyzed and used for improving the library services. (What strategies are deployed by the Library to collect feedback from users?)

Yes, the library gets the feedback from its users. The library has installed a suggestion box at the entrance of the Library to get suggestion/feedback from the students. This box is opened at the end of the month. The suggestions are examined by the library committee and necessary actions are taken to implement the suggested changes with the help of college authorities.

The library committee in its last meeting decided to now institutionalize a process of taking structured feedback from students regarding the functioning and improvement of library.

### 4.3 IT Infrastructure

#### 4.3.1. Give details on the computing facility available (hardware and software) at the institution. Number of computers with Configuration (provide actual number with exact configuration of each available system)

Number of computers – 123

Configuration:

#### Hardware

S. No.	No. of System	Hard Disk	Mother board	CPU	RAM	Network Card	Monitor
Comp. Lab. –I	71	500 GB	Intel Chipset	Intel Pentium ® Dual 2.22 Ghz.	512 MB	Inbuilt in Main board	HCL
Comp. Lab. –II	30	500 GB	Intel Chipset	Intel Pentium ® Dual 2.22 Ghz.	1 GB	Inbuilt in Main board	Dell
Admin. Deptt.	6	500 GB	Intel Chipset	Intel Pentium ® Dual 2.22 Ghz	2GB	Inbuilt in Main board	HCL
Office	4	500 GB	Intel Chipset	Intel Pentium ® Dual 2.22 Ghz	2GB	Inbuilt in Main board	HCL
Library	2	500 GB	Intel Chipset	Intel Pentium ® Dual 2.22 Ghz	512MB	Inbuilt in Main board	HCL
Faculty Room	6	500 GB	Intel Chipset	Intel Pentium ® Dual 2.22 Ghz	512MB & 1GB	Inbuilt in Main board	HCL

Smart Class	4	500 GB	Intel Chipset	Intel Pentium ® Dual 2.22 Ghz	1GB	Inbuilt in Main board	HCL
-------------	---	--------	---------------	-------------------------------	-----	-----------------------	-----

#### Number of nodes/ computers with Internet facility

Number of computers with Internet facility Through LAN /Wi-fi

Room No.	Comp. Lab - I	Comp. Lab - II	Admin Deptt.	Office	Library	Faculty Room	Smart Class
No. of Computers	71	30	6	4	2	3	4

#### 4.3.2 Detail on the computer and internet facility made available to the faculty and students on the campus and off-campus?

Internet facility is now available in the computer centre and the library, principal room through LAN. For the rest of the campus, it is provided through Wi-Fi. At present, the college has no policy to provide off campus internet connectivity to students and teachers as there is no LU/AKTU policy in this regard yet.

#### 4.3.3 What are the institutional plans and strategies for deploying and upgrading the IT infrastructure and associated facilities?

In order to create technology enabled teaching and learning environment by deploying and upgrading IT infrastructure and associated facilities, the college has adopted two pronged strategies. First, the college intends to train teaching staff in handling the computers in the classroom and teaching them how to make slides for their respective courses. Second, the college is planning to introduce short term computer courses to those students who do not have any previous exposure to basic skills in computers. In this way, the college hopes to create technology driven environment. Keeping this in view, the college has shortlisted certain skilled teachers in computers to give basic operational knowledge to other teachers. The college has already created official mailing address for all staff members and general notices and university communications are posted on their official mail addresses.

**4.3.4 Provide details on the provision made in the annual budget for procurement, up-gradation, deployment and maintenance of the computers and their accessories in the institution (Year wise for last four years)**

Upgrading is carried out as and when required. The college has appointed one full time computer technician to maintain the computer and network facilities. In case of any major technical problem, help is sought from outside.

We have allotted sufficient fund for Maintenance of the computer and its accessories in the budget.

**4.3.5 How does the institution facilitate extensive use of ICT resources including development and use of computer-aided teaching/ learning materials by its staff and students?**

The college facilitates extensive use of Information Communication Technology (ICT) resources including development and use of computer aided teaching / learning materials by its staff and students by making these facilities available as and when required by concerned users. For this purpose, all computer labs remain open from 9.00 A.M to 5.00 P.M on all working days. Teachers are encouraged to use these technologies and even teachers having expertise in computer assists other teachers in the development their subject slides. Students are also encouraged to make use of Projectors for their presentations. In our college, maximum teachers use power point presentations as part of their regular classroom teaching.

**4.3.6 Elaborate giving suitable examples on how the learning activities and technologies deployed (access to on-line teaching - learning resources, independent learning, ICT enabled classrooms/learning spaces etc.) by the institution place the student at the centre of teaching-learning process and render the role of a facilitator for the teacher.**

There is Computer Lab in the College equipped with Internet connectivity. Along with this, three rooms are equipped with LCD Projectors and Projection Screens. Internet is an ocean of information and it has radically transformed the learning environment. It has changed the way teaching is being imparted in the classroom in the college. In the computer labs, the teacher can refer the matters from Internet instantly and audio video files from Internet and multimedia exposure can be given to students.

Some of the teachers are using resources developed by Institute of Life Long Learning to impart knowledge and information to their students in the class rooms. Recently, the library has also been equipped with requisite number of computer and internet connectivity, and now student can get access to digital contents of e-resources.

**4.3.7 Does the Institution avail of the National Knowledge Network connectivity directly or through the affiliating university? If so, what are the services availed of?**

Our institution does not possess its own connectivity with National Knowledge Network either directly or through the affiliating university. Therefore, no service of the said network is availed of.

But the students are allowed to access such networks through in flip net services provided by the University of Lucknow to its associated or affiliated colleges through the Tagore Library.

**4.4 Maintenance of Campus Facilities**

**4.4.1 How does the institution ensure optimal allocation and utilization of the available financial resources for maintenance and upkeep of the following facilities (substantiate your statements by providing details of budget allocated during last four years)?**

- a. Building
- b. Furniture
- c. Equipment
- d. Computers
- e. Vehicles
- f. Any other

The institution ensures optimal allocation and utilization of the available financial resources for maintenance and upkeep of the above said facilities through properly constituted **Maintenance Committee**. During the past four years, the college management has undertaken massive renovation of building work. For furniture and fixtures, a regular stocktaking is undertaken by the college authorities and necessary repair work is undertaken by the college annually. All major equipment like air-conditioners, refrigerators, coolers, Computers, Printers and Scanners are repaired as and when need arise. The Maintenance Committee physically examines these facilities and shortcomings are discussed in their meetings, suggestions are welcomed from the committee members. Tender is floated and vendors are asked to give detailed quotations with their terms and conditions. After that vendor's proposals are discussed in the meeting and

unanimous decisions are taken. The major maintenance budgets are allocated for building maintenance. The information given below indicates the expenditure incurred for major maintenance works carried out in the college.

**4. Give details on the physical infrastructure shared with other programmes of the institution or other institutions of the parent society or university.**

Particulars	Expenditure (Rs.) in 2015 – 2016	Expenditure (Rs.) in 2014 – 2015	Expenditure (Rs.) in 2013 – 2014
<b>Building</b>	70,32,316	1,26,75,897	---
<b>Laboratories</b>	1,79,412	97,477	2,99,516
<b>Furniture</b>	4,08,438	2,88,726	3,07,064
<b>Equipment</b>	10,70,866	2,31,848	9,22,480
<b>Computers</b>	7,45,448	3,24,619	5,70,000
<b>Transport Vehicle</b>	17,15,495	---	22,55,791

**4.4.2 What are the institutional mechanisms for maintenance and upkeep of the infrastructure, facilities and equipment of the college?**

The college has a Maintenance Committee which looks after the maintenance requirements and makes recommendations to college management.

The Chairman, administrator and the principal of the college reside within the campus. They are responsible for the maintenance of the college and take necessary care and precautions towards the maintenance of its infrastructure, facilities and equipment. All heads of the Department maintain a stock register for the available equipment, consumables and the Administrator make verifications of stock at the end of every year and the missing or damaged items are noted and steps taken for replacements and additions. Annual budgets are prepared by the executive body consisting of manager, administrator, principal and other co-opted members and submitted to the Governing body of the trust that approves the same. Budgetary allocations address all

maintenance and developmental need of the college. When items are purchased, the bills are verified by the Head of the Department and a teacher appointed by the Principal. Every year a special fund is allotted for immediate repair and servicing and it is done before the college begins.

**4.4.3 How and with what frequency does the institute take up calibration and other precision measures for the equipment/ instruments?**

Since our college does not have any science courses, therefore, there is no need for calibration of precision scientific instruments as such.

**4.4.4 What are the major steps taken for location, upkeep and maintenance of sensitive equipment (voltage fluctuations, constant supply of water etc.)?**

The college has three phase electric supply, voltage stabilizers, UPS and has full power back up with 125 KVA Gen-Set. The college has overhead tanks for storage of water for constant supply of water at all floors of the building with RO provisions. For constant supply of water, the college stores water in overhead tanks, and also have provision for underground water with RO system installed.

Any other relevant information regarding Infrastructure and Learning Resources which the college would like to include.... None, but we have MOU with our sister concern hospital named “Sewa hospital and Research Centre” which is a multi-specialty hospital and having 200 bed capacity with a special student ward exclusively for the students’ treatment purpose. The hospital runs 24 hours.

**CRITERION V: STUDENT SUPPORT AND PROGRESSION****5.1 Student Mentoring and Support**

**5.1.1 Does the institution publish its updated prospectus/handbook annually? If yes, what is the information provided to students through these documents and how does the institution ensure its commitment and accountability?**

Yes, the College publishes its prospectus annually which is provided to the students at the time of admission along with the admission form. The prospectus informs applicants of the history of the college, faculty profiles and the details of various courses offered by the various departments. It contains the following information:

- The vision and Mission of the college.
- History of the college.
- Best practices of the college.
- Various bodies and Committees.
- Courses offered
- Fee Structure
- Eligibility criteria and rules regarding attendance, Internal Assessment and semester examination, etc.
- Infrastructure facilities.
- Student support programmes/Activities.
- Information related to Rules of Discipline & Anti-Ragging.
- Placement Activities.
- List of Faculty
- Academic Calendar.
- The Library and its Facilities.
- Different Cells and associations
- The list of illustrious alumni

The college prospectus is given to students along with the application form at the time of admission and is also available on the college website ([www.bims.in](http://www.bims.in)).



**5.1.2 Specify the type, number and amount of institutional scholarships/free-ships given to the students during the last four years and whether the financial aid was available and disbursed on time?**

The college has a provision for scholarships/free-ships in all the courses (except B.Ed., where all admissions are through University Counseling, only). The Management provides scholarships on Merit basis in college level selection and on the basis of income of the family.

**Management Department**

**MBA**

Year	Type	Number	Amount
2015-16	Scholarship	35	Rs.1400000
2014-15	Scholarship	26	Rs.1040000
2013-14	Scholarship	26	Rs.1040000
2012-13	Scholarship	10	Rs.400000

**BBA**

Year	Type	Number	Amount
2015-16	Scholarship	25	Rs.250000
2014-15	Scholarship	13	Rs.130000
2013-14	Scholarship	03	Rs.30000

**B.Com. Department**

Year	Type	Number	Amount
2015-16	Scholarship	97	Rs.485000
2014-15	Scholarship	43	Rs.215000
2013-14	Scholarship	14	Rs.70000

**B.Ed Department**

No scholarship/free-ship

**5.1.3 What percentage of students receives financial assistance from state government, central government and other national agencies?**

**MBA Department**

Year	Type	Number	Percentage
2015-16	State Govt. Scholarship	186	68.63
2014-15	State Govt. Scholarship	219	81.41
2013-14	State Govt. Scholarship	244	81.87
2012-13	State Govt. Scholarship	159	88.33

**BBA Department (Course started in 2013-14)**

Year	Type	Number	Percentage
2015-16	State Govt. Scholarship	98	58.33
2014-15	State Govt. Scholarship	100	75.75
2013-14	State Govt. Scholarship	34	75.55

**B.Com Department (Course started in 2013-14)**

Year	Type	Number	Percentage
2015-16	State Govt. Scholarship	48	23.30
2014-15	State Govt. Scholarship	43	26.21
2013-14	State Govt. Scholarship	14	25.92

**B.Ed Department**

Year	Type	Number	Percentage
2015-16	State Govt. Scholarship	27	27
2014-15	State Govt. Scholarship	19	23.17
2013-14	State Govt. Scholarship	40	42.55
2012-13	State Govt. Scholarship	15	15.62

**5.1.4 What are the specific support services/facilities available for?****(a) Students from SC/ST, OBC and economically weaker sections**

- To make the college atmosphere an all-inclusive one, the college supports and extends various facilities to students coming from SC/ST, OBC and economically weaker sections.
- The college follows the reservation guidelines for the students of SC/ST/OBC as laid down by the Government of India/State Government at the time of admission.
- Scholarships (Central/State Government agencies) for the welfare of SC/ST and minority students are given. The college also gives scholarships and fee- concessions to them.
- Student-Aid is given to students from economically weaker sections.
- A separate committee is constituted at the time of admission to facilitate admission of students of SC/ST/OBC categories.
- The college has conducted free remedial coaching classes as well as Free Coaching Classes for students belonging to above categories.
- Institute provides documents for bank loan.
- The students of weaker section are allowed to pay fees in installment.

**(b) Students with physical disabilities**

- Ramp & Lift Facilities
- Special services at Reception on ground floor.

- They can contact for any facilities they need at reception and reception will further contact to concerned department and will provide the facility to the concerned students.

**(c) Overseas students**

- As of now we do not have any overseas students. Admissions of the foreign students are done as per the State government, AKTU & Lucknow University rules.

**(d) Students to participate in various competitions/national and international**

- Information is circulated among students about various paper presentations, seminars, project competitions, model makings etc. as well as notified on notice boards.
- There is a separate notice board at each department/floor.
- The college provides allowances and support facilities such as trainers, practice room, bus facility, refreshments, audio-visual facilities, etc. to its students participating in various competitions.
- Reimbursement of registration fees on case to case basis.
- Students are encouraged to participate in various colleges, inter-college, national and international competitions to develop self-confidence and a sense of achievement.
- Students participating in these activities are given extended time limit for the submission of assignments and project work for internal assessment.

**(e) Medical assistance to students: health center, health insurance etc.**

Following provisions are available to students in terms of Health Care:

- First aid box is available in the campus.
- The college has tie up with the 200-bed capacity, multi-specialty SEWA Hospital which is situated at walking distance from the college.
- The college management involves in house doctors, such as Dr. Neeraj Bora & Dr. Akash Bora.
- One stretcher is available for medical emergencies with basic necessary medicines.
- Regarding health insurance discussion is going on with insurance companies to provide these facilities.

**(f) Organizing coaching classes for competitive exams**

- The college conducts special classes to provide assistance to students from SC/ST/OBC categories to prepare for the various competitive exams such as UGC NET/JRF, Ph.D,

etc.

**(g) Skill development (spoken English, computer literacy etc.)**

- This a continuous process, the institute has allocated 5-6 hours in a week to make competence in English, computer, music, etc.
- Separate classes are scheduled for the PDP & Computer literacy.

**(h) Support for “slow learners”**

- Remedial classes are organized from 2:45pm to 4:00pm for the slow learners in all departments.
- Students are encouraged to approach faculty members and their seniors for any form of assistance.
- Teachers form small groups consisting of students of different learning abilities in order to facilitate peer learning.
- The HOD of all departments and the class coordinator closely watch the progress and support for slow learners.

**(i) Exposure of students to other institutions of higher learning/corporate/business houses etc.**

- Several students are helped through its placement cell to avail internships in different companies.
- The students of B.Ed department go every year to other college (Such as B.D. Convent School, B K T Inter College etc.) for teaching practice as part of their curriculum.

**(j) Publication of College Magazine**

Since the establishment of the college, every year the college publishes its magazine. Usually the college magazine covers following context:

**5.1.5 Describe the efforts made by the institution to facilitate entrepreneurial skills, among the students and the impact of the efforts.**

- The college has collaboration with MSME for spreading Entrepreneur development, the college faculty Dr. Neeraj Bora is the member of the MSME Board.
- Institute organizes management event which is helpful for entrepreneurial development. Such as Trade Carnival & Trade Fair in 2015.
- To provide e-skills the college also invites successful businessmen from the industry/corporate frequently to organize special classes.

- BBA, MBA, B.Com curriculum involves entrepreneurship development subject is included and through this subject all activities are done for the students' entrepreneurial development.

**5.1.6 Enumerate the policies and strategies of the institution which promote participation of students in extracurricular and co-curricular activities such as sports, games, quiz competitions, debate and discussions, cultural activities etc.**

- additional academic support, flexibility in examinations
- special dietary requirements, sports uniform and materials
- any other

**Institute has the following policies/strategies:--**

- Each department has special allocated hours in a week to make them involve in extracurricular activities.
- The Institute frequently organizes brain storming, quiz, GD, debates etc. related to academic and non-academic.
- As per UGC, AKTU & LU norms the students provided flexibility in their examinations.
- The college has qualified sports teacher to take their dietary requirements and make them participate.
- The college has a Basketball and a Badminton Court and provision for Athletic events.

**ACHIEVEMENTS**

**5.1.7 Enumerating on the support and guidance provided to the students in preparing for the competitive exams, give details on the number of students appeared and qualified in various competitive exams such UGC-CSIR- NET, UGC-NET, SLET, ATE / CAT / GRE/ TOEFL / GMAT / Central / State services, Defense, Civil Services, etc.**

The college provides support and guidance to its students for competitive exams.

S.No.	Name	Course	Batch	Competitive Exam
1	Sandeep Dwivedi	MBA	2010-12	Council of Science & Technology

2	Rupam	MBA	2014-16	CRPF
3	Sicha Singhal	MBA	2010-12	UGC- NET
4	Kriti Agarwal	MBA	2010-12	UGC-NET
5	Ghanshyam Bharti	MBA	2011-13	Indian Railway

All these students were supported and guided for their selection in CRPF, CDRI and other central and State services.

**5.1.8 What type of counseling services are made available to the students (academic, personal, career, psycho-social etc.**

- The institute has a well qualified psychologist Mr. C. V. Raju to counsel the students of all departments.
- In all department students mentors have been appointed who take the personal as well as academic issues, career issue is take care by T&P department.
- Related to academic concern class teacher, subject teacher and H.O.D take care in the counseling part.

**5.1.9 Does the institution have a structured mechanism for career guidance and placement of its students? If yes, detail on the services provided to help students identify job opportunities and prepare themselves for interview and the percentage of students selected during campus interviews by different employers.**

- The placement cell was started in the year 2009 and it has been successfully working ever since.
- The T&P cell provides the infra-structural facilities to conduct group discussions, test and interviews besides catering to other logistics.
- T&P conduct Mock Aptitude test, so that students can face the actual Aptitude test.
- T&P helps the students in resume building exercise for the students.
- Training is done on following topics by faculties who are members of the Cell.

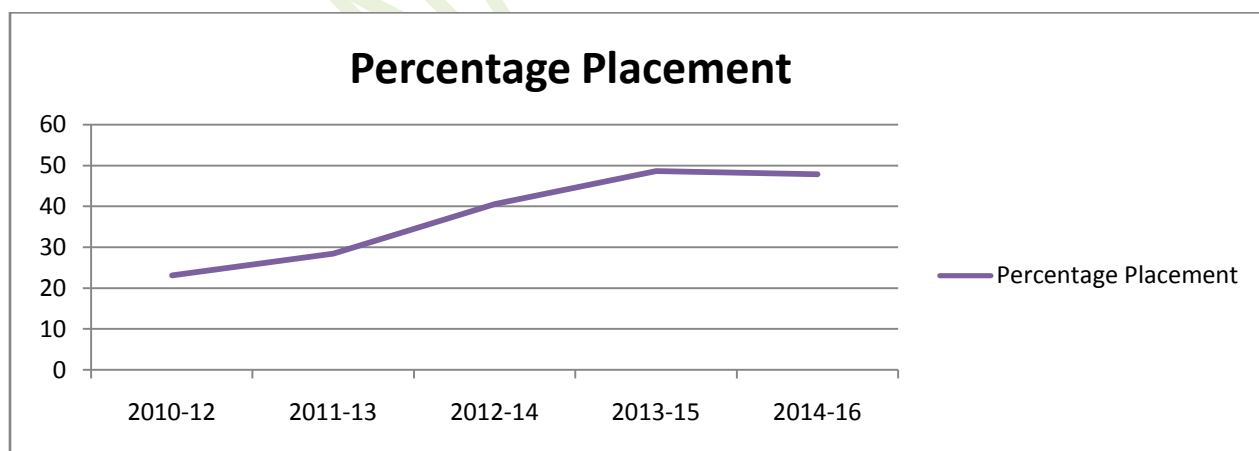
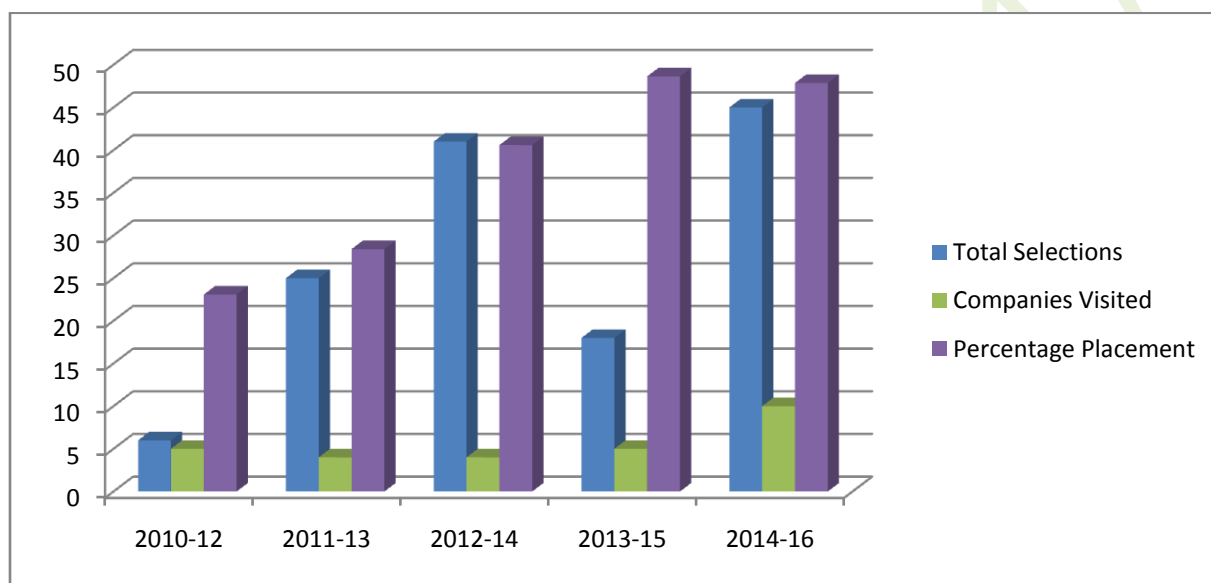
AREA	FACULTY MEMBER
Resume Making & Counseling Types of resume Tips for resume writing	Mr. Devesh Srivastava

Do's & Don'ts Cover Letter Q&A	
Introduction to Corporate World Corporate culture Business Ethics Business Politics Business Communication & Listening Skills Workplace Etiquette & Cultural adaptability	Mr. Venkamaraju Chakravaram
Interview Techniques and Preparation for Interviews Preparing for Interview Grooming Body Language Before & After Interview	Ms. Deepali Srivastava
Techniques and Tips and Tricks for cracking GD Mock Interviews Mock GD	Dr. Ravi Jaiswal
Corporate Etiquette (Session by Corporate Professionals) Transition from College to corporate Telephone Etiquette Email Etiquette	Mr. Devesh Srivastava
Personality Development Leadership skills Emotional Intelligence Team Building	Mr. Devesh Srivastava

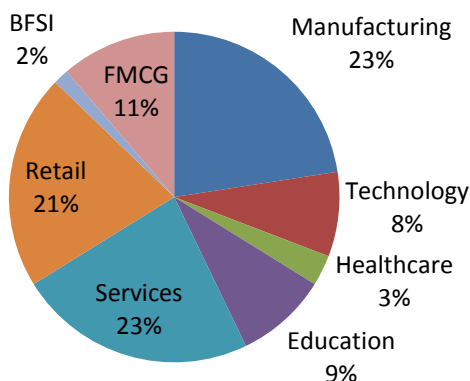


Placement Record MBA					
Batch	2010-12	2011-13	2012-14	2013-15	2014-16
Total Selections	6	25	41	18	45
Total Appeared	26	88	101	37	94
Companies Visited	5	4	4	5	10
Percentage Placement	23.07692	28.40909	40.59406	48.64865	47.87234

(b)Graph of the trend observed for the last five years



### Sector Wise Recruiter Breakup(2012-2016)



- Mostly the students of B.Ed, BBA & B.Com go for the Higher Studies.

#### 5.1.10 Does the institution have a student grievance redress cell? If yes, list (if any) the grievances reported and redressed during the last four years.

Yes, The College runs a Grievance and Redressed Cell which consists of five members namely the Principal, Head of department of different courses and student representatives.

- A complaint box is available in all departments.
- A provision receiving grievance from students and staff is also made on the college website ([www.bims.in](http://www.bims.in)).

Some of the grievances reported and redressed are as follows:

S.No.	Grievance	Redressal
1.	Anomaly in internal assessment	All anomalies are addressed as per AKTU & LU rules and regulations
2.	Grievance regarding the hygiene and quality of food in canteen	Taken into cognizance
3.	A.C. in classrooms	A.C. installed in classrooms
4.	Teaching style of faculty	Improved through proper counseling and training programme

**5.1.11 What are the institutional provisions for resolving issues pertaining to sexual harassment?****Women’s Grievance Cell**

- As per UGC Directives College has a women cell which deals with problems of gender issues, sexual harassment physical violence if any.
- Strict vigil and monitoring is maintained by the members to ensure there is no sexual harassment of students by the opposite gender. CCTV Camera is available in most of the areas of the college.

**5.1.12 Is there an anti-ragging committee? How many instances (if any) have been reported during the last four years and what action has been taken on these?**

- It has been the college tradition of zero tolerance towards any kind of ragging/harassment (ill treatment of the fresher’s).
- College has formed an anti-ragging Committee which consists college Registrar and faculty members of different department. There have been no cases reported on ragging.
- Anti-ragging slogans and boards have been placed in campus.

**5.1.13 Enumerate the welfare schemes made available to students by the institution.**

- Lunch during internal exams.
- Breakfast during External Exams.
- Free-ships case to case basis.
- Subsidized medical facility to students since college has tie up with SEWA hospital.
- Subsidized canteen facility to students in Brij Ki Rasoi.
- Free bus facility during exams from college to exam centers.

**5.1.14 Does the institution have a registered Alumni Association? If yes, what are its activities and major contributions for institutional academic and infrastructure development?**

- The Alumni Association was register in year 2012.
- Once in a year the alumni gather to organize different events.
- They have their own funds.
- Alumni supports to our T&P department in maintaining Industrial and corporate relations.

S.No.	Designation	Name
1	President	Mahesh Kanaujia
2	Vice President	Sudhir Verma
3	Secretary	Vishwanath
4	Treasure	Lalji Yadav
5	Legal Advisor	Jitendra

#### Alumni Event Detail

S.No.	Event Organized
1	Dance Party
2	Lecture Competition
3	Annual General Meeting and Debate
4	Fete was organised
5	Awareness Programme
6	General Meeting (Annual)

#### Particular of Alumni General Meeting

S.No.	Year	Total of Participant
1	2012	40
2	2013	60
3	2014	54

## 5.2 Student Progression

5.2.1 Provide the percentage of students progressing to higher education or employment (for the last four batches) highlight the trends observed.

#### B.Ed Department

Year	For Masters	Competition Preparation	Jobs	Entrepreneurs
20%	20%	20%	50%	2%
2013-14	20%	20%	50%	2%
2012-13	20%	20%	50%	2%
2011-12	20%	20%	50%	2%

**BBA Department (First Batch in 2015-16)**

Student Progression	Percentage
For Masters/Higher studies	100%

**B.Com Department (First Batch in 2015-16)**

Student Progression	Percentage
For Masters/Higher studies	100%

**MBA Department**

Year	For Masters	Competition Preparation	Jobs	Entrepreneurs
2015-16	2%	4%	44%	50%
2014-15	1%	3%	48%	48%
2013-14	1%	2%	57%	40%
2012-13	1%	2%	62%	35%

**5.2.2 Provide details of the programme wise pass percentage and completion rate for the last four years (course wise/batch wise as stipulated by the University)? Furnish programme-wise details in comparison with that of the previous performance of the same institution and that of the colleges of the affiliating university within the city /district.**

For Inter college comparison, the institute has applied for the information from the concerned universities and waiting for the response.

**B.Ed Department**

Year	Year	Total No. of Students	No. of Student Passed	Percentage	Completion Rate
2014-15	I	82	81	99	99
2013-14	I	94	93	99	99
2012-13	I	96	95	99	99
2011-12	I	98	97	99	99

**MBA Department**

Year	Year	Total No. of Students	No. of Student Passed	Percentage	Completion Rate
2015-16	I	174	75	43.10	
	II	97	28	28.86	15.55
2014-15	I	180	97	53.88	
	II	89	37	41.57	22.15
2013-14	I	167	89	53.29	
	II	131	101	77.09	56.11
2012-13	I	180	131	72.77	

**BBA Department**

Year	Year	Total No. of Students	No. of Student Passed	Percentage	Completion Rate
2015-16	I	98	70	71.42	
	II	58	58	100	
	III	12	12	100	26.66
2014-15	I	120	58	48.33	
	II	12	12	100	
2013-14	I	45	12	26.66	

**B.Com Department**

Year	Year	Total No. of Students	No. of Student Passed	Percentage	Completion Rate
2015-16	I	76	52	68.42	
	II	85	81	95.29	
	III	45	33	73.33	61.11
2014-15	I	116	85	73.27	
	II	54	48	88.88	
2013-14	I	54	54	100	

### 5.2.3 How does the institution facilitate student progression to higher level of education and/ or towards employment?

- Student Mentor for Personal career related
- T&P department for Career issues
- Organizing guest lecturers twice in a year with intellectuals to address on this issue.
- Students are encouraged to pursue higher education in their field of interest in National and International universities. The faculty members write Letters of Recommendation to facilitate the same.

### 5.2.4 Enumerate the special support provided to students who are at risk of failure and drop out?

- Extra support in terms of teaching, counseling, preparing assignment etc., is provided to these students.
- Organizing weekly test
- Close mentoring
- Providing extra classes
- Providing notes in soft as well as Hard copy to all students in all departments.

## 5.3 Student Participation and Activities

### 5.3.1 List the range of sports, games, cultural and other extra-curricular activities available to students. Provide details of participation and programme calendar.

The college has a range of games and extra-curricular activities which contributes to overall development of students.

S.No.	Sports, Cultural etc.	Year	Participation
1	Udaan	2015	All departments
2	Trade carnival- Anugoonj	2015	All departments
3	Azaadi 70	2016	All departments
4	Fancy dress Competition	2016	All departments

**5.3.2 Furnish the details of major student achievements in co-curricular, extra-curricular and cultural activities at different levels. University/State/ Zonal/National/International etc. for the previous four years.**

S.No.	Activity	Venue	Year	Participants
1	MIME Act	Ramswaroop College	2016	Poornima Mishra Nitesh Shukla Charu Singh Pratibha Shivakant Tiwari
2	Singing	Ramswaroop College	2016	Dharmendra Shashi Gautam Charu Singh
3	Dana Pani	Lal Bahadur Shashtri Institute of Management & Development Studies	2016	Poornima Mishra Snehil
4	Ad-Mad Act	Lal Bahadur Shashtri College	2016	Saurabh Pratibha Luvpreet
5	Antakshari	Rameshwaram College	2016	Poornima Mishra Akansha Pathak Saurav Ramesh
6	AD-Mad	ICCMRT, Lucknow	2016	Kirti Verma Kajal Patel Haushila Mausmi Devi
7	Antakshari	ICCMRT, Lucknow	2016	Anjali Swarlata Rubi Gautam



8	Treasure Hunt	ICCMRT, Lucknow	2016	Akansha Pathak Saurabh
9	Quiz	ICCMRT, Lucknow	2016	Nisha Arti Punetha
10	Singing	ICCMRT, Lucknow	2016	Nisha Manorama
11	Quiz	Rameshwaram College	2015	Arti Punetha Harshita
12	Web-Designing and Presentation	Rameshwaram College	2015	Sanchit Katiyar
13	Debate Competition	Ramswaroop University	2014	Saurabh Pandey Abhishek Mittal

**5.3.3 How does the college seek and use data and feedback from its graduates and employees, to improve the performance and quality of the institutional provisions?**

- Regular feedback from passing out students
- Through Parent-Teacher and Parent-Principal/Director meeting.
- Alumni proved to be a rich source of feedback providers.
- The institution also takes feedbacks from Employees.
- All organizations that come for campus placements give their feedback regarding their expectations and experiences. This is analyzed and used for future activities.
- Through social networking sites the college is in constant touch with its alumni and receives feedback from it.

**5.3.4 How does the college involve and encourage students to publish material like catalogues, wall magazines, college magazine, and other material? List the publications/materials brought out by the students during the previous four academic sessions.**

- Yes, the college invites research articles, poetry, drawings, paintings, fun articles for the college magazine.
- The students also get cash prize on the publication of their articles or drawing in college magazine.

**5.3.5 Does the college have a Student Council or any similar body? Give details on its selection, constitution, activities and funding.**

- Yes, the college has a student council/ similar body in each department.
- In every class two class representatives are chosen from voting of their classmates.
- They come under their respective class coordinator & HOD of the department.
- Till now there is no funding for the student council.

**5.3.6 Give details of various academic and administrative bodies that have student representatives on them.**

- Anti-Ragging Committee
- Women's Grievance Cell
- Grievance Redressal Cell
- Awards Committee
- Students' Advisory Committee
- IQAC
- Library Committee
- Discipline Committee
- Editorial Board of literary club

**5.3.7 How does the Institution network and collaborate with the Alumni and former faculty of the Institution?**

- Former faculty members are invited for special guest lecturer and as judge for college events.
- The college also maintains regular contact with its alumni and former faculty members through various email groups and social networking sites such as Face book, WhatsApp etc.
- Former faculty & alumni are invited on various important functions
- Some members are also inducted on the college Management Board.

**CRITERION VI: GOVERNANCE, LEADERSHIP AND MANAGEMENT****6.1 Institutional Vision and Leadership**

(Already dealt with under 1.1)

**GOVERNANCE, LEADERSHIP AND MANAGEMENT**

**Vision Statement:-** Bora Institute of Management Sciences (BIMS), Excellence in the field of education through leadership, strong business partnership, focusing on technology and innovation, promoting entrepreneurial programs and bringing a global perspective to all its activities in a phased manner.

**Mission:-** Creating an innovative and intellectual environment in the campus with a focus on practice oriented learning driven by our strong corporate interface in a technology-rich, national marketplace.

**6.1.2 What is the role of the top management, Principal and faculty in design and implementation of its quality policy and plans?**

The quality policy of our college is as follows:-

- Our College focuses more on class activities for giving practical assistance to the students related to the subjects.
- Management invite guest faculties from various industries and Professor's from Lucknow University to give advance practical knowledge.
- Frequent Industrial visit of the management student.
- Management are using advance equipment to provide teaching-learning aid to the students like Class rooms have Smart Board, projector etc.
- Management is providing a duty leave for a week to attend FDP's organized by university or other colleges.
- Faculties are selected by following the proper recruitment process like giving adv. in the newspaper, interview by the selection panel, giving appointment letter etc.
- Management is providing a study leave to the faculties pursuing Ph.D. from other universities or college.
- Planning in financial matters relating to construction and renovation of
- infrastructure; increase in components of fee (for ex. renovation of Multi-Purpose Hall/Auditorium, renovation and shifting of staff room

to its present location).

- Approving introduction of new courses which are then forwarded to relevant authorities for further action (for ex. GB approved introduction of **B.El.Ed.** from the session 2017-18).
- Incorporating feedback which members receive, during their interaction with stakeholders, in order to improve academic and extra-curricular activities.
- The college has formed an IQAC to monitor quality issues and suggest ways and means of improving the quality and standard of academic activities.

The College is managed by the Krishna Educational Society. The Management had its pre-defined policies and plan and there is a situational change in them. The college is administered by a management network that involves the Principal of the College, representatives from the faculty and non-teaching staff, as well as a Governing Body formed under the Statutes, Rules and Ordinances of the University, to oversee and streamline decision-making. The Principal is the Secretary of the Governing Body. The Staff Council is a body of faculty members that contribute in the academic supervision of the College with policy recommendations, in accordance with the University rules and guidelines. The Principal is the ex-officio Chairperson of the Staff Council. Academic policies originate at the Staff Council level and are routed through the Principal. Most other matters are addressed by the Principal, with the continuous advice of faculty members in the form of various issue and subject based sub-committees that are formed within the Staff Council. For matters related to academic policies, the Governing Body supports the recommendations made by these committees, routed through the Principal, in the form of sanctioning funds and working for infrastructural strengthening, wherever required. The Governing Body considers and approves the decisions and monitors and regulates funding for all sorts of planning and policy-making in the College. The college lays emphasis on collaborative governance, and all decisions are taken as per the rules and regulations laid down by LU/UGC.

The GB consists of academicians, journalists, advocates and social workers. They work to improve the academic environment and infrastructure of the college.

It comprises of:

**BORA INSTITUTE OF MANAGEMENT SCIENCES**

**Sitapur Road, Lucknow**

**Governing Body**

Sl. No.	Name	Address	Designation	Occupation
1.	Mr. Akash Bora	B-45, J, Park Mahanagar Extension, Lucknow	Chairman	Professional
2.	Mr. Pankaj Bora	B-45, J, Park Mahanagar Extension, Lucknow	Secretary	Social Service
3.	Dr. Anurag Srivastava	6, BajrangVihar, Kursi Road, Lucknow-226026	Member	Professional
4.	Dr. Jaya Singh	F-201, HalwasiyaUtsav Enclave, Opp. HAL, Indira Nagar, Lucknow	Member	Professional
5.	Mr.Chetan Prakash Mishra	1/344, Jankipuram Extension, Lucknow	Member	Professional

*6.1.3 What is the involvement of the leadership in ensuring:*

- The policy statements and action plans for fulfillment of the stated mission
- Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan
- interaction with stakeholders
- Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders
- Reinforcing the culture of excellence
- Champion organizational change.

**1. The policy statements and action plans for fulfillment of the stated mission**

The policy statement and action plans are guided to achieve the motto of the college **"To serve the society and to uplift quality levels in the higher education"**. To accomplish decentralized and efficient policymaking, the following teams and committees are actively engaged in the process of decision making: The Staff Council meets periodically, especially at the beginning of the session to discuss every academic matter and decide the plan of action, along with the time

frame for execution. The recommendations of the committees are executed through the Principal. The relevant Staff Council committees, which are involved in this work are: Academic Affairs and Research Committee Timetable Committee Scholarship, Fee Concession Committee Maintenance and Development Committee Library Committee Hostel Committee Sports Committee. These committees are constituted via a well laid down procedure well before the beginning of the academic session each year. At the end of the academic session, each committee presents its report. The recommendations of these groups are then forwarded to the Governing Body by the Principal, especially when matters of funding are being addressed. Apart from these, there are other committees which are not a part of the Staff Council but are also instrumental in implementation of policies.

## **2 Formulation of Action Plans for all Operations and their Incorporation into the Institution’s Strategic Plan**

Action plans are developed, implemented and monitored by the concerned committees/cells/societies constituted by the Staff Council.

**Development of Institutional Strategic Plan:** Major recommendations made by the various committees/cells/societies are discussed at the level of the Staff Council and forwarded to the Governing Body for approval and support and suitable inclusion in the strategic plans of the college.

Strategic Plans relating to Academic Matters: **Development Committee** discusses all matters relating to academic planning and reforms and its recommendations are adopted as part of the strategic plan with the approval of the Staff Council. For example, a Curriculum Advisory Council has been formed for this purpose.

Annual Reviews by IQAC: In terms of the quality policy of the college, IQAC will make an annual review of the policies and procedures of the college and provide inputs for inclusion in the strategic plans of the college.

## **3. Interaction with Stakeholders**

Interactions with different stakeholders are facilitated with the help of a variety of institutional processes, which include the following:

**a. Interaction with students:** The College has adopted the **student charter** and uses the following mechanisms for constant communication and interaction with the students. These are

over and above the direct interactions which the students constantly have with their class coordinators.

**Open Door Policy of the Principal:** The Principal follows an open-door policy and is always accessible to all the students.

**b. Interaction through Committees:** The college committees looking after academic, administrative and complaints/grievance redressal functions interact with the students directly. **Student Welfare Committee** of the college assists the students in getting scholarships and fee concessions.

**Interaction through Societies:** Students also interact with the teachers and among themselves by being office-bearers of college societies and participating in their activities.

**Through Feedback Surveys:** Students have the opportunity to evaluate courses, teaching-learning, and events through these surveys.

**Interaction through the college website:** ([www.bims.in](http://www.bims.in), [www.bims.org.in](http://www.bims.org.in)) It includes a separate section for alerting them about the rules and notifications, which they must be aware of in time. They can also send their views and suggestions.

**Complaint & Suggestion Boxes and Notice Boards:** These have also been installed by various committees for receiving feedback and to keep the students informed in time.

The pursuit of excellence in our college is a day-to-day exercise.

**Interaction with the University:** As a constituent college of the University of Lucknow, the college keeps interacting with the university at various levels, including the following:

Through the Governing Body: **The University is represented on the GB of the college**

**Through the Meetings Convened by the University:** The Principal and faculty members interact with the university administration and the departments through the meetings of the bodies in which they are represented or through the meetings or conferences organized to discuss specific issues.

**Through the Process of Inspections:** Discussions are also held with the university inspection teams, which visit the college.

**Organization of Events:** The College also has events based on advice received from the university.

**Focus on Professional Development:** The College takes steps to help staff members in their professional development and to redress grievances, if any.

**Grievance Redressal Mechanism:** Problems brought to the attention of the management are attended to and resolved.

**c. Interaction with the Alumni:** In order to take advantage of the feedback from the alumni, concrete steps have been initiated. An alumni committee is also formed to have a regular meet with the Alumni.

**d. Interaction with the Local Community:**

**Invitation for Annual Day:** Leaders from the local community are invited to attend the Annual Day function of the college.

**Community Outreach Programs:** The College regularly undertakes cleanliness and public health/consumer awareness programs in its surrounding area as part of its community service projects.

**4. Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders**

**5. Reinforcing the culture of excellence**

Based on the result we are encouraging the faculties duty leave, 6 Day duty leave per year for participation of FDP's, Workshop, Seminar, Conferences. In special case duty leave of longer duration may be sanctioned. Faculties are rewarded with a cash price of Rs.10,000/- per faculty for attending four month FDP Program at IIM Ahmedabad.

For students on the basis of attendance, result and Quiz prizes are being given.

Activities like 'Akal ki baat' is being organized during lunch break for upgrading the knowledge and mental aptitude of the student.



Innovative ideas are invited from students as well as faculty and other staff.

During Periodical meetings, we discuss on co-curricular activities for the betterment of students.

#### 6. Champion organizational change.

- Highly qualified young and dynamic graduates are the members of the top management for strategic planning.
- Class rooms are totally converted into Smart Class by placing Smart Board and A.C facility in each class.
- Percentage of activities increased in teaching
- Advanced methodologies like Jigsaw teaching methodology, Case Studies, brain storming, group discussion are frequently taking place.

##### *6.1.4 What are the procedures adopted by the institution to monitor and evaluate policies and plans of the institution for effective implementation and improvement from time to time?*

- The College has recently constituted the IQAC to monitor the internal quality of procedures, activities and their implementations.
- The college has a very active and vibrant Staff Council to ensure effective implementation of the plans and policies and improve thereupon from time to time, within the broader framework of University Rules.
- Periodic monitoring is adopted by the college to evaluate policies and plans.
- At the academic level, the procedures adopted comprise semester-wise planning regarding course coverage, evaluation of students ‘performance, individual attention to weak students.
- At the financial level, fund requirements for computer labs, equipment and furniture are received periodically. All major purchases are deliberated upon and finalized in the **Purchase Committee**. All major financial approvals are sought from the Governing Body.

To monitor and evaluate the effective implementation of the policies, projects and programs, the key mechanisms used are as follows:

**LU Inspections:** LU teams regularly inspect the facilities and evaluate the performance. Their recommendations help monitor the level of compliance and initiate improvements.

**Internal Assessment:** The formative assessment of students through seasonal exams, project and classroom observations helps evaluate the progress being made by the students and provide timely remedial classes etc.

**Results Analysis:** Each department carries out detailed analysis of results, which help class coordinators in identifying the courses or papers in which the students are not doing well and take corrective actions.

**Reports of Committees in Staff Council:** All the committees present reports of activities with suggestions for future incumbents in the Staff Council.

**Feedback from students:** The student feedback survey on courses as well as teaching learning processes provide pointed insights into the areas where quality improvements are necessary.

**Magazine Publication:** A magazine is being annually distributed during the annual 'Anugoonj' festival of the BIMS. This magazine helps in identifying the progress status of our college.

**Event Feedback:** Student feedback and organizer feedback after the conclusion of each event also provides inputs for improving the quality of future events.

#### **6.1.5 Give details of the academic leadership provided to the faculty by the top management**

Our top management is providing vision and a roadmap for our pursuit of academic excellence academic freedom to organize workshops and seminars like:-

- The top management had appointed HOD's of all the three departments. He is the whole sole responsible person for his department regarding class attendance, timely completion of the course, performance of activities, result evaluation etc.
- Class Coordinators are appointed for every class of all the three departments, to be responsible for their classes.
- Examination controller is being selected among the faculties for conducting the sessional exam of BBA & B.Com. His/her responsibility is to timely conduct the exam, assign the duties to the faculties as invigilator, timely compilation of the result.

- Faculties are free to organize no. of activities by deciding on their own for the welfare and uplifting the knowledge of the students.
- On various occasions the management interacts with staff and students for providing guidance for the academic growth of the college.
- Faculties are placed in different committees formed by the college management.
- **Student Advisory System (Mentoring):** This is a system under which about 20 to 25 students are attached with each Coordinators of the college so that the students get the required psycho-social support in time and are able to focus on their studies.
- **Participation in the Planning Activities of Committees/Cells/Societies:** The Principal interacts with the Committees/Cells/Societies particularly at the time of their action plan preparation so as to ensure their academic purpose and quality and discuss the support, if any, required from the administration or management.
- In each department of our college various Faculty Development Programs and Faculty Orientation Programs organized by us.

#### 6.1.6 How does the college groom leadership at various levels?

The college grooms leadership by appointing the faculty members to various leadership positions available within the college, supporting their professional activities, organizing programs aimed at nurturing their leadership qualities.

The college also offers students a variety of leadership opportunities and trains them through different mechanisms and programs.

There are a number of administrative positions within the college, which offer considerable degree of autonomy for creative thinking and innovative decision making. The leadership opportunities available for the faculty members include the following:

**Committee Conveners:** The college administration is run with the help of committees, which are empowered to take decisions within the overall governance framework. These committees can have three to five members on an average. Conveners of committees rely on their leadership skills to make members work as a team and deliver the desired decisions and results. Conveners

also have the responsibility to interact with the college management for facilitating the proper organization of its programs.

- Management had appointed Additional director along with the director so that in the absence of director/ Additional Director work can't get affected. Additional Director will also understand the roles and responsibilities of the director.

**Head of the Department:** Faculty members in each department are appointed as HOD. HOD is assisted by Class Coordinator. During their tenures, HOD is expected to chair the meetings of the respective faculty councils. They also have the responsibility to prepare the departmental roadmap indicating the actions proposed for achieving excellence in teaching through the adoption of innovative best practices.

**Class Coordinator:** - means a faculty responsible for one class. For ex:- Mrs.Priya Butoliya is wholly responsible for BBA 2016 Batch and she is assisted by two class representatives. The two class representatives are among the students of that class. They are on rotation basis. This develops the feeling of responsibility and develops leadership qualities among the students also.

**Independent Functionaries and Activity Coordinators:** Faculty members with proven leadership qualities are hand-picked by the college management to lead specific activities. These are very challenging assignments with considerable demands on personal time and official interactions outside of the college. **These include positions like the NCC Officer, Coordinators of NSS, college website, etc.**

**Representative in Various Committees:-** The faculties of different departments are the part of committees formed by the top management like Student Welfare Committee, Cultural Committee, Academic Activity Committee, Library Committee etc.

**Internships:** Students are sent for internship training with professional organizations not only for exposing them to the competitive world but also encourages them to learn from their experiences and develop their leadership qualities.

**6.1.7 How does the college delegate authority and provide operational autonomy to the departments/units of the institution and work towards a decentralized governance system?**

The Director/Principal is authorized to plan and execute academics related activities. Heads of Department are given freedom in planning and executing activities related to their streams and departments respectively. Class Coordinator is responsible for student matters, and help in conducting college activities. They also organize programmes to keep the campus active and lively. The top management has authorized to organize the activities on weekends and give the prizes to the winner.

The top management provides financial incentives and prizes to students. Sectioning limit of financial slab is as follows:

Director/Principal-1500/- per month

HOD – Rs. 500/-month

Chairman Sir – Above Rs. 1500/-

There is a fairly decentralized governance system in place in the college as evident in its democratic functioning through various departmental committees. HOD's of the departments perform a coordinating function for the various activities of their departments. On the basis of their Departmental seniority, respective HOD's are appointed. During the departmental meetings and even otherwise, the teacher members are free to express their viewpoints vis-à-vis adopting innovative teaching practices.

The Director/Principal functions primarily as a custodian of the rules, regulations, directives and guidelines of the university, and facilitator of the implementation of the decisions of the Governing Body as well as the Staff Council and the Committees formed there under. The decisions of the Director/Principal and the Governing Body rely significantly on the recommendations received from the concerned committees. All the committee conveners, HOD's, coordinators enjoy full autonomy within the overall framework of rules, regulations and guidelines of the University of Lucknow, UGC, and Governing Body. Non-teaching staff and students are also represented in some committees.

**6.1.8 Does the college promote a culture of participative management? If “yes”, indicate the levels of participative management.**

The culture of participative management has to necessarily start from the top and permeate to the bottom of the organization. All issues pertaining to selection of the faculty members, students

‘performance, financial matters, infrastructural proposals and compliance with the university and UGC requirements are brought in, deliberated upon and decisions taken.

**The next very important level of college functioning is the Staff Council, wherein all important academic matters are discussed and decisions taken as per norms of the university.** The Staff Council constitutes various committees, as per the university statutes, each of which has a duly elected convener. Thus, all important decisions pertaining to different facets of college functioning are taken in the committees alone.

The college does promote a culture of participative management. While there is full participation of the faculty members in management through the Governing Body, Staff Council and the committees constituted under it, students are members of important committees such as Admission, Anti-ragging, Prevention of Sexual Harassment and hold executive positions in each society. Students are encouraged to participate by offering their suggestions through the suggestion box system.

## **6.2 Strategy Development and Deployment**

### **6.2.1 Does the institution have a formally stated quality policy? How is it developed, driven, deployed and reviewed?**

#### **Quality Policy**

The quality policy of our college is as follows:-

- Our College focuses more on class activities for giving practical assistance to the students related to the subjects.
- Management invites guest faculties from various industries and Professor’s from Lucknow University to give advance practical knowledge.
- Frequent Industrial visit of the management student.
- Management are using advance equipment to provide teaching-learning aid to the students like Class rooms have Smart Board, projector etc.
- Management is providing a duty leave for a week to attend FDP’s organized by university or other colleges.
- Faculties are selected by following the proper recruitment process like giving adv. in the newspaper, interview by the selection panel, giving appointment letter etc.

- Management is providing a study leave to the faculties pursuing Ph.D. from other universities or college.
- Planning in financial matters relating to construction and renovation of infrastructure; increase in components of fee (for ex. renovation of Multi-Purpose Hall/Auditorium, renovation and shifting of staff room to its present location).
- Approving introduction of new courses which are then forwarded to relevant authorities for further action (for ex. GB approved introduction of **B.El.Ed** from the session 2017-18).
- Incorporating feedback which members receive, during their interaction with stakeholders, in order to improve academic and extra-curricular activities.
- The college has formed an IQAC to monitor quality issues and suggest ways and means of improving the quality and standard of academic activities.

#### **How it is developed**

It is developed by the views of stakeholders considering vision and mission of the institute.

The Institution's commitment to quality policy is reflected in the working of the following committees:

Admissions Committee ensures that all Lucknow University norms are complied with and full transparency is ensured in the admission process.

Academic Development Committee looks into the workload of the various departments to ensure equitable distribution of workload as per university norms, completion of courses and analysis of results.

Purchase and Maintenance Committee ensures fair process of selecting vendors by inviting quotations.

The college believes in quality in all academic and administrative aspects. Despite some infrastructural constraints, the teaching and non-teaching staff is conscious of its responsibility towards the most important stakeholders, i.e. the students. As quality is an evolving construct, conscious efforts towards the incremental improvements in teaching and administrative services are like a work-in-process at the college. The college website remains updated and it keeps the students, faculty and other stakeholders posted on all important notices, circulars and attendance matters.

**Driven, deployed and reviewed?**

The suggestions given by the stakeholders are considered as a matter of policy change and then renewed policy is implemented for the better outcome of the result. These policy changes are reviewed in the GB meeting with the help of the resultant outcome of weekly, monthly meetings held at different departments.

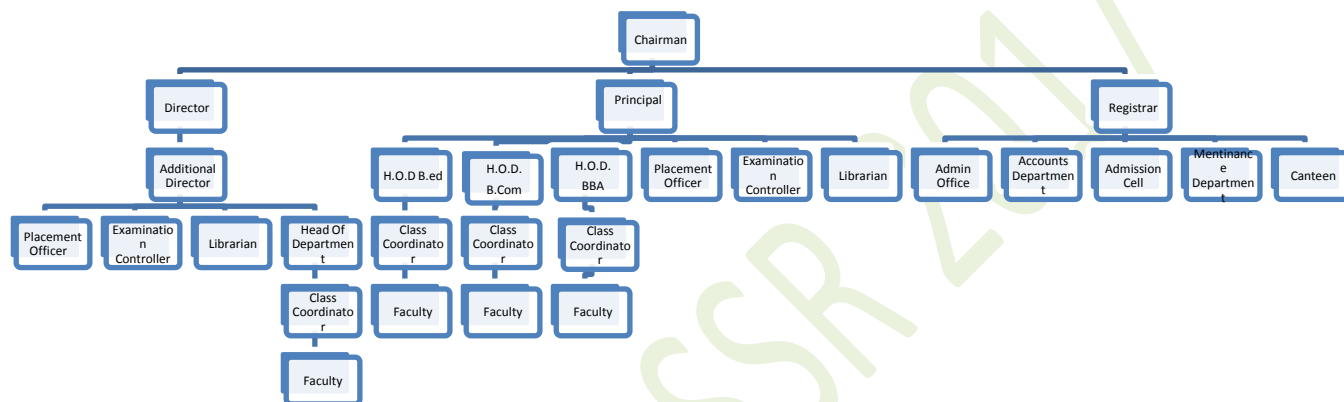
**6.2.2 Does the institution have a perspective plan for development? If so, give the aspects considered for inclusion in the plan.**

The college does have a perspective plan for development, as depicted through building construction and renovation.

- MBA is the first course started by the College in the year 2009 with an approval of 60 seats by AKTU and now these seats increased to 180 in 2014.
- MBA started in 2009 and intake increased by 60 to 180 in 2014
- Started B.Ed course in 2010.
- Started B.Com in 2013.
- Started BBA in 2013.
- For fulfilling the eligibility criteria to apply for MBA, BCA, NBA (National Board of Accreditation) and LLB we are proposing for the NAAC accreditation.
- Linkage with industry
- Inviting eminent personality from industry.
- Tie –ups from different industries for grooming and placement of the students.



### 2.3 Describe the internal organizational structure and decision making processes.



#### Decision making process

The GB plays a regulative and advisory role in the functioning of the college. It assists the Principal in executing all administrative activities. Meetings of the GB are held to take strategic decisions for the infrastructural and academic development of the institution. The Principal, being the Chief Executive and Administrator, takes decisions pertaining to the day to day working of the college. The Staff Council, under his Chairmanship, forms various committees to assist him. However, these committees are independent with respect to their functioning and decision making. The decisions taken by the committees are forwarded to the Principal who implements these recommendations after taking due approval from the GB.

Apart from the above the Principal co-ordinates with the IQAC to identify the problems and explore various alternatives, choosing the best course of action.

**6.2.4 Give a broad description of the quality improvement strategies of the institution for each of the following:**

**Teaching & Learning**

For teaching and learning, the quality improvement strategies of the college have primarily relied upon establishment of ICT methods of teaching. This augments the traditional lecture method. One definite benefit of the ICT method has been the generation of greater interest among the students in the classrooms, leading to more interactive teaching and overall improvement in efficiency. Teaching with the help of Smart Boards in the Classroom had also made the teaching more attractive.

- More activity based teaching, case study, brain storming activity.
- Seminars are being organized.
- College organizes industrial visit and internship trainings to the students.
- Professors from Lucknow University and top industrial heads are invited for Guest lectures.
- Trade fair is also organized by the college to deliver the practical knowledge of different streams like (Finance, Marketing, HR etc.) to the students.

**For improvement in academic performance results are analyzed by the department-** Paper-wise identify the areas that need additional emphasis. To improve students’ results remedial classes are undertaken. Notes are being provided in easy and understandable language.

Efforts are made to provide real-life learning experiences to students by organizing field trips, industry visits. Experiences of these kinds encourage students to do ‘out of the box’ thinking and sensitize them to ground realities of life.

**Research & Development**

Research projects are undertaken by the students and the faculty members from time to time. Students are encouraged to learn research tools and methodology through class assignments, project works

To motivate the faculty in research and development, their participation is encouraged in attending conferences, seminars workshops and FDP’s. The necessary financial support is extended by the college. College is also providing a facility of duty leaves to the faculties.

**Community engagement**

The college frequently invites the local MLA, Councilors, and Senior Police Officials to identify areas in which the students and faculty can participate and initiate various social welfare programs. Blood donation camps are organized by the college in collaboration with SEWA hospital for the welfare of the society.

**Human resource management**

The priority areas in the college regarding HRM is attracting the bright young talent as faculty members and retaining them for the long period by building their commitment and motivation by taking the following initiatives:

The college faculty takes the main role of organizing administrative as well as cultural activities by involving the students in a comprehensive manner. First, they get the required training and then pass on the knowledge to the students.

Training and skill upgrade activities are hosted through conferences, seminars and workshops.

A transparent working environment ensures equal participation and sense of equity among all stakeholders.

Students are involved in day-to-day administration of the college and given on-the-job training in various aspects and paid suitable stipends. Students are actively involved in organizing most of the events of the college such as seminars, career counseling fairs, placement drives, health check-up camps, blood donation camps, disaster management training and so on.

**Industry interaction**

Industry interaction takes place through the college placement cell and career guidance programs. Experts from industry/academic institutes are periodically called to deliver special lectures and hold workshops so that students have up-to-date knowledge about careers and market conditions. Companies offer jobs and internships to students. College arranges the industrial visit for the students in Companies like Coca- Cola, Parag, TATA etc.

**6.2.5 How does the head of the institution ensure that adequate information (from feedback and personal contacts, etc.) is available for the top management and the stakeholders to review the activities of the institution?**

The Director/ Principal of the college is always in constant touch with the Governing Body through Verbal and Written Communication during regular meetings.

- Departmental wise daily, Weekly & monthly reports submitted by the HOD's to the Director/ Principal and in a concise form submitted to the top management by the Director/Principal.
- Feedback of the faculties is being given by the Director/ Principal to the top management.
- Feedback of the students is being taken by the Class Coordinator and submitted to the Director/ Principal and then communicated to the top management.
- Management has created what's App Group including members of the top management including stakeholders to deliver necessary and the required information.
- Timely meetings are organized by the top management with the stakeholders to deliver the necessary information and for taking valuable suggestions.
- The Annual Magazine of the college is an effective way of recording and disseminating information regarding the achievements and activities of the college during the academic session.
- College Notice Board is a prominent way of public address system for making all urgent and important announcements.
- Students 'time-table, attendance records, internal assessment, and other significant information from time to time is uploaded on the college website promptly.

**6.2.6. How does the management encourage and support involvement of the staff in improving the effectiveness and efficiency of the institutional processes?**

- The culture of our college is democratic in nature.
- Constructive suggestions are always invited for futuristic development. Good suggestions are rewarded and implemented.
- Faculties act as a member of few committees formed by the top management.
- The Governing Body of the college is receptive to the innovative ideas of the staff members in improving the effectiveness and efficiency of the institutional processes communicated to them by the staff representatives.

- The management also gives academic and administrative autonomy to the staff for improving the efficiency at the institutional level such as: The academic calendar of events and activities is made at the beginning of the academic session to ensure its smooth functioning.
- Departments and faculty members are encouraged to organize talks/seminars/workshops, etc. They have all functional freedom and full support from the administration.

**6.2.7 Enumerate the resolutions made by the Management Council in the last year and the status of implementation of such resolutions.**

The following major decisions were taken by the Governing Body of the college during the last year:

1. To renovate and expand the college building to accommodate expanding requirements arising from new courses. – Construction and Expansion Completed.
2. To apply for the B.El.Ed- Approval received from Lucknow University
3. To apply for NAAC accreditation so that after the approval we can apply for M.Ed, M.Com etc.- Process is going on
4. Reforming the Library Structure with installation of AC- Under Process
5. A well-equipped and furnished Multi-Purpose Hall - Under Process
6. Air Conditioned Class rooms:- Already done for most of the classrooms, the remaining under process.

**6.2.8 Does the affiliating university make a provision for according the status of autonomy to an affiliated institution? If “yes”, what are the efforts made by the institution for obtaining autonomy?**

**Yes.** As per the UGC public notice dated 12<sup>th</sup> April, 2016, the commission has approved that a college which is accredited with the highest NAAC grade in three consecutive cycle will be favorably considered for granting autonomous status. Considering this provision our college has started its efforts towards NAAC accreditation and subsequently to gain the autonomous status.

**6.2.9 How does the institution ensure that grievances/complaints are promptly attended to and resolved effectively? Is there a mechanism to analyze the nature of grievances for promoting better stakeholder relationship?**

All complaints are immediately forwarded to the Grievance Committee and women cell for necessary action and re-addressable.

The Discipline Committee for students takes prompt action as soon as any complaint relating to student behavior is reported to it.

The Grievance Redressal Committee addresses individual grievances of staff and students. The Principal frequently gives counseling to the students to address their concerns and apprehensions. The Principal keeps interacting with the faculty to understand and address their issues.

The Committee against Sexual Harassment is duly constituted as per rules and it promptly looks into all complaints.

The Anti-Ragging Committee takes its responsibilities very seriously and is vigilant throughout the year, and especially at the beginning of the session.

Suggestion and complaint boxes are prominently placed and regularly checked.

The college has constituted the following Committees and Cells for reporting and redressing various kinds of complaints of its stakeholders:

The Staff Council plays a vital role in resolving operational conflicts or complaints and creating a harmonious working environment. Its proceedings are recorded properly in a Minutes Book.

The Director/Principal maintains regular and close contact with all the stakeholders, which helps in knowing their grievances first-hand and taking timely steps to resolve them.

The Governing Body handles Issues which could not be resolved by the internal mechanisms of the college and are referred to it.

**6.2.10 During the last four years, have there been any instances of court cases filed by and against the institution? Provide details of the issues and decisions of the courts on these.**

No

**6.2.11 Does the institution have a mechanism for analyzing student feedback on institutional performance? If “yes”, what was the outcome and response of the institution to such an effort?**

**Yes**

- On the basis of student’s feedback, we are providing Wi-Fi facility to the students
- AC classes for BBA Students.
- Quantities of books related to the subjects are increased with changed editions.
- PDP classes for the students
- The college is in the process of laying down a formal mechanism for eliciting students ‘feedback on college performance under the newly constituted IQAC.

### **6.3 Faculty Empowerment Strategies**

**6.3.1 What are the efforts made by the institution to enhance the professional development of its teaching and non-teaching staff?**

The professional development of the teaching and non-teaching staff of the college is ensured through:

Permitting them to attend orientation/refresher courses/FDP’s conducted within & other academic staff colleges.

#### **Provisions for Professional Development**

The college offers the following facilities/incentives for the professional development of the staff:

Grants study leave for undertaking doctoral research, post-doctoral fellowships and other research projects.

Grants duty leave to attend seminars, workshops, conferences, and FDP’s.

Encourages staff to attend short-term training programs in specialized areas.

Recommends grant of financial support from appropriate funding organizations for attending international seminars/conferences.

In addition to the above, the college also organizes a variety of in-house orientation/training programs/sessions aimed at the professional development of the staff.

**6.3.2 What are the strategies adopted by the institution for faculty empowerment through training, retraining and motivating the employees for the roles and responsibilities they perform?**

Faculty empowerment is ensured through opportunities for attending seminars, conferences, training courses, Workshops & FDP's. The latest technology is optimally put to use by actively engaging through WhatsApp groups. It is not only useful to spread important information but its messages build team spirit and act as a great stress-buster. During Semester break FDP's organized at College level in Collaboration with Lucknow University.

- Best Teacher Award of Rs 10,000/- is being given every year.
- Facilitation and gift is being given to the faculties on 5<sup>th</sup> Sep by the top management.
- A tour package is being given.
- Yearly increment of the faculties on the basis of their work performance

**6.3.3 Provide details on the performance appraisal system of the staff to evaluate and ensure that information on multiple activities is appropriately captured and considered for better appraisal.**

For performance appraisal of the faculty, there is a **Lucknow University self-assessment Performa** which obtains information on the following aspects:

**Teaching and academic contribution.**

- Participation in seminars/conferences/workshops.
- Research work/paper published.
- Participation in examination and evaluation process.
- Involvement in co-curricular activities.
- Involvement in college administrative work.
- Involvement in Community service.

A Confidential file is being prepared of each and every teaching and non-teaching staff. It is well assessed on yearly basis by the top management before giving any award or increment.



**6.3.4 What is the outcome of the review of the performance appraisal reports by the management and the major decisions taken? How are they communicated to the appropriate stakeholders?**

On the basis of the performance appraisal reports the management decides the annual increment in the salary of the staff. The reward being given to the best faculty. The Director/ Principal individually interact with the faculties whose performance is not up to the mark for further improvement with strict warning.

**6.3.5 What are the welfare schemes available for teaching and non-teaching staff? What percentage of staff has availed of the benefit of such schemes in the last four years?**

The Welfare Schemes of the College are as follows:-

- Residential facility is being given to teaching and non-teaching Staff
- Discount on fees to the children of faculties and non-teaching staff
- Rs.5000/- is being given on the marriage of the employee
- Subsidized lunch is being provided to all the employees.

Given below is the list of teachers who are joined our college more than five years back and are still with us:

Sl No.	Name of the teaching staff	Working Since
1	Dr. Ravi Kumar Jaiswal	August 2010
2	Dr. Sandeep Singh	August 2010
3	Mr. Pankaj Verma	March 2011
4	Mrs. Shail Kumari Pandey	August 2010

**6.3.6 What are the measures taken by the institution for attracting and retaining eminent faculty?**

- A good and attractive salary is being offered to eminent faculties.
- Good Working environment. Staff rooms are different for different departments with AC
- Recruitment of faculties is being done through quality channels like University Professors.
- Paid leaves are being given to the faculties for FDP's, Workshop and for attending Seminars.

- Duty leaves are being given to the faculties who are perusing doctorate course from other universities.
- The College always tries to retain the best teaching faculty to excel its academics and faculties.

#### **6.4 Financial Management and Resource Mobilization**

##### **6.4.1 What is the institutional mechanism to monitor effective and efficient use of available financial resources?**

The college has constituted a Finance Committee headed by chairman and members are Director, registrar and Principal and a Purchase Committee to monitor the use of financial resources in an efficient and effective manner.

The various infrastructural requirements for classrooms, computer labs, and equipment for innovative teaching, library and other requirements are forwarded to the Purchase Committee. The purchases are made according to the budget allocated to them. Yearly budget is being prepared by the finance department and income and expenditure is being tallied through Yearly Audited Statement.

Quotations are invited for **expenditure above Rs.15,000 and for expenditure below Rs.15,000 the convener of the Purchase Committee certifies the rates.**

##### **6.4.2 What are institutional mechanisms for internal and external audit? When was the last audit done and what are the major audit objections? Provide the details of compliance.**

An internal auditor is appointed by the Governing Body.

The external auditor is appointed as per the university rules.

The last external audit for FY 2015-16 has been conducted.

No major audit objections were raised and recorded.

**6.4.3 What are the major sources of institutional receipts/funding and how is the deficit managed? Provide audited income and expenditure statement of academic and administrative activities of the previous four years and the reserve fund/corpus available with the institution, if any.**

**The major sources of receipts and funding are:**

- Management share
- Fee collection from students
- Deficit, if any, is managed through temporary loan from other business Units.
- Event-based sponsorships are solicited and obtained from various sponsors.
- The required statements of audited income and expenditure are attached as annexure to this SSR.

**6.4.4 Give details of the efforts made by the institution for securing additional funding and the utilization of the same (if any).**

The college has made a number of efforts for receiving additional funding.

- Recently we have started taking event-based sponsorship.
- We are in a process of applying for 12(B), 2F so that we become eligible for UGC grants
- To organize the National Seminar we had applied for AICTE grant. It's still pending.

## **6.5 Internal Quality Assurance System (IQAS)**

### **6.5.1 Internal Quality Assurance Cell (IQAC)**

**(a) Has the institution established an Internal Quality Assurance Cell (IQAC)? If "yes", what is the institutional policy with regard to quality assurance and how has it contributed in institutionalizing the quality assurance processes?**

Yes! Two year before the college has established IQAC with the following as members IQAC organized meeting every quarter. The college is firmly committed to the objectives of IQAC and has adopted a quality policy aimed at achieving excellence through continuous improvement, cultural transformation and systematic internalization of quality improvements.

Members of IQAC

- (1) Principal of the College
- (2) Director of the Management Courses

- (3) Additional Director
- (4) HOD s of three departments
- (5) University professors as advisors and external members
- (6) A Senior faculty member from each department

**(b) How many decisions of the IQAC have been approved by the management/ authorities for implementation and how many of them were actually implemented?**

- Applying for NAAC Accreditation.
- Well-equipped multipurpose hall
- Smart Board installed in the classrooms
- Suggested to have a special student ward at the sister concern hospital (Sewa Hospital) exclusively to provide better medical services to the BIMS students.
- Provide vehicle facility to the faculties
- The application forms of the candidates who applied for various teaching positions in the college also used examined and evaluated by IQAC members.

**(c) Does the IQAC have external members on its committee? If so, mention any significant contribution made by them.**

Yes, the IQAC has external members. Names are as follows:-

- Prof. M. Verma
- Dr. Kiran Lata Dangwal
- Dr. Sanjay Medhavi
- Prof. Narsingh

They had contributed in the infrastructural development of the college. They are the part of Workshop, Seminar organized by the college. They used to give their valuable suggestion for the overall development of the college.

**(d) How do students and alumni contribute to the effective functioning of the IQAC?**

Students and alumni have been contributing to the effective functioning of the evaluation and improvement mechanism of the college. They will have an instrumental role in collecting students' feedback about courses, teaching-learning, amenities, and events in the college. This feedback is expected to play a major role in reviewing the progress made and bring about further

quality improvements. Students also have the opportunity to send their suggestions through the IQAC suggestion box and feedback form available in the college.

**(e) How does the IQAC communicate and engage staff from different constituents of the institution?**

The five faculty members and representative of administrative staff are the key constituents of the IQAC decision making process whose feedback is taken and analyzed before taking any major decision. The minutes of IQAC meetings are widely circulated among the stakeholders to elicit their comments and suggestions. As a result, all the stakeholders are expected to benefit from the reforms to be suggested by the IQAC and implemented by the college administration and management.

**6.5.2 Does the institution have an integrated framework for Quality Assurance of the academic and administrative activities? If “yes”, give details of its operationalization.**

Yes! The Suggestion of IQAC is implemented like:

- Opening of Library up to 6 ‘0’ Clock in the evening.
- Opening of Computer Lab up to 6 ‘0’ Clock in the evening.
- High quality of academic and administrative activities is ensured through:

Systematic record-keeping and frequent training sessions of the administrative staff to keep them abreast of latest trends, development and technology. They are also sensitized on considerate handling of students and teachers for their various needs.

The performance appraisal system for the faculty is integrated through result analysis of the students at the end of the semester and, wherever necessary, counseling is provided to students.

**6.5.3 Does the institution provide training to its staff for effective implementation of the Quality Assurance procedures? If “yes”, give details enumerating its impact.**

The teaching faculty is encouraged to attend seminars, conferences, and workshops regularly in order to keep abreast of the current development, and latest trends in teaching-learning processes.

From time to time, the administrative staff undergoes the required training.

The college also organizes residential workshops to train its teaching and administrative staff jointly for achieving coordinated and effective implementation of quality assurance procedures.

**6.5.4 Does the institution undertake Academic Audit or other external review of the academic provisions? If “yes”, how are the outcomes used to improve the institutional activities?**

Yes! The institution undertakes Academic Audit through evaluating University result. Placement of Students and achievement of faculties in the form of Research Papers, attending Workshop, Seminar and FDP’s etc.

**6.5.5 How is the internal quality assurance mechanisms aligned with the requirements of the relevant external quality assurance agencies/ regulatory authorities?**

Annual reports are sent to AKTU, Lucknow University and AICTE. They give us the feedback on this report. Suggestions are incorporated in our System. The IQAC keep reviewing them & try to bring up to the standard.

**6.5.6 What institutional mechanisms are in place to continuously review the teaching-learning process? Give details of its structure, methodologies of operations and outcome.**

- The time-table meetings pertaining to the workload and paper allocation start well in advance of the next academic session with a view to enable the Departmental Heads to work out and allocate the desired subject papers to the teachers. This also enables the teachers to prepare their allocated subject papers well in advance, thereby giving them ample time.
- Each department holds regular meetings to discuss and review issues pertaining to the syllabus covered by each teacher and other academic issues.
- There is a mechanism of regular monitoring of the student attendance which in turn is uploaded on the website. The parents are duly informed when their wards are short of attendance.
- The monthly attendance and internal assessment records of the students are uploaded on the college website.
- To ensure regularity of classes, the Principal makes regular rounds. Besides, classes found not engaged are reported on the staff notice board.
- Faculty feedback is being taken time to time. Review of the Lesson Plan is being done on monthly basis. We have a monthly feedback system.

**6.5.7 How does the institution communicate its quality assurance policies, mechanisms and outcomes to the various internal and external stakeholders?**

The college website is regularly updated on all the notifications and development/activities pertaining to the administrative and academic matters for the different internal and external stakeholders. Besides the college prospectus, students ‘and teachers ‘notice boards are the other means of staying connected with our stakeholders.

An exhaustive and comprehensive Annual Report serves as an important tool to apprise the members of the Governing Body and the University of Lucknow and AKTU of the functioning and performance of the college.

At the commencement of the new academic session, an orientation program for the fresher is organized by the college wherein the Director/Principal introduces the students to the rules, regulations, and facilities at the college, and the quality assurance policy.

**Any other relevant information regarding Governance, Leadership and Management which the college would like to include.**

There is no other relevant information regarding this aspect.

**CRITERION VII: INNOVATIONS AND BEST PRACTICES****7.1 Environment Consciousness:**

Every venture and practice in our college embodies the goal and vision of the BIMS and out of these practices environment consciousness is the prime and most important issue for the college. The staff and students are all proactive in maintaining and preserving the green cover and conscious for cleanliness also.

- The college is located in an area of 1500sq.m with green vegetation.
- Institutional Space, Academic Blocks: 03 buildings with 4 floors.
- The climate of the campus is moderate and the temperature is 42degree in summers and 18 degrees in winter.
- The campus has 153 trees which consist of Mango, Neem, Peepal, Banyan, etc.

The built up area is 40% and rest of the area is categorized as lawns, playground etc. The students and faculties are encouraged for tree plantation, cleanliness, and protection of plants. The maintenance of the college is done by a hardworking caretaker under the guidance of Chairman, Heads of the departments, etc.

Similarly various competitions are organized by the departments such as chart preparation, debates, group discussion etc to make students conscious about environment.

**7.1.1. Does the Institute conduct a Green Audit of its campus and its facilities?**

To obtain a certificate of a Green audit, the college needs to benchmark and evaluate the amount of energy consumed in its functioning on a day to day basis. Though as yet no Green Audit has been done in the College, the institute has applied to the various authorized and registered agencies to undertake the Green Auditing of the college campus and its facilities. The college has employed dedicated gardeners who work under the supervision of the garden committee for the maintenance of flora and aesthetic beautification of the college campus. The green areas of the campus are carefully and diligently maintained and care is taken that no tree is cut down.

**7.1.2. What are the initiatives taken by the college to make the campus eco-friendly?**

The college has a large campus with ample green spaces. Various measures have been adopted in the college to ensure that the institution is heading towards its goal of becoming an eco-friendly space.



Some of the measures taken are:

**(a) Energy conservation:**

- Notices are placed in all class rooms, staffrooms and offices instructing switching off appliances that are not in use.
- Campus is fully Wi-Fi. We promote use of online platform for sharing data (Email, WhatsApp, Share it and other digital services) to reduce the use of paper.
- The rooms on the top floor of the college are well lit rooms, to minimize the consumption of artificial light these are generally allotted to those classes, where maximum use can be done.
- All electric and electronic equipment used on the campus are regularly maintained and repaired to ensure minimum energy waste.
- All old gadgets in poor running conditions have been replaced with Energy star rated gadgets.
- Most of the lighting in the campus has been replaced by energy efficient lights like LEDs and CFLs.

**(b) Solid Waste Management:**

To make the Campus a smart Campus we have addressed the issue of solid waste management also.

- The major solid waste which are generated in the Campus are Paper, Leaf litter, Kitchen waste Chemical and Biological wastes. The following measures are being adopted to reduce carbon footprint and recycle paper to some extent.
- Use both sides of the paper to print.
- Declassified paper can also be sent to departments for use in class tests.

**c) Efforts for Carbon-Neutrality:**

- The college is promoting the use of compost manure instead of chemical fertilizers for carbon neutrality.

- One tree can off- set 0.8 ton of carbon dioxide therefore one of the major measures taken up by the college is to plant trees and maintain them.
- Fruit trees and flowering plants have been planted to attract insects and birds.
- To safeguard the trees planted in the campus, the scheme “**Go Green**” is being popularized among the teaching faculty and the students.
- We use potted flowers decoration with rangolis in our festivals and preferably present our chief guests with potted plants instead of cut flowers.
- Our college has a NO non-vegetarian policy. We do not serve non-vegetarian foods in our canteen(s).
- We do not use plastic plates and cups in our cafeteria and hostel mess.
- Refurnishing of the interiors is generally avoided. If need be, then emphasis is laid on the reuse of wood and iron.

**(d) Plantation:**

- The institution is highly involved in promoting green environment by planting trees regularly on various occasions.
- Plantation helps in conserving soil by reducing soil erosion; it also helps in ameliorating the quality of the air.
- The college is covered with 70% lush green environment including 153 different varieties of healthy trees and grass.

**7.2 Innovations:**

**7.2.1. Give details of Innovations introduced during the last four years which have created a positive impact on the functioning on the college.**

BIMS is an institution where scholarly activity and innovations are valued and encouraged. Since the inception of the college visionary Governing Bodies and the Principals played a very constructive and enthusiastic role in the innovations at BIMS. Today, college can count a number of innovations into multiple directions:

**(a) Academic Innovations:**

- We take pride that our college is running many interdisciplinary courses as BBA, B.Com, MBA and B.Ed. These types of courses are the tribute to team effort.
- In the last four years BIMS always focused on maintaining the highest standards of academic growth and excellence. Almost all the departments separately and college collectively have introduced some or the other technique or practice in an innovative way. Few efforts are as follows:
  - a. **Teaching Aids:** Classroom and blackboard teaching is an essential part of the daily activity of a teacher but teachers include a variety of innovations which include Audio-visual aids, access to website links, group discussions, debates and quizzes etc. in addition to the traditional method of teaching. This helped the student to capture modern new ideas, with a logical and interpretive analysis of the subject.
  - b. **Student's Participation:** Encouraging students' participation in small projects, data collection and analysis, e.g. the projects of environmental studies.
  - c. **Guest Lectures:** These provide with an opportunity for the students to interact with eminent Scholars in emerging areas. This will aid in developing skills for conference management and also provides a platform for teamwork.
  - d. **Internship and Project Reports:** Students are encouraged to carry out undergraduate and post-graduate research under the supervision of a mentor.
  - e. **Students Presentations:** Students are encouraged to present papers in the class as part of their internal assessment. The students are also encouraged to participate in poster/oral presentations in national conferences and intercollegiate conferences and workshops.
  - f. **Udaan:** All departments hold annual festivals that promote interdisciplinary and trans-disciplinary activities. Some of the activities include – interdisciplinary lectures, student quiz, that promote borderless disciplines.
  - g. **College Magazines:** College also annually publishes a magazine that encourages participation from students and staff from all disciplines. It provides a platform for creative expression.

- h. **In house Training** - The college faculty also encourage students for short term internship program during the summer/winter semester break
- i. **Industry interface through Placement Cell** - that interacts with several industries for UG/ PG employment opportunities for the students. Various seminars related to resume writing skills, communication skills and employability checks have been organized by the Placement Cell.
- j. **Physical education:** The College provides physical education to students in terms of yoga, physical exercises, and games.
- k. **Computer awareness:** The management understands that computer literacy is a need of an hour. The college on regular basis provides CCC and basic computer classes to educate students.
- l. **Personality Development:** The good and influential personality, Good communication skills and English speaking are facilitated to students for job opportunities.
- m. **Counseling Cell:** The College has student's counseling cell to deal with socio- psycho problems faced by students.

**(b) Administrative Innovations:**

To ensure quality assessment and improvement on a regular basis the following practices have been adopted by administration:

- Periodic self-assessment by staff and departments involving discussion of results and teaching progress.
- Ensuring student satisfaction by obtaining student feedbacks through direct verbal one on one interaction between staff and students, form based feedbacks and interaction with the principal.
- The college has a Student counseling and Grievances cell so that student problems can be addressed.
- The college has a well laid-out website. The website offers an insight into student life with which visitors can connect. It is communicating information to existing students, parents, teachers

- The teachers can upload attendances and internal assessments online which can be viewed by the students, so that they can keep a track of their internal assessment uploaded by teachers online.

**(C) Infrastructure Innovations:**

- The college has the facility of Wi-Fi campus.
- The library has e-journals, e- magazines, and software like DELNET etc.

**7.3 BEST PRACTICES:**

**7.3.1. Elaborate on any two best practices in the given format at page no. 98, which have contributed to the achievement of the Institutional Objectives and/ or contributed to the Quality improvement of the core activities of the college.**

**BEST PRACTICE: 1 Yoga and Meditation:**

**Goal:** The aim of conducting Yoga and Meditation programs are to heal and harmonize the body, mind and spirit.

**Context:** In today's fast moving world, no one has time to spend with their families, friends or any recreational activities. There are many challenges in life such as sedentary work, stress, obesity, loss of memory, frustration, depression etc. By this we are enrich the life of the students in a positive manner and change his attitude towards his world. The highest aim in yoga is the awakening of consciousness. Holistic health and profound inner happiness are benefits of practicing yoga. Hence the college has organized Yoga and Meditation centre for the upliftment of the student's mental and physical growth.

**Practice:** The College has a separate cell for this centre consisting The Chairman, Principal, Directors and other representatives to actively regulate the practices for the students on regular basis. The Sports department runs the Yoga classes for good health and Mind. BIMS has a belief that balance of body, mind and Intellect are the key to success.

**Evidence:** The photographs are available for the participation of students and faculties in this activity.

**Impact:**

- It has improved the postures, co-ordination, range of motion, flexibility among students.
- It enhances mental clarity, greater self-understanding, physical fitness, stress control, self- confidence etc.

- It increases emotional stability, mental hygiene, good health etc which helps in overall development of students.

**BEST PRACTICE: Open air classes: Ref. Section 4 (Page 211) for detailed write-up**

BIMS NAAC SSR 2017

3

# **EVALUATIVE REPORTS OF THE DEPARTMENTS**

**Evaluation Report of Bachelor of Education, Bachelor of Commerce, Management****Department****1. Name of the Department-**

- A. Bachelor of Education (B.Ed.)
- B. Management (BBA,MBA)
- C. Bachelor of Commerce (B.Com)

**2. Year of the Establishment**

B. Ed.- 2010

MBA- 2009

BBA- 2013

B.Com. – 2013

**3. Courses offered (UG, PG,M.Phil.,Ph.D.,Integrated Master; Integrated Ph.D. etc.)**

B. Ed.- Bachelor of Education

MBA- U.G.- B.B.A. (Bachelor of Business Administration)

P.G.-M.B.A. (Master of Business Administration)

B.Com-Bachelor of Commerce

**4 Name of Interdisciplinary courses and the Departments/units involved (if any)****Department: Management****Subject Names: B.Com**

Essentials of management (All units)

Micro Economics (All units)

Business Law (All units)

Selling & Advertising (All units)

Income Tax & Accounts (All units)

Marketing, Practice & Finance (All units)

**Subject Names: B.Ed.**

Education

Content Knowledge and Pedagogy of School Subjects – Economics

**Department: Commerce****Subject Names: Management**

Essentials of management (All units)



Micro Economics (All units)  
 Business Law (All units)  
 Selling & Advertising (All units)  
 Income Tax & Accounts (All units)  
 Marketing, Practice & Finance (All units)

**Subject Name: B.Ed**

Education & Methodology of Teaching  
 Research Methodology- Management

**Department: B.Ed**

**Subject Names: Management**

Essentials of management (All units)  
 Micro Economics (All units)  
 Business Law (All units)  
 Selling & Advertising (All units)  
 Income Tax & Accounts (All units)  
 Marketing, Practice & Finance (All units)

**Subject Names: B.Com**

Statistics

**5. Annual/semester/choice based credit system (Programme wise)**

**B.Ed:** Semester wise from 2015-16 (Earlier, year-wise)

**MBA Course:** Semester wise

**BBA Course:** Semester wise

**B.Com:** Year wise

**6. Participation of the Department in the course offered by other Departments**

**The Department of Management offers six papers to the Departments of Commerce-**

- Essentials of Management - B.Com I
- Office Management
- Business statistics
- Public finance- B.Com II
- Applied Statistics
- Trade of India - B.Com III

The Department of Commerce offers six papers to the Departments of Management

- Income Tax – BBA V Sem
- Management Accounting – BBA III Sem
- Financial Accounting – MBA I Sem
- Managerial Economics – BBA I Sem
- Banking & Operation- BBA III Sem

7. Courses in collaboration with other universities, industries, foreign institutions, etc: NIL

8. Details of Courses/Programmes discontinued (if any) with reasons: NIL

9. No. of teaching Position (Permanent)

Course	Sanctioned	Filled (2014-15)	Filled (2015-16)	Filled (2016-17)
<b>MBA</b>				
<b>Director</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Professor</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>Associate Professor</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Assistant Professor</b>	<b>16</b>	<b>18</b>	<b>17</b>	<b>16</b>
<b>BBA</b>				
<b>Assistant Professor</b>	<b>08</b>	<b>08</b>	<b>08</b>	<b>08</b>
<b>B.Com</b>				
<b>Assistant Professor</b>	<b>09</b>	<b>09</b>	<b>09</b>	<b>09</b>
<b>B.Ed</b>				
<b>Principal</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Assistant Professor</b>	<b>07 in 2010 (Year Wise) 16 from 2015 (Semester Wise)</b>	<b>11</b>	<b>16</b>	<b>16</b>

**10.Faculty Profile with name, qualification, designation, specialization, (D.Sc/D.Lit/Ph.D./M.Phil.etc.)**

**Department of Management**

Year 2014-15				
S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr. Anurag Srivastava	MMS, PhD	Director	Human Resource, Quantitative Techniques
2	Ms. Richa Srivastava	MBA	Assistant Professor	Human Resource
3	Dr. Neeraj Bora	MBA	Associate Professor	Human Resource
4	Mr. Salil Seth	MBA	Assistant Professor	Marketing, Human Resource
5	Mr. Kuldeep Kumar	MBA	Assistant Professor	Information Technology
6	Mrs. Poonam Jaiswal	MBA	Assistant Professor	Marketing
7	Mr. Venkama Raju Chakravaram	MSc, MBA, M.Phil, NET, MSEM, PhD (Pursuing)	Associate Professor	Finance
8	Ms. Deepika Bhargava	PGDM	Assistant Professor	Finance, Marketing
9	Mr. Manish Kumar Verma	MBA	Assistant Professor	Marketing
10	Mr. Mayank Ranjan	MBA	Assistant Professor	Marketing, Human Resource
11	Ms. Parul Upadhyay	MBA	Assistant Professor	Human Resource

12	Dr. Ravi Jaiswal	MBA, NET, PHD	Associate Professor	Marketing
13	Mrs. Hina Jain	PGDM	Assistant Professor	Finance, Marketing
14	Ms. Aastha Bora	MBA	Assistant Professor	Marketing
15	Ms. Priti Singh	MBA	Assistant Professor	Finance, Human Resource
16	Ms. Stuti Bajpai	MBA	Assistant Professor	Marketing
17	Ms. Sicha Singhal	MBA, NET	Assistant Professor	Finance
18	Mr. Manish Kumar Dwivedi	MBA	Associate Professor	Marketing/ Information Technology
19	Mr. Vibhav Kumar	MBA	Assistant Professor	Marketing, Human Resource
20	Mr. Manish Prakash	MBA	Assistant Professor	Marketing
21	Ms. Divya Tiwari	MBA	Assistant Professor	Finance, Human Resource
22	Ms. Kriti Agarwal	MBA	Assistant Professor	Human Resource
23	Ms. Sanjoli Kedia	MBA	Assistant Professor	Human Resource
24	Ms. Preeti Bora	MBA	Associate Professor	Marketing
25	Mrs. Ambika Nirma	M.A, MBA	Assistant Professor	Human Resource

26	Dr. Gargee Singh	MBA, PHD	Associate Professor	Marketing, Human Resource
----	------------------	----------	---------------------	---------------------------

Year 2015-16				
S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr. Anurag Srivastava	MMS, PHD	Director	Human Resource, Quantitative Techniques
2	Ms. Aastha Bora	MBA	Assistant Professor	Marketing
3	Mr. Venkama Raju Chakravaram	MSc, MBA, M.Phil, NET, MSEM, PhD (pursuing)	Associate Professor	Finance
4	Mr. Mayank Ranjan	MBA	Assistant Professor	Marketing, Human Resource
5	Ms. Ambika Nirma	M.A, MBA	Assistant Professor	Human Resource
6	Ms. Sanjoli Kedia	MBA	Assistant Professor	Human Resource
7	Mr. Kuldeep Kumar	MBA	Assistant Professor	Information Technology
8	Ms. Richa Srivastava	MBA	Assistant Professor	Human Resource
9	Mrs. Poonam Jaiswal	MBA	Assistant Professor	Marketing

10	Mrs. Priya Raj Butoliya	MBA, NET	Assistant Professor	Human Resource, Finance
11	Mr. Jasdeep Singh Maggu	MBA, NET	Assistant Professor	Marketing
12	Mr. Devesh Kumar Srivastava	MBA	Assistant Professor	Human Resource
13	Mr. Gagan Pant	MBA	Assistant Professor	Finance, Marketing
14	Dr. Gargee Singh	MBA, PHD	Associate Professor	Marketing, Human Resource
15	Mr. Anubhav Tiwari	M.Com, M.Phil, PGDM, NET	Associate Professor	Marketing, Finance
16	Ms. Gayatri Negi	MBA	Assistant Professor	Finance
17	Dr. Ravi Kumar Jaiswal	MBA, NET, PHD	Professor & HOD	Marketing
18	Ms Preeti Bora	MBA	Associate Professor	Marketing
19	Dr. Neeraj Bora	MBA	Professor	Human Resource
20	Mr. Manish Prakash	MBA	Assistant Professor	Marketing
21	Ms. Parul Upadhyay	MBA, NET	Assistant Professor	Human Resource
22	Mrs. Hina Jain	PGDM	Assistant Professor	Finance, Marketing
23	Mr. Vibhav Kumar	MBA	Assistant Professor	Marketing, Human Resource

24	Ms. Sicha Singhal	MBA, NET	Assistant Professor	Finance
25	Ms. Stuti Bajpai	MBA	Assistant Professor	Marketing

## Year 2016-17

S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr. Anurag Srivastava	MMS, PhD	Director	Human Resource, Quantitative Techniques
2	Mr. Venkamaraju Chakravaram	MSc, MS, MBA, M.Phil, NET, MSEM, PhD (Pursuing)	Associate Professor & Addl. Director	Finance & Systems
3	Dr. Ravi Kumar Jaiswal	MBA, NET, PhD	Professor & HOD	Marketing
4	Dr. Neeraj Bora	MBA, MBBS, PhD	Professor	Human Resource
5	Dr. Gargee Singh	MBA, PhD	Associate Professor	Marketing, Human Resource
6	Mr. Anubhav Tiwari	M.Com, M.Phil, PGDM, NET	Associate Professor	Marketing, Finance
7	Mrs. Deepali Srivastava	MBA, M.Com.	Associate Professor	Human Resource, Finance
8	Mrs. Jalpa Gupta	MBA, NET	Associate Professor	Finance, Marketing
9	Mrs. Ambika Nirma	M.A, MBA	Assistant Professor	Human Resource

10	Mr. Amit Kumar Dubey	MBA, NET	Assistant Professor	Marketing, International Business
11	Ms. Aparna Singh	MBA, M.Phil, NET	Assistant Professor	Business Economics
12	Mr. Devesh Kumar Srivastava	MBA	Assistant Professor	Human Resource, PDP
13	Mr. Gagan Pant	MBA	Assistant Professor	Finance, Marketing
14	Mr. Jasdeep Singh Maggu	MBA, NET	Assistant Professor	Marketing
15	Mr. Kuldeep Kumar	MBA	Assistant Professor	Information Technology
16	Manish Prakash	MBA	Assistant Professor	Marketing
17	Mr. Mayank Ranjan	MBA, PhD (Pursuing)	Assistant Professor	Marketing, Human Resource
18	Mr. Mohammad Talha Siddiqui	MBA, NET	Assistant Professor	Marketing
19	Ms. Neelam Singh	MA, MBA, NET	Assistant Professor	Human Resource, Finance
20	Ms. Pooja Dixit	MBA	Assistant Professor	Human Resource, Marketing
21	Ms. Preeti Bora	MBA	Assistant Professor	Marketing



22	Mrs. Priya Raj Butoliya	MBA, NET	Assistant Professor	Human Resource, Finance
23	Ms. Sanjoli Kedia	MBA	Assistant Professor	Human Resource
24	Mr. Vibhav Kumar	MBA	Assistant Professor	Marketing, Human Resource

**Department Of B.Ed**

Year 2014-15				
S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr. R.G.Verma	M.Sc. M.Phil. Ph.D. (Education)	Principal	Science
2	Dr.Jaya Singh	M.A.(Eng.) M.Ed. Ph.D.(Edu.)	Asst. Prof.	English
3	Dr.Sandeep Kumar Singh	M.A.(Sanskrit) M.Ed. Ph.D.(Sanskrit)	Asst. Prof.	Sanskrit
4	Mrs.Shail Kumari Pandey	M.Sc.(Botany) M.Ed.	Asst. Prof.	Botany
5	Dr.Sanjay Kumar	M.A.(Hindi) M.A.(Sociology) M.Ed. NET(Hindi) Ph.D.(Education)	Asst. Prof.	Hindi
6	Mr. Pankaj Verma	M.A. (Education) M.Sc.	Asst. Prof.	Science

7	Ms. Pooja Chaubey	M.Com M.Ed. NET (Education)	Asst. Prof.	Commerce
8	Mr. Dinesh Kumar	M.F.A.(Creative Sculpture)	Asst.Prof.	Creative sculpture
9	Mrs.Richa Dubey	M.A. M.Ed. JRF	Asst.Prof.	Social science

Year 2015-16

S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr. R.G.Verma	M.Sc. M.Phil. Ph.D. (Education)	Principal	Science
2	Dr.Jaya Singh	M.A.(Eng.) M.Ed. Ph.D.(Edu.)	Asst. Prof.	English
3	Dr.Sandeep Kumar Singh	M.A.(Sanskrit) M.Ed. Ph.D.(Sanskrit)	Asst. Prof.	Sanskrit
4	Dr. Sanjay Kumar	M.A.(Hindi) M.A.(Sociology) M.Ed. NET(Hindi) Ph.D.(Education)	Asst. Prof.	Hindi
5	Mrs.Shail Kumari Pandey	M.Sc.(Botany) M.Ed.	Asst. Prof.	Botany
6	Mr.Sachchidanand Singh	M.A.(History) M.Ed. NET(Education)	Asst. Prof.	History

7	Mrs.Jyoti Pal	M.A.(Sociology) M.Ed. NET(Education)	Asst. Prof.	Social science
8	Ms.Shazia Parveen	M.A.(Economics) M.Ed. NET(Education)	Asst. Prof.	Economics
9	Mr.Saurabh Kumar	M.A.(Political Science),NET	Asst. Prof.	Political science
10	Mr.K.M. Vishwakarma	M.P.Ed.	Asst.Prof.	Physical education
11	Ms.Nisha Gupta	M.P.A., Prabhakar	Asst.Prof.	Music(vocal)
12	Mr. Dinesh Kumar	M.F.A.(creative sculpture)	Asst.Prof.	Creative sculpture
13	Mrs.Richa Dubey	M.A. M.Ed. JRF	Asst.Prof.	Social science
14	Mr. Pankaj Verma	B.Ed. MA M.Sc.	Asst. Prof.	Education
15	Mrs. Pooja Chaubey	B.Ed. M.Ed. M.Com.	Asst. Prof.	Education

## Year 2016-17

S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr.Jaya Singh	M.A.(Eng.) M.Ed. Ph.D.(Edu.)	Principal	English

2	Dr.Sandeep Kumar Singh	M.A.(Sanskrit) M.Ed. Ph.D.(Sanskrit)	Asst. Prof.	Sanskrit
3	Dr.Sanjay Kumar	M.A.(Hindi) M.A.(Sociology) M.Ed. NET(Hindi) Ph.D.(Education)	Asst. Prof.	Hindi
4	Mrs.Shail Kumari Pandey	M.Sc.(Botany) M.Ed.	Asst. Prof.	Botany
5	Mr.Sachchidanand Singh	M.A.(History) M.Ed. NET(Education)	Asst. Prof.	History
6	Mrs.Jyoti Pal	M.A.(Sociology) M.Ed. NET(Education)	Asst. Prof.	Social science
7	Mrs.Shazia Parveen	M.A.(Economics) M.Ed. NET(Education)	Asst. Prof.	Economics
8	Mr. Saurabh Kumar	M.A.(Political science) NET	Asst. Prof.	Political science
9	Mr.K.M.Vishwakarma	M.P.Ed.	Asst.Prof.	Physical education
10	Ms.Nisha Gupta	M.P.A., Prabhakar	Asst.Prof.	Music(vocal)
11	Mr. Dinesh Kumar	M.F.A.(Creative Sculpture)	Asst.Prof.	Creative Sculpture
12	Mrs.Richa Dubey	M.A. M.Ed. JRF	Asst.Prof.	Social science

13	Mr. Pankaj Verma	B.Ed. MA M.Sc.	Asst. Prof.	Education
14	Mrs. Pooja Chaubey	B.Ed. M.Ed. M.Com.	Asst. Prof.	Education
15	Ms. Akansha Pal	B.Ed. M.Ed. MA NET	Asst. Prof.	Education

**Department of Commerce**

Year 2014-15

S. No	Faculty Name	Qualification	Designation	Specialization
1	Mr. Anubhav Tiwari	M.Com., NET	Asst.Prof.	Commerce
2	Ms. Urvashi Tandon	M.Com, NET	Asst.Prof.	Commerce
3	Ms. Shruti Kriti	M.Com, NET	Asst.Prof.	Commerce

Year 2015-16

S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr. Munila Naqvi	M.Com., Ph.D.	Asst.Prof.	Commerce
2	Mrs. Rashmi Pandey	M.Com, NET	Asst.Prof.	Commerce
3	Mrs. Urvashi Tandon	M.Com, NET, PhD (pursuing)	Asst.Prof.	Commerce
4	Mr. Ashish Gupta	M.Com, NET (Ph.D. Pursuing)	Asst.Prof.	Commerce
5	Ms. Aparna Singh	NET, MBA	Asst.Prof.	Management
6	Mrs. Shivani Arora	M.Com, NET	Asst.Prof.	Commerce
7	Ms. Richa Martolia	M.Com, NET	Asst.Prof.	Commerce
8	Ms. Shruti Kriti	M.Com, NET	Asst.Prof.	Commerce

Year 2016-17				
S. No	Faculty Name	Qualification	Designation	Specialization
1	Dr. Munila Naqvi	M.Com., Ph.D.	Asst. Prof.	Commerce
2	Dr. Sanjay Kumar Manjhi	M.Com, PhD, NET JRF	Asst. Prof.	Commerce
3	Dr. Vijaylakshmi Sharma	M.Com., Ph.D.	Asst. Prof.	Commerce
4	Mr. Wasif Ali	M Com, NET JRF PhD (pursuing)	Asst. Prof.	Commerce
5	Mrs. Rashmi Pandey	M.Com, NET	Asst. Prof.	Commerce
6	Mrs. Urvashi Tandon	M.Com, NET, PhD (pursuing)	Asst. Prof.	Commerce
7	Mrs. Shivani Arora	M.Com., NET	Asst. Prof.	Commerce
8	Ms. Shivangi Srivastava	M.Com, MA (Eco.)	Asst. Prof.	Commerce
9	Mr. Alokik Dixit	M.Com	Asst. Prof.	Commerce

#### 11. List of senior visiting faculty

##### Department of Management

- Dr. B. Bali, Associate Professor, Lucknow University
- Dr. Anurag Srivastava, Professor, International Institute for Special Education, Lucknow
- Dr. Ashutosh Bajpai, Director, Sherwood Engineering College, Barabanki
- Dr. Ashish Bhatnagar, Director, Noble Institute of Management, Lucknow
- Prof. B R Dubey, Senior Educationist
- Mr. Dinesh Pathak, Senior Journalist
- Mr. Anupam Chaturvedi, Retd. Senior Official, Sales Tax Deptt.
- Prof. Neeraj Kumar, Professor, Lucknow University
- Prof. A. Chatterjee, Professor Dean (Retd.), Faculty of Commerce, Lucknow University

##### Department of Commerce

- Mr. Anupam Chaturvedi, Retd. Senior Official, Sales Tax Deptt.
- Prof. B R Dubey, Senior Educationist

- Dr. B. Bali, Associate Professor, Lucknow University
- Dr. Anurag Srivastava, Director, Bora Institute of Management Sciences, Lucknow

#### Department of B.Ed

- Mr. Anupam Chaturvedi, Retd. Senior Official, Sales Tax Deptt.
- Prof. B R Dubey, Senior Educationist
- Dr. B. Bali, Associate Professor, Lucknow University
- Dr. Anurag Srivastava, Director, Bora Institute of Management Sciences, Lucknow

**12. Percentage of Lectures Delivered and Practical Classes Handled (Programme wise) by temporary faculty: NIL**

#### 13. Student-Teacher Ratio (Programme wise)

Courses	Student-Teacher Ratio
MBA	15:1
BBA	15:1
B.Ed	13:1
B.Com	45:1

#### 14. No. of Support Staff (Technical)&Administrative Staff; Sanctioned and filled

	Approved	Sanctioned
Administrative Staff	11	11
Technical Staff	4	4

#### 15. Qualification of Teaching Faculty with D.Litt./PhD/MPhil/PG.

##### Department of Management

S. No	Faculty Name	Qualification
1	Dr. Anurag Srivastava	MMS, PhD
2	Mrs. Ambika Nirma	M.A, MBA
3	Mr. Amit Kumar Dubey	MBA, NET
4	Mr. Anubhav Tiwari	M.Com, M.Phil, PGDM, NET
5	Ms. Aparna Singh	MBA, M.Phil, NET

6	Mrs. Deepali Srivastava	MBA
7	Mr. Devesh Kumar Srivastava	MBA
8	Dr. Neeraj Bora	MBA, MBBS, PhD
9	Mr. Gagan Pant	MBA
10	Dr. Gargee Singh	MBA, PhD
11	Mrs. Jalpa Gupta	MBA, NET
12	Mr. Jasdeep Singh Maggu	MBA, NET
13	Mr. Kuldeep Kumar	MBA
14	Mr. Manish Prakash	MBA
15	Mr. Mayank Ranjan	MBA
16	Mr. Mohammad Talha Siddiqui	MBA, NET
17	Ms. Neelam Singh	MA, MBA, NET
18	Ms. Pooja Dixit	MBA
19	Ms. Preeti Bora	MBA
20	Mrs. Priya Raj Butoliya	MBA, NET
21	Dr. Ravi Kumar Jaiswal	MBA, NET, PhD
22	Ms. Sanjoli Kedia	MBA
23	Mr. Venkamaraju Chakravaram	MSc, MBA, M.Phil, NET, MSEM, PhD (pursuing)
24	Mr. Vibhav Kumar	MBA

**Department of Commerce**

S. No	Faculty Name	Qualification
1	Dr. Munila Naqvi	M.Com., Ph.D.



2	Dr. Sanjay Kumar Manjhi	M.Com, PhD, NET JRF
3	Dr. Vijaylakshmi Sharma	M.Com., PhD
4	Mr. Wasif Ali	M Com, NET JRF PhD (pursuing)
5	Mrs. Rashmi Pandey	M.Com, NET
6	Mrs. Urvashi Tandon	M.Com, NET, PhD (pursuing)
7	Mrs. Shivani Arora	M.Com., NET
8	Ms. Shivangi Srivastava	MCom. M.A. (Eco)
9	Mr. Alokik Dixit	M.Com

**Department of B.Ed.**

S. No	Faculty Name	Qualification
1	Dr. Jaya Singh	M.A.(Eng.) M.Ed. Ph.D.(Edu.)
2	Dr. Sandeep Kumar Singh	M.A.(Sanskrit) M.Ed. Ph.D.(Sanskrit)
3	Dr. Sanjay Kumar	M.A.(Hindi) M.A.(Sociology) M.Ed. NET(Hindi) Ph.D.(Education)
4	Mrs. Shail Kumari Pandey	M.Sc.(Botany) M.Ed.

5	Mr. Sachchidanand Singh	M.A.(History) M.Ed. NET(Education)
6	Mrs. Jyoti Pal	M.A.(Sociology) M.Ed. NET(Education)
7	Mrs. Shazia Parveen	M.A.(Economics) M.Ed. NET(Education)
8	Mr. Saurabh Kumar	M.A. (Political Science) NET
9	Mr. K. M. Vishwakarma	M.P.Ed.
10	Ms. Nisha Gupta	M.P.A. Prabhakar
11	Mr. Dinesh Kumar	M.F.A. (Creative Sculpture)
12	Mrs. Richa Dubey	M.A. M.Ed. JRF
13	Mr. Pankaj Verma	B.Ed. MA, MSc
14	Mrs. Pooja Chaubey	B.Ed. M.Ed. M.Com.
15	Ms. Akansha Pal	B.Ed. M.Ed. MA, NET

**16. Number of faculty with ongoing Projects from (a) National (b) International Funding Agencies and Grant Received: NIL**

**17. Departmental projects Funded by DST –FIST; UGC, DBT, ICSSR, etc. and Total Grants Received: NIL**

**18. Research Centre / Facility Recognized by the university: NIL**

**19. Publications****Department of Management**

S.No.	Faculty Name	PAPER PUBLISHED	BOOK PUBLISHED	YEAR	CHAPTER IN BOOK
1	Dr. Anurag Srivastava	8	-	-	-
2	Mr. Anubhav Tiwari	3	-	-	1
3	Mr. Mayank Ranjan	6	2	-	1
4	Ms. Neelam Singh	2	-	-	-
5	Mrs. Priya Raj Butoliya	2	-	-	-
6	Ms. Sanjoli Kedia	3	-	1	1
7	Mr. Venkamaraju Chakravaram	8	-	-	-

**Department of Commerce**

S.No.	NAME	PAPER PUBLISHED	BOOK PUBLISHED	YEAR	CHAPTER IN BOOK
1	Dr. Munila Naqvi	10	1	2016	-
2	Mrs. Rashmi Pandey	3	-	-	-
3	Mr. Anubhav Tiwari	3	-	-	1
4	Mrs. Urvashi Tandon	5	-	-	-

5	Mr. Ashish Gupta	12	-	-	-
6	Ms. Richa Martolia	3	-	-	-

**Department of B.Ed**

S.No.	NAME	PAPER PUBLISHED	BOOK PUBLISHED	YEAR	CHAPTER IN BOOK
1	Dr. Jaya Singh	06	-	2008- 2014	-
2	Dr. Sandeep Singh	02	-	-	-
3	Dr. Sanjay Verma	02	-	2013	-

**20. Areas of Consultancy and Income Generated**

We try to get some economic helps from different sources or try to get sponsorship.

We are providing consultancy services to NGO's at free of cost:

- Inspire Educational Society
- Sewa Samiti
- Sri Krishna Educational Society
- Bright Way Foundation
- Sewa Hospital & Research Centre
- Vishwa Manav Kalyan Society

**21. Faculty as Members in**

(a) National Committees: NIL

(b) International Committees: NIL

(c) Editorial Boards: NIL

**22. Students Project****Department of Commerce**

(a) Percentage of students who have done in –house projects including interdepartmental/Programme: NIL

(b) Percentage of students placed for projects in organizations outside the Institution i.e. in research laborites/industry/other agencies: NIL

#### Department of B.Ed.

(a) Percentage of students who have done in –house projects including interdepartmental/Programme:

There is a programme of Action research in the III semester of Bed course. This is compulsory for all students and this research is done to solve the problems related to teaching learning process.

(b) Percentage of students placed for projects in organizations outside the Institution i.e. in research laborites/industry/other agencies: Students do the action research during their four-month internship. They are placed in different private. Semi Govt. and Govt. Schools for internships and to do action research to improve their teaching practice. Action research is an approach to improving education by changing it and learning from the consequences of changes.

#### Department of Management

(a) Percentage of students who have done in –house projects including interdepartmental/Programme: NIL

(b) Percentage of students placed for projects in organizations outside the Institution i.e. in research laborites/industry/other agencies

#### MBA

Year	Industrial Sector	Service Sector
2013-14	13	5
2014-15	43	2
2015-16	0	1

#### BBA

### 23. Awards/recognitions received by faculty and students

#### A. Faculty

Sl. No.	Name	Award/Recognition	Awarding Body	Year
1.	Mr. Chakravaram Venkamaraju	Incentive for pursuing MBA	Praba Spinnings, Madurai	1998

2.	Mr. Chakravaram Venkamaraju	Best Employee Award with Gold Medal	Veltech Group of Educational Institutions, Chennai	2004
3.	Mr. Chakravaram Venkamaraju	Best Paper Award	Anna Malai University, Pondicherry	2009
4.	Dr. Anurag Srivastava	Best Employee Award	DCET Business School	2011
5.	Dr. Munila Naqvi	Best Paper Award	Bora Institute of Management Sciences	2016
6.	Mrs. Jalpa Gupta	Best Paper Award	Bora Institute of Management Sciences	2016

### B. Students Awards

Academic	Non-Academic
Attendance Award	Essay Competition
1 <sup>st</sup> position award	Rangoli competition
Academic Activity winner award	Dance competition
	Poster competition
	Speech competition
	Sports competition
	Cooking Competition

S.No.	Activity	Venue	Year	Participants
1	MIME Act	Ramswaroop College	2016	Poornima Mishra Nitesh Shukla Charu Singh Pratibha Shivakant Tiwari

2	Singing	Ramswaroop College	2016	Dharmendra Shashi Gautam Charu Singh
3	Dana Pani	Lal Bahadur Shastri Institute of Management & Development Studies	2016	Poornima Mishra Snehil
4	Ad-Mad Act	Lal Bahadur Shastri College	2016	Saurabh Pratibha Luvpreet
5	Antakshari	Rameshwaram College	2016	Poornima Mishra Akansha Pathak Saurav Ramesh
6	AD-Mad	ICCMRT, Lucknow	2016	Kirti Verma Kajal Patel Haushila Mausmi Devi
7	Antakshari	ICCMRT, Lucknow	2016	Anjali Swarlata Rubi Gautam
8	Treasure Hunt	ICCMRT, Lucknow	2016	Akansha Pathak Saurabh
9	Quiz	ICCMRT, Lucknow	2016	Nisha Arti Punetha
10	Singing	ICCMRT, Lucknow	2016	Nisha Manorama
11	Quiz	Rameshwaram College	2015	Arti Punetha Harshita

12	Web-Designing and Presentation	Rameshwaram College	2015	Sanchit Katiyar
13	Debate Competition	Ramswaroop University	2014	Saurabh Pandey Abhishek Mittal

#### 24- List of eminent academicians and scientists/visitor to the department.

##### Department of Management

Year	Name	Designation	Organization
2013-14	Dr. B. Bali	Associate Professor	Lucknow University
	Dr. Ashutosh Bajpai	Director	Sherwood College of Engineering, Research & Technology, Barabanki
	Dr. Ashish Bhatnagar	Director	Noble Institute of Management & Technology, Lucknow
2014-15	Prof. B R Dubey	Senior Educationist	
	Mr. Dinesh Pathak	Senior Journalist	
	Mr. Anupam Chaturvedi	Retd. Senior Official, Sales Tax Deptt.	
2015-16	Prof. A. Chatterjee	Dean (Retd.), Faculty of Commerce	Lucknow University
	Prof. B R Dubey	Senior Educationist	
	Dr. Ashish Bhatnagar	Director	Noble Institute of Management & Technology, Lucknow
2016-17	Mr. Anupam Chaturvedi	Retd. Senior Official, Sales Tax Deptt.	
	Prof. B R Dubey	Senior Educationist	
	Dr. Ashish Bhatnagar	Director	Noble Institute of



			<b>Management &amp; Technology, Lucknow</b>
	Prof. Sanjay Medhavi	<b>Head of Department, Department of Business Administration</b>	<b>Lucknow University</b>
	Dr. Kiran Dangwal	<b>Professor</b>	<b>Lucknow University</b>

**Department of B.Ed.**

<b>Year</b>	<b>Name</b>	<b>Designation</b>	<b>Organization</b>
2013-14	Prof. Nidhi Bala	<b>Professor</b>	<b>Lucknow University</b>
	Prof. Dinesh Kumar	<b>Professor</b>	<b>Lucknow University</b>
	Prof. Aparna Godbole	<b>Associate Professor</b>	<b>Lucknow University</b>
	Dr. Kiran Dangwal	<b>Professor</b>	<b>Lucknow University</b>
	Prof. M. Verma	<b>Professor</b>	<b>Lucknow University</b>
2014-15	Prof. Subodh Kumar	<b>Professor</b>	<b>Lucknow University</b>
	Prof. Vashistha	<b>Professor</b>	<b>Lucknow University</b>
	Dr. Aparna Godbole	<b>Associate Professor</b>	<b>Lucknow University</b>
	Prof. Nidhi Bala	<b>Professor</b>	<b>Lucknow University</b>
	Dr. Kiran Dangwal	<b>Professor</b>	<b>Lucknow University</b>
2015-16	Prof. M. Verma	<b>Professor</b>	<b>Lucknow University</b>
	Dr. S. N. Singh	<b>Associate Professor</b>	<b>Lucknow University</b>
	Prof. Nidhi Bala	<b>Professor</b>	<b>Lucknow University</b>
	Prof. Vashistha	<b>Professor</b>	<b>Lucknow University</b>
2016-17	Prof. Dinesh Kumar	<b>Professor</b>	<b>Lucknow University</b>
	Prof. Nidhi Bala	<b>Professor</b>	<b>Lucknow University</b>
	Prof. Subodh Kumar	<b>Professor</b>	<b>Lucknow University</b>
	Prof. M. Verma	<b>Professor</b>	<b>Lucknow University</b>
	Dr. Aparna Godbole	<b>Associate Professor</b>	<b>Lucknow University</b>
	Dr. S. N. Singh	<b>Associate Professor</b>	<b>Lucknow University</b>

	Dr. Kiran Dangwal	Professor	Lucknow University
	Prof. Sanjay Medhavi	Head of Department	Lucknow University

**Department of Commerce**

Year	Name	Designation	Organization
2013-14	Prof. M. Verma	Professor	Lucknow University
	Prof. B R Dubey	Ex. Principal	Rajasthan
	Prof. Sanjay Medhavi	Head of Department	Lucknow University
2014-15	Prof. B R Dubey	Ex. Principal	Rajasthan
	Dr. Kiran Dangwal	Professor	Lucknow University
	Prof. B R Dubey	Ex. Principal	Rajasthan
2015-16	Prof. Sanjay Medhavi	Head of Department	Lucknow University
	Prof. M. Verma	Professor	Lucknow University
	Dr. Kiran Dangwal	Professor	Lucknow University
2016-17	Prof. Sanjay Medhavi	Head of Department	Lucknow University
	Prof. B R Dubey	Senior Educationist	

**25-Seminar/conferences/workshop organized and the source of funding:** Sri Krishna

Educational Society

**(a)National seminar-**

National seminar on "Digitalization of India- Empowering online infra structure." Feb. 2016

**Workshop-national**

1. Workshop on "Brihaspati-3" E-learning system, 2011, in Bora Institute of Management Sciences, Lucknow.
2. Workshop on "Lesson Planning" 2011, Bora Institute of Management Sciences, Lucknow.
3. Workshop on "Use of statistics in Commerce, Education & Management Research." Sep. 2016.
4. Workshop on "Innovative technique & Teaching Methodology."

**Workshop- International**

Workshop on "Student centric pedagogy" in 2015, Bora Institute of Management Sciences, Lucknow.

( b)International Seminar -NIL

Conferences:-NIL.

**26-Student profile program/course wise:-****Department of Management**

Name of course (MBA & BBA)	Total no. of seats	No. of enrolled students	Pass percentage
<b>MBA</b>			
2013-14	180	167	56.11
2014-15	180	180	22.15
2015-16	180	174	15.55
2016-17	180	97	-
<b>BBA</b>			
2013-14	120	45	26
2014-15	120	120	They are in 3rd year
2015-16	120	120	They are in 2nd year
2016-17	120	120	-

**Department of Commerce**

Name of course (Commerce)	Total no. of seats	No. of enrolled students	Pass percentage
2013-14	120	54	81
2014-15	120	116	They are in 3rd year
2015-16	120	79	They are in 2nd year
2016-17	120	92	-

**Department of B.Ed**

Name of course (Commerce)	Total no. of seats	No. of enrolled students	Pass percentage
2012-13	100	96	98

2013-14	100	94	99
2014-15	100	82	98
2015-16	100	86	-
2016-17	100	100	-

**27-Diversity of students-****Department of Management****Department of B.Ed.**

Name of the course	Science	Commerce & Arts
2013-14	20	80
2014-15	20	80
2015-16	20	80
2016-17	20	80

**28-How many students have cleared national and state competitive examination such as NET,SLET,GATE,Civil services, Defense services, etc.:-**

**Department of Management (MBA)**

S.No.	Student's Name	Enrollment Year	Competitive Examination Name
1	Rupam	2014-16	CRPF
2	Sicha Singhal	2010-12	UGC NET
3	Kriti Agrawal	2010-12	UGC NET
4	Ghanshayam Bharti	2011-13	Indian Railway

**29-Student progression-****Department of Management**

S.No.	Year	Placement	Further study (in %)	Own Entrepreneurship (in %)	Preparing for competition (in %)
<b>MBA</b>					
	2013-14	18	1	40	2
	2014-15	45	1	48	3
	2015-16	1	2	50	4
<b>BBA</b>					
	2013-14	-	All	-	-
	2014-15	-	All	-	-
	2015-16	-	All	-	-

**Department of Commerce**

S. No.	Year	Placement	Further study	Own Entrepreneurship	Preparing for competition
	2013-14	-	All	-	-
	2014-15	-	All	-	-
	2015-16	-	All	-	-

**Department of B.Ed**

Year	Placement (%)	Further study (%)	Own Entrepreneurship	Preparing for competition (%)
2013-14	50	20	-	30
2014-15	58	25	-	27
2015-16	48	22	-	40

**30-Details of infrastructure facilities:-**

(a)**Library:-**yes (about 8910 books, 263 reference books, 16 journals)

(b)**Internet facilities for staff and students:-** Yes (Wi-Fi with 10 mbps speed)

(c) **Classroom with ICT facility:** Yes (Provision for power-point presentation), Smart Board (4)

(d) **Laboratories:-** 1-We have psychology lab to take practical in psychology. We have some test and experiment-

**TEST-**

(a)(HSPQ)High school personality questionnaire

(b)Ravens progressive method.

(c )Paired association.

(d)Free association.

(e)Study habit.

**EXPERIMENT-**

(a)Mirror drawing.

2- We have **computer lab** to perform computer practical and enhance the computer knowledge. Students are taught to prepare power point presentation.

3- We have **Science lab** furnished and equipped by telescope, centrifugal pipe and many other equipment to perform science practical and related to the syllabus of class 10<sup>th</sup>.

4- We have some appliance for home science practical to perform the practical for the same.

5- We have some equipment to improve language like-lingua phone, tape recorder, DVD player, overhead projector.

**31-Number of students receiving financial assistance from college, university, government or other agencies:-**Students receive scholarship from government.

**32-Details on students enrichment programs (special lectures/workshop/seminar)with external experts:**

**Department of Management**

1. Guest lecturers provided by eminent personality.
2. Workshop on "Enhancing communication skills for organization excellence" on 30<sup>th</sup> Sep 2016
3. Guest lecture by corporate personality on the topic of " Attitude building "
4. Inter-College Quiz Competition in March 2016 by NIPM U.P. Chapter.

5. 15 March 2016 lecture meet by Mr. Sanjay Medhavi organized by NIPM U.P.Chapter.
6. Workshop on "Use of statistics in Commerce, Education & Management Research." Sep. 2016.
7. Workshop on "Innovative technique & teaching Methodology."
8. National seminar on "Digitalization of India- Empowering online infra structure." Feb. 2016
9. Training session on "Base building, leadership cum motivation" by corporate expert Mr. Imran Khan.

#### **Department of Commerce**

1. Workshop on "Use of statistics in Commerce, Education & Management Research." Sep. 2016.
2. National seminar on "Digitalization of India- Empowering online infra structure." Feb. 2016
3. Workshop on "Innovative technique & teaching Methodology."

#### **Department of B.Ed.**

1. Seminar on "Student Centric Pedagogy" by Dr. Kiran Dangwal.
2. Workshop on "Use of statistics in Commerce, Education & Management Research." Sep. 2016.
3. National seminar on "Digitalization of India- Empowering online infra structure." Feb. 2016
4. Guest lectures by eminent personality of Lucknow University, Dept. of Education.
5. Guest lecture on "Effective teaching" by Mr. B.R.Dubey from Ex. Principal of Public School, Rajasthan.

#### **33-Teaching method adopted to improve student learning:**

1. Lecture method with power point presentation.
2. Demonstration method
3. Project work
4. Assignments
5. Smart board
6. Brainstorming

7. Case study method
8. Small internship
9. Observational Study
10. Group Discussion
11. Jigsaw Technique
12. Activity based teaching
13. Lecture with OHP in B.Ed department
14. School visit
15. Laboratory method

**34-Participation in Institutional Social Responsibility (ISR) and extension activities:**

1. Participation in cultural and extracurricular activities.
2. Blood donation with collaboration with Sewa hospital at every year on the occasion of Foundation Day.
3. Tri Cycle distribution to physically disabled persons.
4. Organization of awareness rallies on environment girls education.
5. Community service-visit to a slum area by the students of B.Ed department 8<sup>th</sup> September, 2016.
6. Plantation drive-on world environment day on 05 June.
7. Visit to Mother Teresa orphanage home.
8. Distribution of old cloth to poor
9. Cleanliness inside and outside in community
10. Participation in students in clean Gomati Drive
11. Participation in activities related to library and in facilitating the availability of books to the needy students.
12. Participation in Sarva Shiksha Abhiyan.
13. Providing guidance to the students from the weaker section for career enhancement.



**35-SWOC****SWOC ANALYSIS****STRENGTHS**

- Conducive working environment both for faculty and staff leading to faculty and staff retention.
- Activities undertaken to promote social welfare and inculcate a sense of social responsibility.
- State of the art infrastructure with Wi-Fi campus and one of the best Library with large number of books, journals, magazines, e journals of national and international repute with latest edition..
- Continuous progressive evaluation system for students
- Participative Management.
- Large number of initiatives undertaken for supporting number of slow learners and students from diverse backgrounds.
- Regularly updated curriculum with industry inputs.
- Comprehensive system which ensures platform to promote faculty students and staff development.
- Strong Industry linkages.
- Use of Innovative teaching.
- Emphasis on holistic development of students.
- Driven by our mission statement of imparting knowledge to all.
- Wide range of extension, co-curricular and extra-curricular activities.
- Student feedback analyzed and used for improvement in all processes
- Optimum utilization of resources
- Teaching aids for ICT enabled teaching
- Student-friendly services
- Gender-friendly premises
- Eco-friendly premises
- The merit scholarships and cash awards are helping the students to develop their inner skills more effectively.
- Students can be trained for competitive exams.

- **DELNET** membership for all the regular teachers.
- A vast sports ground of about two hectares with facilities for all common outdoor sports and games.
- A hall of moderate size and a dais for seminars and cultural programmes.
- Clean Environment, Tree plantations, Gardens.
- Located in peaceful tranquil area amidst the nature away from huzzle of the city life.
- Internship programs for teacher training and to develop their professional skills.

### **WEAKNESSES**

- Institute is not a degree awarding body.
- Lack of flexibility in introducing innovative and job/entrepreneurial development degree program.
- Less number of Ph.D. among the staff.
- Absence of research centers in any subjects resulting in lack of research facilities
- Being a rural area students are mostly engaged in agricultural activities, which lead to poor attendance.

### **OPPORTUNITIES**

- Our college’s vision & mission provide an opportunity for rural first learners – not only to graduate themselves but also to continue their education to the highest level of research.
- To improve consultancy and extension.
- Initiating remedial coaching, extension lectures and focusing more on learner-centric classrooms for better implementation of the curriculum.
- College has enough space and infrastructure to bring/start new courses in various streams.
- Community work/survey work can be initiated based on rural background in order to find new courses/avenues.
- College can be developed as a centre for sports activities students as well as other citizens of the area.
- College can start various courses/short term courses for professional development of students as it has a good space, infrastructures and trained personal for the same.

**CHALLENGES**

- Students with diverse background with diverse needs.
- Enhancing number of students opting for entrepreneurship.
- To improve the learners’ communicative skills in English is a challenge. The challenge of improving the Communicative Skills is met out by Remedial, Bridge Courses and mandatory Communicative Skills classes for PG students, optional for UG students and soft skill courses for all UG students to develop the same.
- To increase the motivation level, Tutorial System is effectively functioning. Participatory learning through seminars and group interaction are followed. Exposure to social reality is provided through extension activities.
- To establish as one of the premier institutions in the city due to tough competition from other institutions.
- To establish as one of the premier institutions in the city due to tough competition from other institutions.
- Students with diverse background with diverse needs.
- Population is not well educated and not aware of importance of attendance in college. Most of students are engaged in agricultural activities.
- Attracting good teachers is also a big challenge as college is situated away from the main city.
- Students of the area generally belong to poor strata and are unable to pay the fees and mostly dependent on govt. scholarship.

**Future plans**

- To introduce new courses like M.Ed and M.Com.
- B.El.Ed. programme is proposed from next year.
- Going for NAAC.
- Separate cell for preparation for CA, ICWA, ICS or other professional courses.
- Going for NBA
- Open new courses like BCA, LL.B etc.

**Evaluation Report of Bachelor of Education,  
Bachelor of Commerce, Management Department  
Message from Principal’s Desk**

**M.B.A, B.B.A, B.COM, B.Ed**

Dear Students,

It gives me immense to address you all from this forum. The purpose of education is not only to teach but also to think and develop a capacity to reason out facts. As students you must understand the importance of planning and prioritizing your time and the effective use of it which are essential to achieve success.

Hard work, dedication and perseverance are the most important traits in a person that lead to success. The future belongs to you; your need, therefore, is to prepare yourself for an active participation in the world. This participation demands that you become well informed and hence develop yourself like a pioneer and ultimately grow as responsible men and women.

In the end I would just like to say that, Life is just like a Boomerang, the reward of every good action will be good only.

Wishing you all good luck.

Your Principal

**Major achievements and activities****M.B.A****Management Clubs**

To inculcate the habit of organizing and managing the professional events directly by our students. BIMS has constituted a number of clubs which are managed by our student under the professional guidance of one of the faculty member of the institute designated for each club. The club members including its President, Vice President, Secretary, Treasure and a few members are elected by the students themselves. Thus they provide institutional units of the students. By the students, and for the students.

Each club aims at going beyond the classroom learning, promoting the creative bent and inventive thinking. They decide to conduct events bearing on every functional area of management such as invited lectures. Role Plays, Debates, Quiz Cultural and Publishing, Sports activities and Management Competitions such as the Ad-Mad, Brand War etc. in every semester.

**Personality and Managerial Skills Development Workshop**

At BIMS we lay a lot of emphasis on the development of managerial skills and a refined personality in students. Experts conduct workshop compulsory for all 1st and 2nd year students.

**Saturday Activity**

On every Saturday post lunch co-curricular activities are organized by the Management Department. Students perform various activities like, poster making, role play, ad –mad, management games.

**Achievements:**

<b>Placement Record (MBA)</b>				
<b>Session</b>	Number of companies visited campus	Number of eligible candidates	Number of student placed	Highest package in lacs
<b>2012-13</b>	4	88	36	3.2
<b>2013-14</b>	4	101	52	4.25
<b>2014-15</b>	4	36	24	4
<b>2015-16</b>	8	46	16	3.6

**Achievements and Activities:****Personality and Skills Development Workshop**

At BIMS we lay a lot of emphasis on the development of managerial skills and a refined personality in students. Experts conduct workshop compulsory for all 1st and 2nd year students.

**Saturday Activity**

On every Saturday post lunch co-curricular activities are organized by the Commerce Department. Students perform various activities like, poster making, role play, ad –mad, management games and many more.

**B.Ed****Achievements and activities****Achievements**

- (a) Two Units of B.Ed. Course
- (b) B.El.Ed. Course Proposed.
- (c) Smart Board classes introduced.
- (d) New Techniques, Methods and equipment.
- (e) Number of faculty increased.

(f) Formation of alumni association.

**Faculty Development** – Workshop on New two year B.Ed. Course, guest lecture on teaching skills, 1 week workshop on innovative teaching practices.

B.Ed. department organizes lectures where people of eminence are invited.

Lecture series organized by the faculty

Sr. No.	Year	Topics	Resource Person	Organising body
1.	2011:1	Psychology Practical	Dr. Kiranlata Dangwal	Education Department
2.	2012:1	Swami Vivekanand	Prof. Akhilesh Chaube	Education Department
3.	2012:2	Swami Vivekanand	Prof. M. Verma	Education Department
4.	2012:3	Action Research	Prof. M. Verma	Education Department
5.	2013	Lesson Planning	Prof. Subodh Kumar	Education Department

### Activities

**Student Activities** –Sports, Cultural activities, social activities, placement cell, face book page of B.Ed. Students etc.

### Academic

#### (i) MBA Course

The **Master of Business Administration (MBA)** is a master’s degree in business administration (management). The MBA degree originated in the United States in the late 19th century when the country industrialized and companies sought scientific approaches to management. BIMS is best MBA College in Lucknow. The core courses in an MBA program cover various areas of business such as accounting, finance, marketing, human resources and operations in a manner most relevant to management analysis and strategy. Most programs also include elective courses. We understand that it takes a lot while getting admission selection in top Colleges while many of

the students just simply loss year after year in terms of preparation. So most students end up taking admissions or simply drop the decision to take admission for the current year. We Provide Direct Admission in MBA Programs in best MBA Colleges in Lucknow. Students take Direct Admission to MBA Colleges in Lucknow that offered the specializations in marketing, accounting, finance, human resource, operations and many more.

BIMS is a leading MBA Colleges in Lucknow India to conduct 2 Years MBA Program.. We conduct training for MBA Students where the students get personality development classes. BIMS have best Infrastructure – Library, Well designed Classrooms, Fully Furnished Modern Hostel Auditorium and Computer Lab designed to provide strong functional skills.

### **Training and Placement**

Grooming acts as an embellishment to academic proficiency. BIMS is a firm believer of the fact and aims at rigorous industry academia outreach through its training and placement activities. In BIMS we conduct training through providing a platform where the students get personality development classes which uplift our students’ morale and boost their confidence, simultaneously we entertain many guest lectures and corporate visits which enrich our students’ idea regarding corporate culture and its survival .The dedicated placement committee fosters the students’ caliber by providing them ultimate destination.

### **Corporate Interaction**

### **Memberships**

The Institute has acquired the institutional membership of the following professional bodies:

1. Lucknow Management Association, the local management association of All India Management Association (AIMA), New Delhi.
2. Global Association for Continuum of Business Management (GACBM), India.



The Institute strives to create alliances with various Associations/ Bodies of the employers/ other similar agencies with a view to derive working relationships and to develop and reciprocate matching competencies.

### **Academic Alliances**

The Institute works in close collaboration with select reputed colleges in and around Lucknow at different levels towards the goal of overall betterment and achievement of academic excellence.

### **BBA Course**

The Bachelor of Business Administration (BBA) is a bachelor's degree in commerce and business administration. In most universities, the degree is conferred after four years of full-time study in one or more areas of business concentrations. The BBA Program usually includes general Business Courses and advanced courses for specific concentrations. There are numbers of BBA Institutes in Lucknow. The degree also develops the student's practical managerial skills, communication skills and business decision-making capability. Many programs incorporate training and practical experience, in the form of case projects, presentations, internships, industrial visits, and interaction with experts from the industry.

BBA is one of the popular choices for graduation. Students who look Best BBA Colleges in Lucknow for taking admission in BBA Programs. BIMS is One of the top BBA Colleges in Lucknow offer 3 years BBA Courses and Students take Admission BBA Institutes in Lucknow. BIMS offer Direct Admission in BBA College and arrange good Infrastructure – Hostel, Computer Lab, Library, Well designed Classrooms and entertain many guest lectures.

### **Training and Placement**

Grooming acts as an embellishment to academic proficiency. BIMS is a firm believer of the fact and aims at rigorous industry academia outreach through its training and placement activities. In BIMS we conduct training through providing a platform where the students get personality development classes which uplift our students' morale and boost their confidence, simultaneously we entertain many guest lectures and corporate visits which enrich our students'

idea regarding corporate culture and its survival .The dedicated placement committee fosters the students’ caliber by providing them ultimate destination.

### **B.com:**

#### **Academic**

The Bachelor of Commerce (B.Com) is a bachelor’s degree in Commerce, affiliated to the University of Lucknow. The syllabus of Commerce covers large number of subjects, dealing with respective fields such as Economics, Finance, Marketing, Organization and many more. This course provides a base work for the students from allied streams to understand the concepts of Commerce, and helping them in shaping their careers. Admission to the B.Com is purely on the Merit basis.

BIMS is amongst the leading in Lucknow, it offers 2 Years B.Com Program. BIMS have best Infrastructure – Library, Well designed Classrooms, Fully Furnished Modern Hostel Auditorium and Computer Lab designed to provide strong functional skills.

#### **Training and Placement**

Grooming acts as an embellishment to academic proficiency. BIMS is a firm believer of the fact and aims at rigorous industry academia outreach through its training and placement activities. In BIMS we conduct training through providing a platform where the students get personality development classes which uplift our students’ morale and boost their confidence, simultaneously we entertain many guest lectures and corporate visits which enrich our students’ idea regarding corporate culture and its survival .The dedicated placement committee fosters the students’ caliber by providing them ultimate destination.

**Participation of faculty in Conferences:****Management Department**

<b>Name of Faculties</b>	<b>Research papers</b>	<b>Seminars</b>	<b>Conferences</b>	<b>Workshops</b>	<b>Faculty Development Program</b>
Dr. Anurag Srivastava	8	3	2	3	8
Mr. Venkama Raju	11	11	7	-	6
Dr. Ravi Kumar Jaiswal	2	5	-	2	2
Dr. Gargee Singh	-	7	-	-	3
Mr. Gagan Pant	-	-	-	-	1
Mrs. Deepali Srivastava	-	3	-	1	2
Ms. Pooja Dixit	-	1	-	-	1
Mrs. Priya Raj Butoliya	2	2	-	1	2
Mr. Jasdeep Singh Maggu		1			
Ms. Neelam Singh	2	4			

Mrs. Jalpa Gupta		1			
Mr. Amit Kumar Dubey	3	1	1	2	1
Mohd. Talha Siddiqui		1			
Ms. Aparna Singh	-	-	3	-	

**B.Com.**

Name of Faculty	Research Papers	Conferences	Seminars	Workshops
Dr. Munila Naqvi	6	2	11	5
Mrs. Rashmi Pandey	2	1	9	
Dr. Vijaylaxmi Sharma	-	1	5	3
Mr. Ashish Kumar Gupta	6	7	5	3
Mr. Wasif Ali	4	-	9	-
Mr. Sanjay Manjhi	2	2	2	2

**B.Ed**

Sr. No.	Name of the family members	Title of the articles	Journal Name	ISSN No.	Year
1.	Dr. Jaya Singh Principal , BIMS	Swami Dayanand	Naasik Weekly Magazine	Edition-22	2007
		Swami Dayanand	Sunday City (monthly magazine)	RNI No.- 13395 /UP/2004	2007
		Dayanand and Educational awakening in India	ShikshaSahitya	ISSN- 0974-0856	2008
		Dayanand and his philosophy of education	ShikshakShikshaShodh	ISSN- 0974-0562	2008
		Value Oriented teacher Education	Research Monograph	ISBN- 978-81-921301-4-9	2013
		Internationalization of Higher Education	Journal of innovations and Research in Education	ISSN- 2348-1587	2014
2.	Dr. Sandeep Kumar Singh Head of Department (Education), BIMS	KalidasiyaVanaushyodhyopachar	Anushilana, Research journal of Indian culture, social and philosophical	0973-8762	2011
		Vaanaspatic Aushdhiyaan: Udbhavavam Namkaran	Parmita, Traiymasik Sodhpatrika, Varshikank	0974-6129	2011

4

# BEST PRACTICES

**4. BEST PRACTICE (See 7.2, page 163 also)**

BIMS is a green institution with lush and green environment. BIMS institution displays sensitivity to issues like climate change and environmental issues. The net zero carbon foot print is achieved in the campus mainly through planting trees and the steps taken to conserve energy. There are provisions for solid waste management, waste water management and water harvesting. The college has taken initiatives to make the campus eco-friendly and solar powered heaters have been installed and there is a proposal to have a biogas plant also. Steps are being taken to further improve these schemes to provide the best environment in the sprawling campus area.

**One best practice which we are practicing at BIMS College is “Open Air Classes”**

**1 Title**

We organize classes in “open air at our lush and green college grounds” randomly whenever the topic demands or the faculty of the subject feels necessary. Open air classes also show and give some changed feeling in the minds of students in their learning.

**2. Goal**

**Describe the aim of the practice followed by the institution. Mention the underlying principles or concepts in about 100 words.**

Our main aim is to teach some lessons or topics in open air environment.

Open air teaching or education is a cultural construct which it is thought about and applied in different ways within and between students. For example BIMS identifies outdoor education as comprising "outdoor activities", "environmental education" and "personal and social development."

Further, understandings can be developed through thinking about concepts such as: • learning out of doors • outdoor learning • education out of doors • education in nature • authentic learning in landscapes • the outdoors: a learning environment.

The countryside, indeed any rural setting; can be a great therapy for many people. The fresh air, the sound of running water, the birds in the trees. At the BIMS, we believe that the ability to be at one with nature is a huge asset both for mental and physical well-being and for best learning of the lessons delivered by lecturers.

### 3. The Context

**Describe any particular contextual features or challenging issues that have had to be addressed in designing and implementing the Practice in about 150 words.**

These ways of thinking about open air classes begin to reflect great diversity. Some of these differences are explained when looking at the setting in which open air classes takes place. For example, teachers in an inner class rooms may want to make use of their school grounds, or nearby park or playgrounds, to pursue learning outcomes. Equally, teachers may have access to rural areas and pursue learning outcomes in wilder nature. If a teacher is trained in adventurous activities then she or he may want to pursue learning outcomes through these means in either urban or rural settings. Behind the diversity of approaches lie different theoretical understandings and practical applications of open air classes. We will include ideas about the cultural and natural heritage, ideas about 'a sense of place', and how to use the opportunities available to each teacher's particular situation.

We are organizing the open air classes for the students of management, education as well as commerce particularly while teaching concepts related to principles of management (POSDCORB) to the both commerce and management students and outdoor teaching concepts to education students and also while teaching 360 degree management concepts to management students we have taught with a nice open air management game.

Photos attached:





#### 4. The Practice

**Describe the Practice and its implementation in about 400 words. Include anything about this practice that may be unique in the Indian higher education. Please also identify constraints or limitations, if any.**

It is a transparent process giving adequate consideration to:

- Academic performance • Ambition and excitement level • Communication skills • Above all the recommendation of the department concerned • An information session will be held in beginning of the semester classes in all departments • A one-to-one counseling session will be held to all registered students by a HOD if anyone not interested in these kind of classes. • A separate one-to-one interview or feedback will be taken once in a semester on these innovative teaching practices.



### 5. Evidence of Success

**Provide evidence of success such as performance against targets and benchmarks and review results. What do these results indicate? Describe in about 200 words.**

Provides an unique opportunity to gain open air or outdoor learning and sitting experience • Brighten the interpersonal skills, personality development • Get an opportunity to work or learn freely in open air environment with eminent professors of the college and upon proving their mettle stand a good chance of getting solution to their lesson doubts directly from the faculty members. • Acquire or improve self-confidence and independency • Fulfils one's life time ambition to learn studies in 'Gurukul or Ashram vidya style'.





## 6. Problems Encountered and Resources Required

Please identify the problems encountered and resources (Financial, Human and other) required to implement the practice in about 150 words.

1. We faced problems to organize these open air classes/practices during winter session as the temperature down to 10 to 12 with foggy mist.
2. Sometimes students used ask chairs for sitting.

## 7. Notes (Optional)

Any other information that may be relevant and important to the reader for adopting/ implementing the Best Practice in their institution (about 150 words).

None

**8. Contact Details**

Name of the Principal: Dr. Jaya Singh

Name of the Institution: BORA INSTITUTE OF MANAGEMENT SCIENCES

City: LUCKNOW, Pin Code:226201

Accredited Status: APPLIED FIRST TIME

Work Phone:09335106662, 9415085400,9453034900Website: [www.bims.in](http://www.bims.in), [www.bims.org.in](http://www.bims.org.in)

E-mail : [bims.lko@gmail.com](mailto:bims.lko@gmail.com)

Mobile: 09335106662, 9415085400,9453034900

## POST ACCREDITATION INITIATIVES


## 4. College Initiatives after NAAC accreditation

First time applied for NAAC Accreditation and not applicable to us at present.

BIMS NAAC SSR 2017



## 6. Declaration by the Head of the Institution



**BORA INSTITUTE OF MANAGEMENT SCIENCES**

**BIMS**  
Best Idea for Mapping Success

**Declaration by the Head of the Institution**

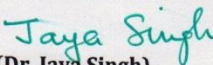
I certify that data included in this Self-study Report (SSR) are true to the best of my knowledge.

This SSR is prepared by the institution after internal discussions, and no part thereof has been outsourced.

I am aware that the Peer team will validate the information provided in this SSR during the peer team visit.


Signature of the Head of the Institution

with seal:

  
**(Dr. Jaya Singh)**  
 M.A., M.Ed., Ph.D.  
**PRINCIPAL**  
 Bora Institute of Management Sciences,  
 Lucknow.

Place: Lucknow

Date: 26.12.2016



**Principal**  
 Bora Institute of  
 Management Sciences  
 Lucknow

---

Bora Group of Institutions

NH-24, Near Sewa Hospital, Sitapur Road, Lucknow- 226201, Uttar Pradesh, India.  
 Tel.: 0522- 2990022 Mob.: 9453034900 Visit us at: [www.bims.in](http://www.bims.in), E-mail: [bims.lko@gmail.com](mailto:bims.lko@gmail.com)





**BIMS**  
Best Idea for Mapping Success

## BORA INSTITUTE OF MANAGEMENT SCIENCES

### Certificate of Compliance

(Affiliated/Constituent/Autonomous Colleges and Recognized Institutions)

This is to certify that Bora Institute of Management Sciences (Name of the institution) fulfils all norms.

1. Stipulated by the affiliating University and/or.
2. Regulatory Council/Body (such as UGC, NCTE, AICTE, MCI, DCI, BCI etc.) and
3. The affiliation and recognition (if application) is valid as on date.

In case the affiliation / recognition is conditional, then a detailed enclosure with regard to compliance of condition by the institution will be sent,

It is noted that NAAC's accreditation, if granted, shall stand cancelled automatically, once the institution loses its University affiliation or Recognition by the Regulatory Council, as the case may be.

In case the undertaking submitted by the institution is found to be false then the accreditation given by NAAC is liable to be withdrawn. It is also agreeable that the undertaking given to NAAC will be displayed on the college website.

Principal/Head of the Institution

*Jaya Singh*

(Name and Signature with Office seal)

**(Dr. Jaya Singh)**

M.A., M.Ed., Ph.D.

**PRINCIPAL**

Bora Institute of Management Sciences,  
Lucknow.

**Principal**  
Bora Institute of  
Management Sciences  
Lucknow

Place: Lucknow

Date: 26.12.2016



**Bora Group of Institutions**

NH-24, Near Sewa Hospital, Sitapur Road, Lucknow- 226201, Uttar Pradesh, India.  
Tel.: 0522- 2990022 Mob.: 9453034900 Visit us at: [www.bims.in](http://www.bims.in), E-mail: [bims.lko@gmail.com](mailto:bims.lko@gmail.com)