



SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

**MANEL SRINIVAS NAYAK INSTITUTE OF
MANAGEMENT**

MSNIM CAMPUS, BONDEL

575008

www.msnim.edu.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Manel Srinivas Nayak Institute of Management (MSNIM) is a **premier management institute** based at the coastal city of Mangalore in Karnataka. Our institute is an offshoot of the educational movement initiated by the renowned Theosophist, social reformer and freedom fighter **Dr. Annie Besant**. The institute is promoted by **Women's National Education Society (WNES)**, a leading organization for the promotion of education and women empowerment, which has its roots in the **Theosophical Society of India** and has a legacy of **more than 100 years**. MSNIM is affiliated to **Mangalore University** and is **approved by AICTE**.

Responding to India's transition market oriented governance, WNES was motivated to establish the postgraduate management institute in Mangalore to cater to the needs of the society. Manel Srinivas Nayak Institute of Management previously known MSNM Besant Institute of PG Studies is named after Manel Srinivas Nayak, a philanthropist of Mangalore who had spearheaded the growth of the Besant Institutions for nearly four decades. MSNIM was **established in 1999**, and was accredited by **NAAC 'A' grade** in 2019. It enjoys the distinction of being the **first management institute** to become affiliated to **Mangalore University** and is celebrating its **silver jubilee** this year. Institute offers a **two-year full time** post graduate programme leading to the award of **MBA** degree by Mangalore University. Excellent infrastructure, experienced faculty, adequate industry exposure, impressive track record of academic achievements and placements make us an educational destination of choice for students. Over the years, the institute has developed into a leading centre for professional management education, research and consultancy services. In addition to the existing MBA programme, the institute plans to introduce a number of specialized training programs, and to organize seminars and workshops in collaboration/association with reputed institutions and universities.

MSNIM has a spacious campus of about **3.62 acres in a serene countryside** locale at Bondel within Mangalore city limits. A Board of Governors consisting of leading professionals including **former Deputy Governor, RBI, Independent Director, Karnataka Bank**, and others occupying various corporate board level positions govern the institute. The institute is growing by leaps and bounds by producing several outstanding professionals who have made their mark in the corporate world. The institute believes and practices in ethical values and inclusive social development through education.

Vision

“To be a Centre of Excellence in management education, research, consulting and leadership”.

- At our core, we strive to empower future leaders through various academic programs that foster critical thinking, ethical decision-making, and a global perspective.
- Our enthusiasm and earnestness towards research ensure our teachings are relevant and impactful.
- Through strategic consulting, we engage with industry leaders to address contemporary challenges, driving sustainable growth and societal change.
- As a beacon of leadership, we continue to inspire and cultivate the next generation of visionaries who will shape the future of business and beyond.

Mission

To disseminate knowledge, skills and entrepreneurship culture in management through transformative learning experiences, research, and industry engagement.

- Our commitment lies in preparing students with both theoretical knowledge and essential practical skills for success in today's dynamic business environment.
- We employ innovative teaching methods and provide experiential learning opportunities to foster an entrepreneurial and leadership mindset.
- Our research remains current with industry trends, continually updating our curriculum.
- Through active engagement with industry leaders and stakeholders, we bridge academia with real-world challenges, cultivating impactful collaborations that drive innovation and societal progress.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Location: It is conveniently located in the outskirts of the city in an ecofriendly, serene learning atmosphere with 3.62 acres exclusive standalone campus with newly built state of the art building and infrastructure

Quality Education: Our institution is imparting quality education for the past 24 years since 1999. Outcome Based Education (OBE) and Choice Based Credit System (CBCS) are followed.

Employability Enhancement and Value-added Courses: Career guidance, skill enhancement programmes, value-added courses, Internships & on-the-job training to ensure good placements to the students.

Academic results: Excellent academic results with ranks from Mangalore University for the last four consecutive years.

Industry - Academia connect: MoUs with colleges, Corporates and regional trade associations to enhance student learning and practical exposures.

Research Centre: Institute is recognised as a Research centre under Mangalore University.

Community Service: Community service through NSS, Redcross, programs through Chilume and Chaithanya and other outreach programs. A mandatory social volunteering for all students.

Women Empowerment: Gender sensitization, equity and empowerment of women are top institutional priorities.

E-governance: E-governance has been introduced to maintain transparency and efficiency in academic and administrative processes.

Holistic Development: Facilities to conduct various co-curricular, extra-curricular, outreach and other extension activities.

Hostel facility: In-campus girls' and boys' hostel with boarding facility.

Alumni Network: FDPs, Sessions, Classes, Guest lectures, Internships and Placements through alumni.

Good relationship with stakeholders: A good relationship is maintained with students, alumni, parents, faculty and staff members, employers/industries, regulatory agencies etc.

Organization Culture: Good conducive environment for teaching-learning and development.

Qualified and Experienced Faculty: Faculty members are driven by lifelong learning, continuous research, cutting-edge pedagogical practices, mentoring, remedial and counseling services led by the Director, who has experience in industry and academia.

Fully Automated library with Digital E -resources: It has huge collection of wide range of books and journals, periodicals, e-resources, E Books, Case studies, Databases and other learning materials.

Institutional Weakness

Self-financed Institute: Being a self-financed institute funds are limited for developmental activities.

Research Funding: External funding for research activities has reduced significantly.

Consultancy: Revenue from consultancy and corporate training is yet to be optimized.

Collaborations with Corporates: More collaboration with corporates is required to mobilize the collaborative CSR activities.

Endowments: Institution has the non-negotiable priority in admissions to the economically weaker sections, rural students and differently abled persons. Hence there is a great need for endowments to support such students in higher education. More endowment funds need to be garnered for supporting such students.

Lack of local industries: It is a challenge to find firms and industries for internships for longer duration in the vicinity. Therefore, the students need to migrate to the larger cities for quality internships and employment.

Institutional Opportunity

International collaboration: Institution is looking for international collaboration with International firms and Universities for teacher and student exchange programs.

Extension Activities and Consultancy: These could be made more robust by identifying the specific credentials of individual staff and departments to promote the initiative and earn revenue.

Launch of professional and need based courses: Institute has earned reputation in the society by imparting quality education and skill enhancement courses which can be helpful to launch more professional and need-based programmes. The services of the institution could be brought to the notice of the general public and convert the institution into a hub of providing solutions to the issues and concerns of the society.

Start-up Eco-system: There is an ample space and opportunity for incubation and encourage entrepreneurs.

Autonomy status: Since the institute is meeting all the requirements, it has an opportunity to become an autonomous institute.

Industry connect: The organization has the membership with KCCI and CII which will help us to build industry connects. This will boost the industry relevant projects and training to students for preparing role-ready managers.

Alumni Connect: Expanding the alumni network and establishing alumni support for institutional development such as industry connect, campus placement, internship etc.

Established Education Promoters: Institute is respected for its quality of education and the leadership role it continues to play in the higher education. This provides a position of advantage to the institute to progress aggressively in its various initiatives with regard to the establishment of innovative programs and is now forging stronger international collaborations.

Institutional Challenge

Mobilization of Financial Resources: The Institution has to look for strategies to garner financial support for infrastructure and other developmental works. The requirement of finances to run the programme is enormous. The fee structure cannot be enhanced as the students are from the rural background and economically weaker sections.

Technology Upgradation and infrastructure: Since technology is constantly changing the cost of technology upgradation is a recurring cost to the institution.

High competition: With an increasing number of Management institutes in this region it has resulted in high competition in this segment.

Faculty Retention: Increase in the competition has led to low faculty retention.

Collaboration with foreign institutions: The institute has to grow in its ranking for collaboration.

Student Profile: To attract high meritorious students, especially from streams other than commerce and management. Since majority of our students are from economically weaker sections they depend on bank loans. Hence dispersion of tuition fee will be delayed.

Communication: Majority of the students face problems in communicating in English.

Out station Students: Attracting students and faculty from other states and nations.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Manel Srinivas Nayak Institute of Management follows the curriculum designed by Mangalore University, which tries to meet the local, regional, national and global needs. Mangalore University follows the **Choice based Credit System** which accommodates **Hard core and soft core courses** for the MBA program. The **ethical dimension** is focused through the Institutional values such as, **equity, social concern and sustainable growth**.

Curriculum Delivery and Implementation

- The Institute ensures **effective curriculum delivery** aligning with its vision and mission, through well planned and documented process.
- Exhaustive **academic calendar, flexible time table, systematic teaching plan, regular work diary** are the core documents of the curriculum delivery.
- Enabling activities include, **weekly faculty meetings** and Monitoring by IQAC.
- The **text books** and books for reference are made available in the **library**. The Director and some senior professors contributed to curriculum development by being members in Board of Studies and Board of Examinations in the affiliating university and other university/Institutions.

Academic Flexibility:

- Under the choice based scheme **optional soft courses** are made available to students.
- To ensure further flexibility, **certificate courses** are offered to the students from first semester itself, which enhances their skills and knowledge.
- Students can choose **Finance, Marketing, Human resource Management, Banking and Insurance, Logistic Management and Hospital Administration** as specialization from second year.

Curriculum Enrichment

- The curriculum is enriched by related **case studies, project work and summer internships**. The cross-cutting issues **like Gender sensitivity, Environmental sustainability, Human Values and Professional Ethics** find ample space into the program delivery. The topics covered include, Business ethics, Ethical principles, Discrimination in employment, protecting consumers, respect to gender and age, Corporate Social Responsibility and Corporate Good Governance. Knowledge Dissemination Lectures and Dialogues, Skill Development Programs and Attitude Development Programs further fortify the curriculum.
- **Research Methodology** has been introduced as a mandatory course in MBA curriculum.

Feedback on Curriculum

- The discussions for **curriculum development and feedback** take place with stake holders like Students, Industry, Alumni, Research Bodies, Academic Peers and University through formal and informal channels.
- Conducted **Coaching on soft skills** and aptitude.
- Organizing **National/International Conferences, FDPs, MSNM Knowledge Series** Lectures, Guest talks and International Guest series at the college premises.

Teaching-learning and Evaluation

- The Institution adheres to the admission guidelines by ensuring **transparency, inclusivity and equity**.
 - The Institute fosters a **vibrant campus culture** admitting students from wide cross section of the society.
 - The student mix includes a major part from rural and backward regions. This challenge is to develop them and prepare them as managers in a span of two years is well taken by the faculty team.
 - Seats are **reserved** for SC, ST, OBC, and Minority according to the Government norms.
 - **100%** of the students applying from the reserved categories are admitted
 - The **Student-Teacher ratio is 20:1** for the current academic year.
 - In addition to regular faculty members, services of **expert visiting and guest faculty** are drawn so that the students get quality academic delivery.
 - **Bridge courses, Remedial classes, Peer learning programmes, Counselling services and Language lab** classes are provided.
 - The College provides free **coaching for UGC- NET and PGCET / K-MAT** examinations.
 - **Experiential learning** is ensured through Internships, Industry visits and Educational tours and Projects works.
 - All classrooms of the College are equipped with **ICT equipped**.
 - Academic Calendar, Work Diary, Course Plan will serve as guides to effective execution of syllabus.
 - Sanctioned posts are filled with a well-structured recruitment process
 - **Certificate programmes** are offered based on the industry requirements.
 - Students are involved in Group Discussion, Seminars, Role play, Case study, Quiz, Debates, Mock ads, Stress interviews, Book reviews, etc.
 - The institute has evolved a **Continuous Internal Evaluation (CIE)** approach to evaluate and better the student performance.
 - In addition, **Self-Development activities, Placement Training and Samanvaya**, intra institute competitions, are conducted to develop students' core competencies.
 - The institute being affiliated to Mangalore University adheres to the programme and course outcomes defined by the university. For evaluating student performance, achievement of learning objectives and outcomes various innovative methods are used.
- Through a variety of planned academic and extra circular activities scheduled throughout the year the institute enables the students to hone their best abilities through interactions and hand-on experiences and enhance their knowledge as well as skill development.

Research, Innovations and Extension

- The institution strives for quality research output in the form of conducting the **research programs, conferences and FDP's**.
- The Institution grants **paid leave** under the Faculty Improvement Programme.
- Institution has got the recognition as the **research centre** from Mangalore University and 3 faculties are recognised as the research guides.
- The Institution publishes **research journal** with ISSN number.
- Numerous workshops are organised on **Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development** every year.
- The institution has a **MOU with Atal Incubation centre** Nitte to promote entrepreneurship.
- The institution has various MOU's with industries and academic institutions.

- Institute carries out extension activities throughout the year involving its staff, students, and members of society. Specific programmes are undertaken which directly contribute to well-being of society.
- Institute undertakes extension and outreach activities like awareness and social welfare programmes, blood donation camps, tree plantation and programmes related to environmental protection throughout the year.
- Students are encouraged to participate in various community programmes through outreach activities.

Infrastructure and Learning Resources

- Adequate learning resources and Infrastructure facilities are created in the Institute. Institute has enough infrastructure to conduct Curricular, co-curricular and extra-curricular activities in the campus.
- ICT facilities are available in the institute to make the best use of digital resources, in addition to conventional teaching aids.
- The maintenance and upkeep of the library and computer lab facilities and the other academic amenities has been adequate
- Green campus of 3.62 acres area with state of the art building with ICT enabled classrooms, AC Seminar Halls, equipped with computers, LCD projectors and audio systems and Wi-Fi.
- The computers are with Core i3-3220, 4160 with 3.6 GHz processors with 4 GB RAM, SSD (256GB/512GB), 1 TB HDD
- The Library has Institutional Repository easylib, EBSCO Host; 65 computers, out of which 59 have i3-3220,4160 3.6GHz processors with 4GB RAM, 1 Gbps speed LAN, Wi-Fi with 300 Mbps connectivity, Institutional LMS is available
- Annual maintenance contracts for maintenance of utilities and equipment. Fire extinguishers and first aid kits are maintained regularly in all blocks
- This accommodates classrooms, tutorial rooms, knowledge zone consisting of library, computer centre and research cell, Auditorium (Nethravati), Seminar hall (Swarna), Management Lab and Activity Room (Kaveri), Board room (Ganga), Administrative Office, Staff rooms, Placement cell, IAQC cell, separate common room for girls and boys etc.
- Institute has generator backup, all classrooms and seminar halls have ICT enabled facilities such as LCD projectors, computers with internet connection.
- MSNIM has girls' hostel, boys' hostels, rest rooms, canteen, and vehicles parking facility along with adequate sports facilities.
- Institute has Library which strives hard to provide the latest information to students and staff. Library has collection of 5672 titles and 8478 volumes of books, 12 journals, 10 magazines, e-resources, special collections, etc. Library is fully automated using Easylib Software. Library ensures access, use and security of materials.
- Institute plans and ensures that available infrastructure is optimally utilized. Institute allocates sufficient financial and human resources for maintenance of infrastructure. Adequate budgetary provision has ensured the proper maintenance of infrastructure and academic support facilities.

Student Support and Progression

- Socio-economic profile of students reflects **diverse backgrounds** of students. Institute has **negligible dropout** rate as it provides support and welfare facilities.
- The College adopts a **robust mentoring mechanism** keeping in mind students' all-round development.

- MSNIM provides welfare facilities like canteen, health care, counselling and mentoring to the students.
- Majority of the students benefited from **scholarships and fee concessions** provided by the government and from the institution. MSNIM also provides scholarships from its own resources to academic toppers.
- Institute has mentoring system, where for every 12 students a faculty acts as a mentor, till the student completes his/her program. Faculty mentor looks after mentees for overall development, academics, personal counselling, etc.
- MSNMBIPS has maintained consistency in academic results by securing ranks in the last four consecutive years.
- Yoga, meditation, physical fitness, health and hygiene programs take priority in the institution.
- The Samanvaya activities help students to learn better.
- Institution also conducts mega-national level intercollegiate competitions, MSNIM premier league and College Day.
- The 'International Yoga Day' is observed on 21 June every year.
- Guidance and coaching is provided to the students to appear for competitive examinations such as UGC - NET, SLET, KMAT, and PG CET.
- An effective system facilitated by statutory bodies has been put in place for student grievance Redressal and prevention of sexual harassment.
- The Institution has adopted a zero-tolerance towards ragging.
- MSNIM Alumni Association is registered which supports institute in different ways like scholarships, placements, guest lectures, and summer internships for students and participation in various events and activities.
- There is Student Placement Cell with faculty coordinator and student coordinators as active members. Placement cell conducts various training sessions for students and endeavour to place all the students through in campus and off campus recruitment drives in every strata of industry.

Governance, Leadership and Management

Good governance practices, decentralization, delegation of duties and responsibilities and transparency form the core of administrative system at MSNIM as teachers and students are involved in decision making of various academic practices. The institute has an effective Governing Council consisting of senior academicians, industry professionals, corporate stalwarts along with Director and nominated faculty members.

- The Governing Body meets regularly and is the pivotal administrative body, which decides policy matters.
- The director and faculty members together take decisions on academic matters.
- Various other Statutory Bodies as per the UGC regulations are effectively functional.
- During the commencement of every academic year, the Management, Director and the IQAC Members frame the policy and action plan for the year. The plans and policies are implemented by appointing various committees and are conveyed to the stakeholders through meetings, circulars and publications like prospectus and hand book. The Academic and Administrative Bodies of the institution function at two different levels; the management level and institute level.
- Decentralisation and participative management system are the hallmarks of administration.
- Recognised as a Research Centre under Mangalore University.
- E-governance is implemented in administration, finance, accounts, admissions and examinations.

- College promotes professional growth and development of the staff by organizing FDP's, seminars, conferences, workshops, refresher courses and staff are provided with financial assistance and on-duty leave to attend academic programmes
- Regular FDP's are organized on Research Methodology, Research Proposal Writing and Publication
- Comprehensive service rules are existing in the institute. Faculty are assessed based on structured self-appraisal comprising of points on teaching capabilities, participation in research and development, administration and extension activities in addition to the student feedback collected and evaluation by the superiors
- Internal and External audits are conducted periodically. Efficient allocation of budget, mobilization and management of resources are meticulously carried out by the nominated external agency.
- The Internal Quality Assurance Cell (IQAC) seeks to enhance the institutional standards, internalise and upscale the quality of the academic processes of the Institution. The IQAC has played a catalytic role in enhancement and sustenance of quality by framing the policies, by developing a perspective plan and by initiation of quality measures.

Institutional Values and Best Practices

- MSNIM is quality conscious and strives hard to initiate, sustain and enhance quality. MSNIM has developed various mechanisms for quality assurance within existing academic and administrative system.
- MSNIM is totally student centric, and it leaves no stone unturned to have institutional values and execution of its social responsibilities as the centre and core of all its activities.
- MSNIM involves its stake holders in planning, implementation and evaluation of academic programmes. Institute imparts education to students from various sections of the society.
- MSNIM continuously emphasizes on value addition to enhance quality of students. Learning is made student centric so that they acquire lifelong learning.
- The institute understands its social responsibilities and also tries to inculcate the same amongst students and staff. It actively supports and strengthens neighbourhood communities by its village adoption programs.
- Institute has developed good relationship with stakeholders and various academic Institutions, business, and professionals which help in identifying community needs and areas of emphasis for support.
- MSNIM has undertaken various gender sensitization programmes. Sensitization of students on gender equity is ensured in the creation of facilities, co-curricular and extracurricular activities.
- Institute is committed to environmental consciousness including use of proper waste management, rain water harvesting and implementation of green practices. It deals with waste management as a sacred mission and pious activity to keep the campus clean, green and free from pollution.
- As a matter of policy the college has introduced green practices in the campus with green landscaping and adequate trees and plants. It encourages the students to keep the campus plastic free and use bicycles and public transport to make it pollution free.
- The Institute has evolved many unique progressive practices over the years. To quote, two best practices are "Mentoring" and "Outreach Activities".
- The College actively promotes and preserves diverse local cultures and traditions The College celebrates National and International commemorative days.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	Manel Srinivas Nayak Institute of Management
Address	MSNIM Campus, Bondel
City	Mangalore
State	Karnataka
Pin	575008
Website	www.msnim.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Molly S Chaudhuri	0824-2482668	9945354024	-	iqac@msnim.edu.in
IQAC / CIQA coordinator	Reema Agnes Frank	0824-2482669	8150021686	-	info@msnim.edu.in

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular Day

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Karnataka	Mangalore University	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	30-12-2015	View Document
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	15-05-2023	12	EOA is Valid
AICTE	View Document	15-05-2023	12	EOA is Valid

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	MSNIM Campus, Bondel	Rural	3.62	3096

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA, Masters In Business Administration, Finance Human Resource Marketing	24	Graduation	English	120	118
Doctoral (Ph.D)	PhD or DPhil, Masters In Business Administration, Management	60	Post Graduation	English	10	0

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	1				3				7			
Recruited	0	1	0	1	1	2	0	3	1	6	0	7
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				10
Recruited	8	2	0	10
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				2
Recruited	2	0	0	2
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	1	0	1	2	0	0	2	0	6
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	1	0	1	2	0	1	6	0	11
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
		0	0	0	

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	56	2	0	0	58
	Female	57	3	0	0	60
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	2	0	0	2
	Female	3	3	3	1
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	1	3
	Others	0	0	0	0
OBC	Male	22	10	16	16
	Female	22	22	38	38
	Others	0	0	0	0
General	Male	7	1	8	15
	Female	12	8	10	24
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		68	44	76	99

Institutional preparedness for NEP

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>The Vision of National Education Policy (NEP), to provide high quality education to develop human resources in our nation as global citizens, is well taken by our Institute. A discussion among the faculty members has been initiated on the key principles of NEP such as diversity for all curriculum and pedagogy with technological innovations in teaching and learning, encouraging logical decision making and innovation, critical thinking and creativity. The Institute is affiliated to Mangalore University, Mangalore, which is the first university to bring in NEP syllabus in the vicinity. The Academic programs are redesigned to include Multidisciplinary /Interdisciplinary courses as electives and institute</p>
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	<p>started offering these electives to students. In order to provide the holistic academic growth among students, Inter-disciplinary curriculum has been proposed which gives freedom to the student to choose their preferred options from the range of program offered by the institution. All the courses offered by institute are Choice Based Credit System (CBCS). Few of (them also include value based and environment-based subjects like professional Ethics, Environmental studies, principles of Management, project management etc. All programs are designed in such a way that students get maximum flexibility to choose elective courses. It can be said that the Institute is proactively working towards implementation of the suggestions given in the NEP Guidelines. Certificate courses are offered on multidisciplinary topics. Classes on Yoga and Health and Wellness are conducted to all the classes The institute is aiming to be recognized as multidisciplinary institution in rural area with the intent to achieve excellence in management education. Institute is continuously imbibing humanities and values among students through various activities. To enable multidisciplinary research and innovative solutions to the society, Institute has planned to set up in-house facilities, increase associations with societal clubs; foundations etc. The institute is planning in a great way to secure autonomous status after which more courses on multidisciplinary and interdisciplinary stature are planned to introduce. The institute has already received the status of research centre where we are planning to introduce multidisciplinary research areas concerned with societal needs.</p>
<p>2. Academic bank of credits (ABC):</p>	<p>The Institute is following the affiliating University initiatives for fulfilling the requirements of Academic bank of credits and is ready to implement the NEP 2020 based curriculum. New tie-ups for various collaborations, internationalization of education etc. are planned. Institute is prepared to incorporate NEP 2020 through registration and enrolment of Institute and students under ABC. The College realizes the necessity to register for the UGC proposed ABC in order to promote learner centric approach, inter-disciplinarily, provide opportunities to enroll the courses of their choice and pursue them at their own pace. The college is registered under 'NAD Digi</p>

	<p>locker' which is the first step in this regard. This online digital storehouse of credits will facilitate, check the credits earned by the students. The provisions of hybrid learning and earning credits across disciplines would ensure lifelong learning as per the choice of students to monitor their stock of credits. This is a great opportunity for the institutions and students to access the best of learning outcomes on the basis of their interests and choices.</p>
<p>3. Skill development:</p>	<p>All the programs, social and environmental concerns, academic, employability and personality development initiatives of the college are rooted towards holistic and integrated process of learning along with curriculum under NEP. The institution strives to strengthen the vocational education and soft skills of students in alignment with National Skills Qualifications Framework. Professional development along with communication skills have been imparted through various innovative activities through the help of professionals in the concerned field. The various associations in the college keep good track of yearlong programs for the holistic development of the students. Employability, communication, Covid - 19, language skills, programs on the concern for environment, local culture, adoption of schools are some of the major undertakings of the college to orient students under NEP. To promote vocational education, the Institute is regularly training the students on aptitude and soft-skills, impart technical skills through project based learning, value added courses, technical trainings, trainings on competitive examination Preparations; Ethical values and behavioral aspects are inculcated through daily practices in the Institute. Numerous co-curricular and extracurricular activities are geared towards Skill development.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>The strategy to integrate Indian knowledge system is to strengthen practices of the institute such as organization of various competitions, extra-curricular activities those include cultural programs, celebrations of Commemorative days, and other events. MSNIM always encouraged the students to learn Indian languages and culture. Apart from this the Institution further tries to encourage the students to learn Indian culture and languages through various activities and celebrating the commemorative days. Through outreach programmes the students get in</p>

	<p>touch with the culture of surrounding places. Students go on field visit to experience the historical heritage of the surrounding historical places. Value Education, Indian Ethos and Business Ethics and cultural values in Indian tradition are in the curriculum to imbibe value orientation in their life. Every year college hosts intercollegiate cultural fests to promote the culture in the neighboring institutes.</p>
5. Focus on Outcome based education (OBE):	<p>All the postgraduate programmes are brought under outcome-based education (OBE) keeping in mind the local, regional and global requirements. All programmes have been assigned clearly stated POs and COs. Students are assessed as per OBE attainment model under NEP. Course outcomes are evaluated to evaluate Program Outcomes and in turn attainment. The Institute has its own methodology to evaluate attainment. Faculty members are trained to acquaint with all concerned aspects and methodology.</p>
6. Distance education/online education:	<p>The ICT infrastructure of institute is supportive to conduct on line courses for students. Use of Google classroom, Microsoft teams like platforms for on line content delivery is common. The Faculty are encouraged to design and offer MOOCs facilitating blended learning system. During the pandemic most of the classes were conducted in the online mode. Online programs are conducted to the students and teachers such as online competitions, online quiz competitions, seminars, FDP programs and conference.</p>

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes. Established in the year 2019
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	Yes. ELC is functional at MSNIM S.L Year Faculty Coordinator Student Coordinator No 1 2018-19 Mr. Suresh Shenoy Ganesh Prakasha Gunagi 2 2019-20 Mr. Suresh Shenoy Akarsh Kunder 3 2020-21 Mr. Suresh Shenoy Rochell Dsouza 4 2021-22 Mr. Suresh Shenoy Manuraj Shetty 5 2022-23 Mr. Suresh Shenoy Shawn Yakshith Siri
3. What innovative programmes and initiatives	Response: 1. Voter awareness camp conducted at

<p>undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>Moodshedde Gram Panchayath 2. Voter awareness guest lectures conducted for in-house students. 3. MSNIM itself is a polling booth.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>1. Voter Awareness Program</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>1. Voter Awareness Program</p>

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
186	112	120	175	205
File Description		Document		
Upload Supporting Document		View Document		
Institutional data in prescribed format		View Document		

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 22

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
11	11	10	12	11

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
33.61447	16.66964	24.04807	38.54322	33.32637

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

Manel Srinivas Nayak Institute of Management (MSNIM) is permanently affiliated to Mangalore university and follows a Choice-Based Credit System (CBCS) based on the syllabus of Mangalore University. The institute emphasizes its vision and mission statements and ensures that the curriculum delivery aligns with these statements.

The effective curriculum planning and implementation is carried out through

Academic Calendar:

- Institute prepares the academic calendar adhering to the university academic calendar.
- The Internal Quality Assurance Cell (IQAC) plays a crucial role in ensuring that the program runs as per the schedule outlined in the academic calendar. IQAC collects the details of various programs that can be implemented in the institute through the faculty meeting.
- The design of the academic calendar encompasses a range of activities, including internal examinations, competitions, sports, events, and other co-curricular and extra-curricular activities.
- These activities are strategically integrated to help regulate and ensure the timely completion of the syllabus, contributing to a well-rounded educational experience for the students.

Curriculum Planning:

- As we are an affiliating institute, the curriculum planning is done by the university and the institution adheres to it.
- The director along with IQAC coordinator calculates the tentative workload before the commencement of each semester and matches the need with the available faculty resources.
- A well-structured time table incorporating extracurricular activities ensures that students and faculty have a clear schedule. Time table is prepared well in advance so that the faculty members can prepare in advance for the classes.
- Having detailed lesson plans and work diaries enhances effective curriculum delivery and accountability. It also facilitates effective supervision by the Academic Coordinator and Director.

Effective Curriculum Delivery:

- Strong initiatives of the institution by a substantial provision in the budget for effective curriculum delivery.
- To make available adequate infrastructure both physical and academic for effective curriculum

delivery.

- Encouraging the faculty members to attend subject related workshops/ orientation/refresher courses organized by the affiliating university as well as by other agencies.
- Organizing guest lectures, workshops and conferences for the benefit of students
- Encouraging students to do project works and internships.
- Incorporating the value added courses.
- CO's and PO's are effectively communicated to the various stakeholders.

Continuous Internal Evaluation (CIE):

- Based on the progress of the students' learning, discussion of the teaching process happens regularly in weekly faculty meetings. The academic coordinator takes charge of internal examinations.
- The CIE consists of 70 marks as an external examination component and 30 marks as an internal examination component. Two internal assessment tests, on a similar pattern to the university semester exams, carrying 50 marks each are conducted.
- As part of CIE, seminars, presentations, assignments, role plays and assignments are conducted on a continuous basis.
- Bridge courses are conducted to all the first year students, as soon as they arrive at the campus to get them acquainted with the learning methodology from being teacher centric to student centric.
- Because of CIE, we can make the students active learners in the teaching learning process. Hence the process is transformed from teacher centric to student centric teaching mechanism.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 29

File Description	Document
List of students and the attendance sheet for the above mentioned programs	View Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	View Document
Institutional data in the prescribed format	View Document
Evidence of course completion, like course completion certificate etc. Apart from the above:	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 38.22

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
68	44	76	99	18

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

The curriculum extensively permeates the transformative vision of education upholding the cross cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability. The university has prescribed specific courses on these cross cutting issues.

List of subjects which covers the topics:

Year	Professional Ethics	Gender	Human Values	Environment and Sustainability
2018-19	Business Ethics and Social Responsibility	Entrepreneurship and small business(Women & rural entrepreneurship)	Organization behavior	Indian business environment
	Tax Planning		Business Ethics And Social Responsibility	International business environment
	Business Research Methods		Principles and practices of management	
	Rural Marketing			
	Entrepreneurship and small business			
	International business environment			
	Marketing research and consumer behavior			
2019-20	Business Ethics and Social Responsibility	Entrepreneurship and small business(Women &rural entrepreneurship)	Organization behavior	Indian business environment
	Tax Planning		Business Ethics And Social Responsibility	
	Business Research Methods		Principles and practices of management	
	Rural Marketing			
	Entrepreneurship			

	and small business			
	International business environment			
	Marketing research and consumer behaviour			
2020-21	Business Ethics and Social Responsibility	Entrepreneurship and start ups (Women &rural entrepreneurship)	Organization behavior	Indian business environment
	Tax Planning		Business Ethics And Social Responsibility	International business environment (Environmental Context of international business)
	Business Research Methods		Modern organization & Management	
	Rural Marketing			
	Entrepreneurship and small business			
	Marketing research and consumer behaviour			
2021-22	Business Ethics and Social Responsibility	Entrepreneurship and start ups (Women &rural entrepreneurship)	Organization behaviour	Indian business environment
	Tax Planning		Business Ethics And Social Responsibility	International business environment (Environmental Context of international business)
	Business Research Methods		Modern organisation & Management	
	Rural Marketing			
	Entrepreneurship and small business			
	Marketing research and consumer behaviour			

2022-23	Business Ethics and Social Responsibility	Entrepreneurship and start ups (Women & rural entrepreneurship)	Organization behaviour	Indian business environment
	Tax Planning		Business Ethics And Social Responsibility	International business environment (Environmental Context of international business)
	Business Research Methods		Modern organisation & Management	
	Rural Marketing			
	Entrepreneurship and small business			
	Marketing research and consumer behaviour			

We have taken activities beyond the curriculum by incorporating different activities on the thrust areas. Along with these, several guest talks are also arranged in these areas regularly.

Activities conducted beyond the curriculum:

Year	Professional Ethics	Gender	Human Values	Environment and Sustainability
2018		Women's Day	Debate on Human rights	Mental Health and Addiction
2019	Workshop on Enhancing personal effectiveness	Women's Day	Know your Rights	Vanamahotsava celebration
			Drug Awareness	Swaccha MSNIM Beach Cleaning
2020	Corporate Expectation	International Women's Day	Human Rights Quiz Competition	Catch the Rain
			Poster Making	
2021	Session on IPR.	Women's day	Social Gracing	Clean Village
		POSH Training	Child Right	Panambur Beach Cleaning
				Save soil
				Earth Day Celebration
				World Environment Day

2022	Professional ethics	International Women's Day	Kesard onji dina	Ocean Cleaning
		Gender Sensitisation	Human Rights	World Environment Day
2023	Professional Ethics	Capacity building program on POSH	Drug Awareness	Food Waste Management
	Corporate Etiquettes	Women's day celebration	Kesard Onji Dina – A day in the fields	Sasihithlu Beach Cleaning
	Transition from College to Corporate			
	Alumni talk series on interview etiquettes.			
Online session on IPR				

We have installed sanitary pad wending machines and incinerators in the ladies' washrooms and in the ladies' hostel.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 36.56

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 68

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	View Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	View Document
Action taken report on the feedback analysis	View Document
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 67.5

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
118	68	44	76	99

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
120	120	120	120	120

File Description

Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 69.67

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2022-23	2021-22	2020-21	2019-20	2018-19
45	43	35	42	44

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
60	60	60	60	60

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	View Document
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 16.91

2.3 Teaching- Learning Process

2.3.1

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

The institute offers a well-crafted teaching-learning paradigm and process to ensure a pedagogy that emphasizes the holistic development of students, keeping in mind their diverse needs, aspirations and aptitudes while delivering the curriculum. In this context regular workshops or FDP's are being organized at the institute to the teachers to get well acquainted with experiential learning, participative learning and problem solving methodology in the classrooms.

Type of Student –centric approach	Methods adopted by teachers	Impact on learner in terms of enhancement
Experiential Learning	Industrial Visits.	Experience the functionality of organizations
	Project work	Gain practical experience
	Internships	Gain practical experience
	Group Projects / Assignments	Gain practical experience
	Service Learning	Gain practical experience
Participative Learning	Flipped classroom	Attentive and interactive learning
	Seminar	Active Participation
	Presentation by learners	Active Participation
	Game based learning	Active Participation
	Quizzes	Active Participation
	Assignments	Enhancing knowledge base
Problem Solving Methodologies	Guest Lectures	Enhancing knowledge base
	Case Study Method	Exploration of real issues within a defined context.
	Guidance on competitive examination	Competitive examination pre
	Interaction with Alumni	Sharing expertise in career choice
	Bridge Course	Helps understanding courses, curriculum, syllabus and communication skills.
	Group Discussion	Situation based learning

In addition to Chalk and Talk method, teachers use other interactive, collaborative and ICT enabled methods. The college provides the following ICT facilities:

1. Virtual Classrooms
2. E-Learning Platform
3. Video Lectures and Webinars
4. Online Library Databases
5. Computers and Audiovisual Facility
6. Wifi Facility
7. Microsoft EXCEL and Power Point Presentation

S. No	Particulars
1	Classrooms with projector
2	Computers
3	Conference/ Seminar halls
4	PPT's used by the teachers
5	e- Journals
6	Laptops
7	e-books

During COVID-19 Pandemic, the institution delivered online classes for every subject. We also organize, online international conference, online international guest talk series, and eminent personalities interact with us which enable the students to learn beyond the curriculum.

The IQAC is involved in organizing sessions to the students and faculties to enhance their ICT skills

- Advanced Excel certification course
- Digital marketing certificate course
- Design thinking

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 91.67

2.4.1.1 Number of sanctioned posts year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
12	12	12	12	12

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 43.64

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
6	4	4	5	5

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

As per the prescription of Mangalore University, the evaluation ratio is 30:70.

Transparent mechanism of internal/external assessment:

- The student's handbook envisages the assessment criteria for each program according to the guidelines of Mangalore University.
- Orientation sessions and class presentations are conducted to explain the mechanism for internal/external assessment and handling of grievances.
- The institute ensures total transparency in informing students regarding the schedules of examinations, methods of marking and discussing what is expected from the students.

Organizing with transparency:

- The assessment schedule is planned in the annual academic calendar.
- Assessment notices, timetable, syllabus, question paper format etc are informed to the learners through notice boards, WhatsApp groups and in regular class sessions.
- Enabling the students to identify their strengths & weaknesses and areas that need attention from time to time.
- Tutorial classes are conducted; personal attention is given to help students who find difficulty in understanding curricular aspects.
- Some students who lack quantitative skills are taken special care so that they can sail through courses like business research, operations research and management accounting.
- For internal assessment through assignments, presentations, class participation etc. are informed to the learners duly.

Achievements:

- The institute has outperformed in the academic results.
- Consecutive university ranks are grabbed by our students.
- The students are also able to critically explain the concepts in placement interviews.

The grievance Redressal system is time bound and efficient:

Planning to mitigate grievances:

- The college takes pre-emptive measures to mitigate grievances through sessions on ethics, examination code of conduct, and notices.
- Students' grievances concerning internal examination are taken care of and redressed promptly by individual subject teachers.

Mechanisms for redressal of grievances regarding internal evaluation include:

1. Generally, there is no grievance regarding this aspect as sufficient notice is given regarding the proposed test/examination.
2. If an internal test/examination has questions from the syllabus not covered so far, students can complaint to the director.
3. All students are handed over their corrected answer sheets so that they can know how many

marks they received in each question. Internal marks are also displayed on the notice board. Students are encouraged to discuss with faculty members to clarify their doubts regarding marks received.

External examination:

University sends the examination schedule to the colleges and it will be displayed on the notice board and communicated to the students through circulars.

Mechanisms for redressal of grievances regarding External Evaluation by the University include:

The usual grievances of students before the examination is non-receipt of hall-ticket required to give examinations or wrong entries in hall-tickets. In either case, grievances are communicated to the University Examination Section and resolved at the earliest.

Instant reporting to University Examination Section, if there are any grievances regarding question paper attempted by students. Clarifications received from the University are communicated to the students.

If the student has a grievance regarding marks received in particular courses(s), she/he has the right to apply for revaluation and reassessment of papers.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

The institute follows pre-defined Programme Outcomes (POs) as prescribed by the University which focus on the following points:

- To prepare graduates from different disciplines to design business solutions for problems across the various functional domains of Management;
- To contribute to the growth and development of the society through their research acumen and entrepreneurial skills;
- To develop the requisite interpersonal skills and aptitude.

Hence more specifically, on completing the program, the student will be able to:

- Demonstrate the knowledge of management science to solve complex corporate problems using limited resources.
- Review research literature, identify and analyse management problems and utilize qualitative and quantitative methods to investigate and solve critical business problems.
- Identify business opportunities, design and implement innovations in work space.
- Integrate tools and concepts from multiple functional areas like finance, marketing, operations and human resource management to solve business problems.
- Apply reasoning informed by the contextual knowledge to assess societal, health, safety, legal, and cultural issues and the consequent responsibilities relevant to management practice.
- Incorporate ethical principles, diversity and multicultural perspectives when making business decisions.
- Function effectively as an individual, and as a member or leader in diverse teams, and in multidisciplinary settings.
- Communicate effectively with all stakeholders of his role as a manager.
- Engage in independent and life-long learning.

Display of stated POs, and COs:

- The POs, and COs are disseminated to the stakeholders and published in the websites, student attendance registers, IA Test booklet (blue books), the director room & faculty rooms, and Department corridors.
- The academic co-ordinator conducts awareness session on POs, and its mapping with COs to course handling faculties.
- The course teacher conducts PO & CO awareness session during regular classes. The students are mandated to write and assimilate PO and COs in their blue books.

Source for dissemination of CO's and PO's.	Stake holders
Website	All students, Teachers, Alumni and Parents
Orientation program	Students and teachers
Regular classes and discussions	Students
Parents teachers meeting	Students and parents
Departmental notice board	All students, Teachers, Alumni and Parents
Work diary	Teachers
Attendance Book	Teachers
Internal exam books	Students and teachers

Attainment of program outcomes and course outcomes are evaluated by the institution:

The institute has process to measure the attainment of CO's and PO's with two methods viz, direct and indirect methods.

The direct method of measurement includes the calculation of attainment of PO's and CO's through result analysis. The CO's of all courses are mapped with the POs to obtain PO attainment level. The indirect method refers to the assignments, presentations and class participation.

Defining of attainment Levels for CO's and PO's	
% CO Attainment	Attainment Level
>= 75%	3
>=60% & <= 74.99%	2
>50% & <= 59.99%	1
Assurance Mechanism:	
Levels	Role for attainment of POs and COs
Director	<ul style="list-style-type: none"> • Continuous monitoring and vigilance • Through work diary assessment • Result analysis • Teachers Feedback
Teachers	<ul style="list-style-type: none"> • Timely syllabus completion • Continuous internal evaluation • Effective mentoring
Students	<ul style="list-style-type: none"> • Continuous assessment of students • Participation in curricular, co-curricular and extracurricular activities
File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

1. Components of Assessment:

- As per University guidelines, the weightage between Continuous Internal assessment (CIA) and End Semester Exams for MBA is 30:70.
- The Assessment Tools for the CIA, the Formative Assessment consists of two internal tests for 50 marks each totalling up to 100 marks.
- End-Semester Examination, the summative assessment evaluates the academic attainments of students at the end of each semester.

- For internal exams, the concerned faculty members develop internal question papers. For end semester exams, the university set question papers are used.

2. Evaluation of POs and COs attainment:

- POs and COs attainment benchmarks are set by the institution with the guidance of the director.
- The mentors meet students whose performance is below the expected levels and assess reasons for poor performance.
- Appropriate remedial measures are suggested, and the additional classes are conducted for the poor performers.
- In order to map the achievement of the designed course outcomes, the College adopts a scientific formula-based method using the excel sheet.
- The method uses a scale ranging from low (1), moderate (2), high (3) to compute the attainment of Course outcome and eventually the Programme outcomes.
- Using this method, the attainment of Course Outcome was found to be in the range of moderate to high.

Assessment through Assignments, seminars, role plays, and case study analysis is done to make sure that more than the test marks are considered for the student's holistic development.

The institution recognizes that to achieve the learning outcomes teaching, learning and assessment must happen both in the class room and also as a continuous process through college life and outside. The structure includes an academic calendar, teaching plans, staff meetings, work diary and exam calendar. There is an emphasis on academic activities, co-curricular activities and field activities. Besides grades and marks, there are many awards and scholarships which acknowledge achievement of learning outcomes and motivate students toward higher benchmarks. During the mentoring also the outcome on the basis of set graduate attributes are evaluated and reviewed.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 97.7

2.6.3.1 Number of final year students who passed the university examination year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
64	43	73	99	104

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
68	44	76	99	105

File Description	Document
Institutional data in the prescribed format	View Document
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	View Document
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.7 Student Satisfaction Survey**2.7.1****Online student satisfaction survey regarding teaching learning process****Response:** 3.39

File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

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

Response: 7.23

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

2022-23	2021-22	2020-21	2019-20	2018-19
3.94	1.52	1.52	0.25	0

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

The College has duly constituted IQAC, Research Cell, Incubation centre, Samanvaya – The creativity club.

1. Ecosystem for promoting Innovation:

- The Institution has created the required infrastructure for innovative activities such as WiFi-enabled campus, Video Conferencing facility, Incubation Centre and mentoring rooms.
- Institution has well equipped computer lab with internet connectivity and printers used by the students

2. Institute Innovation cell:

- The institute has registered under Institute Innovation council and constituted Institute Innovation cell which conducts regular activities.

3. Indian Knowledge system: The institute adheres in promotion of Indian Knowledge System through various activities on a regular basis.

- The institute conducts regular classes on Yoga to students
- Institute has organized Kabaddi tournament
- Institute organizes regular talks on Indian Knowledge system.
- Institute celebrates 'Kesard Onji Dina – A day in the fields' to promote traditional games

4. Awareness about IPR

- Institution has organized programs on IPR and shared knowledge with the students.

5. Formation of IPR cell

- Institute has an active IPR cell which meets every 6 months and conducts programs for the students and the research scholars. The online Research Journals help the publication output and requirements of the researchers.

6. Incubation Centre:

- The institute has a MOU with Atal Incubation Centre, Nitte and organizes continuous programs to promote entrepreneurship. Under this MOU, Mangalore entrepreneurship and student Entrepreneurship Summit was organized. This helped the young entrepreneurs to listen to the experts and gain insights.
- A business plan workshop and competition is organized to encourage students to start their own entrepreneurial ventures.

7. Research Centre:

- Approved PhD research centre under Mangalore University.
- Approved intake of research scholars is 10.

8. Research Promotion

- The IQAC at the Institute facilitates research activities and creates research culture within the Institute.
- The Library resources are made user-friendly to the researchers. Ebscohost facility serves the interest of the researchers extremely well.
- The research articles and journals along with bound volumes available in the library meet the research requirements.
- An institute journal, by the name "MSNM Besant Management Review" is published bi-annually.

9. Institutional support to facilitate research

- Support by way of leave and financial grants to faculty members attending seminars and conferences and paper presentations.
- Faculty members are encouraged to conduct research & PhD. Study leave/time-off is granted for this purpose.
- The teachers also attend FDPs conducted by other institutions.
- Facilitating online and print journals.
- Institution has a MOU with NITK Library to access library resources to enhance research work.
- The faculty is actively involved in guiding the students in their summer internship project reports and final research projects.

10. Promotion of Entrepreneurship:

- The Institution has constituted the Innovation and Entrepreneurship Cell to support and motivate student entrepreneurship.
- Students have undergone a certificate course on entrepreneurship by United Nations Development Program (UNDP).
- The university curriculum prescribes the compulsory course on Entrepreneurship and start-ups with 4 credits.
- The institute supports Project-based learning, industry internship, social outreach programmes, extra-curricular & co-curricular associations are promoted among students.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 49

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
15	12	8	13	1

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 0.5

3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
8	2	1	0	0

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	View Document
Link to re-directing to journal source-cite website in case of digital journals	View Document
Links to the papers published in journals listed in UGC CARE list or	View Document
Institutional data in the prescribed format	View Document

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 1.68

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
9	12	3	13	0

File Description	Document
List of chapter/book along with the links redirecting to the source website	View Document
Institutional data in the prescribed format	View Document
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	View Document

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

Institute carries out various extension activities throughout the year. This has a

profound impact in sensitizing students to social issues and helps in a holistic

development of the students. At our institute we consider it as an integral part as our Core Values of Inclusiveness and Sustainability and our graduate attributes of Social responsibility and Empathy and has incorporated it in the curriculum and extra-curricular activities

Major extension activities are:

1. Blood Donation Camp:

- Institute organizes Blood Donation Camp in the campus. Students and staff participate in large numbers voluntarily. Blood Donation Camp sensitizes students to the needs of society without knowing to which individual the blood is being passed on. Students through this volunteer action relate themselves with the community. Rotary International and Red Cross are actively engaged in conducting Blood Donation Camps at the Institute.

1. **Clean India Activities:** In congruence with the '**Swachh Bharat Mission**', Institute conducts many activities for the students. These activities enhance awareness of the students towards major social issues afflicting the society and motivates them to take responsibility for social causes. We also organize beach cleaning, Swachh MSNIM activities at the campus and outside.

2. **Vigilance awareness week:** In association with MRPL, institute conducts the program on vigilance awareness and creates awareness amongst more than 5,000 students nationally and internationally.
3. The institution promotes college **neighbourhood network** by associating with NGOs, Govt. Departments and Service Agencies. The resource persons from these agencies are invited for guest lectures, training programmes, etc., through which students are sensitized to the social problems. The programs include planting trees in association with Income Tax department, Save soil, awareness programs along with Nehru Yuva Kendra, Awareness activities along with Primary Health Centre, Bondel, Awareness programs along with Moodshedde gram Panchayat.
4. Institute has collaborated with **Ramakrishna Misson** and organised Youth Day where students of all MBA colleges in Mangalore are oriented towards social issues, values and holistic development. The sessions held in this programme were handled by speakers of national repute.
5. **Jail Visit:**

Our students spent a day at Mangalore central Jail with the inmates, interacting with them and delivered entertainment program.

1. **Chilume:** It is a Social Awareness programme where our students visit the Government Schools and spend time with them.
2. **Chaithanya:** Students participate in visits to old age homes, awareness programmes, shramadhans, etc. Student interaction with people in diverse fields and backgrounds gives an impetus to fostering competency, innovativeness among the students and in understanding of social, economic, cultural and environmental realities. These activities and a cohesive networking of the neighbourhood result in good citizenry among the students and their holistic development.
3. **Socially Relevant Surveys & Projects:** Students conduct many socially relevant surveys and work on projects during summer internship and research projects extended to their academic course work.
4. **Career guidance by our faculty members to the students of Dakshina Kannada and Udupi districts:**
 - The institute faculty members deliver guest talks on various relevant topics and conduct career guidance training to the students of Dakshina Kannada and Udupi districts to help them to do a better career choice.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

MSNIM has carried out various extension activities outside the campus – in and around Mangalore city and has received various rewards and appreciation letters from government and non-government agencies. The students of the institution with the support of faculty members have carried out various activities.

The primary objective of carrying out the extension activities is to enable the student community to be socially responsible. Possessing an attitude of service is considered essential for professional by the institution. The extension activities are carried out in multipronged way through various agencies.

The list of activities carried out by the institution are:

S. No	Name of the activity	Organizing unit/ agency/ collaborating agency	Name of the award/recognition o for institution	Year of the activity
1	Swach Bharath cleaning campaign	BPCL	Appreciation Letter	2019-20
2	A Beach Cleaning program	MRPL	Appreciation Letter	2019-20
3	The MRPL MSNM Vigilance Awareness Program	MRPL	Appreciation Letter	2019-20
4	Blood Donation Camp	Red cross	Appreciation Letter	2020-21
5	Covid 19 Vaccination Drive	Primary Health centre, Bondel	Appreciation Letter	2021-22
6	Blood Donation Camp	Red cross	Appreciation Letter	2021-22
7	Clean Village Green Village	Nehru Yuva Kendra	Appreciation Letter	2022-23
8	Session on Emergency Service of Police Department	Kavoor Police Station	Appreciation Letter	2022-23
9	Blood Donation Camp	Red cross	Appreciation Letter	2022-23
10	A Beach Cleaning program	MRPL	Appreciation Letter	2022-23
11	Save Soil	Save Soil	Appreciation Letter	2022-23
12	Save Environment Save Future	Aazaadi Amrith Mahothsav	Appreciation Letter	2022-23
13		Ocean Cleaning certificate	Appreciation Letter	

14		Jail Visit appreciation Letter	Appreciation Letter	2022-23	
Year	2018 -19	2019-20	2020-21	2021-22	2022-23
No	0	3	1	2	6
File Description		Documents			
Thankyou Letter from Govt Recognised bodies		View Document			

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 55

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
15	17	9	12	2

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View Document
Institutional data in the prescribed format	View Document
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 18

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	View Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

MSNIM Institute is located in a **3.62-acre** lush green campus at Bondel, Mangalore. Women's National Education Society, the patron of all Besant Institutions and the Governing Board of MSNIM has well framed policies for infrastructure development that facilitate effective teaching and learning process. The Institute, functions in a **three storey building** and has enough space for academic and extra/co-curricular activities. The entire building has a sound fire safety system.

Adequate facilities for the core teaching learning process:

- ICT enabled classrooms with built in wall mounted LCD projectors, CCTV cameras and Wi-Fi .
- 01 Smart Boards / Interactive Boards
- 6 laptops are available for teachers to facilitate teaching learning.
- Computer lab for students with 60 computers.
- 200 Mbps band width internet connection.
- There is a full-fledged server control room.
- College has approved research Centre with 10 Ph.D. scholars

Academic support system for learning and overall development:

- Fully automated library with computer facility.
- The college has dedicated exclusive space for National Service Scheme (NSS), Women development cell, Placement Cell, Counsellor's room, cultural & sports room.
- Seminar Hall with 200 seating capacity with ICT facilities.
- Auditorium with 400 seating capacity.
- Conference room with 200 seating capacity with ICT facilities.
- Photocopying facility for the students.

Administrative facilities to support teaching learning process:

- Safe drinking water in the college premises, canteen and in the hostels.
- Elevator facility, Spacious stairways, Ventilation, Fire and safety equipment, E-waste bins, biometric devices, and CCTV cameras in the premises.
- Health Centre room with bed facility and first aid service

- Cafeteria with seating facility for staff & students' hygienic conditions and a healthy menu.
- Girls common room with attached restroom and other amenities like incinerator and sanitary napkins vending machine facility.

- **Facilities' for Sports activities:**

- Indoor games center
- Cricket ground
- Volleyball Court
- Shuttle badminton court
- Yoga center
- All sports equipment is duly purchased by the institution for the students.

The Institution gives utmost importance to overall development of the students and organizes various sports, games and cultural activities on campus regularly. The Institute has Play-Ground for Throw Ball, Volleyball, and Badminton. However, spacious ground for cricket is hired from neighboring colleges or we use the local sports associations ground located in and around the vicinity of the college. A faculty member of the Institute conducts yoga classes for the students. The time table includes the yoga hour and he trains the students once in a week.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 33.09

4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
11.56480	3.77090	10.17650	2.26498	20.59652

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

Our Library is fully automated. It is located in the basement of the Institute building and covers an area of 295.211 square meters consisting of reading area, stack area, and journal and periodical areas. Following features of library makes it **as a learning resource**:

Information Resources: The Library offers a variety of information sources, including books, e-books, periodicals, newspapers, and reference materials. It also provides photocopying and scanning facilities.

Operating Hours: The library is open on weekdays from 8.30 a.m. to 5.30 p.m. and on Saturdays from 8.30 a.m. to 1.30 p.m.

Library Committee: The Library Advisory Committee, designed for formulating policy for developing library, comprises faculty members and student representatives. The committee, meets once a semester to make decisions and brings necessary upgrades related to Library services.

Automation: The Library is fully automated using Easylib cloud 6.4a version, with an Online Public Access Catalog (OPAC) facility to help users find information on available books, journals and Institutional digital repositories like E-question papers, E-books etc.

Acquisitions: Over the last five years (2018-2023), the library has acquired 596 books and has a collection of text and reference books prescribed in the University syllabus. It also contains best-seller books. The total number of books available for use is 9059.

Periodicals: The library subscribes to national journals, magazines, and 11 newspapers.

Digital Resources: The library constitutes digital resources such as e-books and e-journals. In the last four years, the library subscribed to the **J-Gate database, and in the current year, the library is subscribing to the EBSCO Online journal database.**

Expenditure: In the financial year 2022-23, the library spent ₹57,428 (₹28,881 for books & ₹28,547 for periodicals) on books and journals. Over the past five years, the institute spent a total of ₹5,76,075 on library books, journals, and newspapers.

National Digital Library: The library is registered under National Digital Library (NDL). Hence, students and faculty members have become the registered members of NDL.

User Orientation and Training: New students receive user orientation and awareness training at the beginning of the academic year. Training executives provide information retrieval training on digital sources for students and faculty members.

Research Support: The library actively supports researchers and faculty members in their research endeavors, including access to the resources of the National Institute of Technology Karnataka's Central Library. 683 bound volumes of journals are available for reference in the research room.

Library Services: Students can borrow up to three books at a time, with the option to renew twice if the books are not in demand. During revision holidays and examinations students can borrow five books for ten days. There is also an overnight borrowing option for one book, with a return time at 10:30 a.m. of the following day. Faculty members have no set limits or due dates for borrowing books.

Library also caters to the information needs of the users through other services such as Photocopy Services, Reference services, Current Awareness Service (CAS) and Selective dissemination of information (SDI)

The library is optimally-utilized by both students and faculty members leading to average annual physical footfall of 4795.

The Librarian continuously solicits User -feedback towards ensuring User-satisfaction and improving quality of library-centric services

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

The institution leverages ICT in the following ways:

1. **Interactive Classrooms:** The institute's classrooms have LCD projectors, enabling interactive and multimedia-enhanced teaching.
2. **Laptop-Enabled Teaching:** Faculty members use laptops to conduct lessons through PowerPoint presentations, enhancing the delivery of contents.
3. **Webinars:** ICT facility enables the students and faculty members to interact online with national and international subject experts through webinars, broadening their knowledge and perspectives.
4. **Live Sessions:** Online participation in live events, such as live budget sessions, provides students real-world exposure to important events and topics.
5. **Seminars and Project Presentations:** Students regularly conduct seminars and project presentations enriched by ICT facilities, making them more engaging and informative.
6. **Online International Conferences:** Institute successfully conducted online international conferences, allowing the participants to share their research and insights on a global platform.
7. **Online Quizzes and Competitions:** The institution conducts online quizzes and competitions, fostering healthy competition and a deeper understanding of various subjects.
8. **Online Teaching (During COVID-19):** The institution seamlessly transitioned to online teaching during the COVID-19 pandemic, ensuring that the learning process remained uninterrupted.
9. **Basic Computer Skills Training:** Students receive formal training in basic computer skills, including Microsoft PowerPoint, Word, Excel, and web research. This training empowers them to use technology effectively for their academic and research needs.
10. **ICT Facilities in Seminar Halls and Auditorium:** The institute has ensured that its seminar halls and auditorium are equipped with ICT facilities, providing students with the necessary tools to conduct presentations, conferences, and events efficiently.
11. **LAN and Wi-Fi:**
 - ? Structured Network Cabling
 - ? Computer labs are connected through 1 Gbps (LAN) and connectivity is through 250 Gbps fibre
 - ? Computer Lab and Office are connected with 1 Gbps switches
 - ? 5 controlled Wi-Fi access points with a speed of 200 Mbps
 - ? Backup in the form of UPS for all terminals (>7.5KVA)

? 60 Computer systems with core i3 10 th & 11th Gen & Processor with 8 GB /4 GB RAM, 1 TB HDD

? The College is secured with windows security

? Authentication-based user access is provided to all IT devices

? IPS, Content filter and Avast scanning in the gateway mode

Hardware and Software:

? Personal computing devices, computer peripherals, networking equipment, biometric devices, telecommunication equipment, mass media streaming devices and other hardware have been procured and installed.

? Microsoft licensed software is installed

? Licensed software and open source software are available

Budget allocation: The finance committee of the college in consultation with the director to finalize the yearly Budget for updating IT facilities in the college.

IT Facilities Updation:

? 100% replacement of computers after optimum use.

? 1 LED TVs Live Streaming of programmes

? The campus security is strengthened with 31 surveillance cameras.

? All class rooms and seminar halls are equipped with ICT facilities.

? The libraries are Fully automated

? The Institution has developed an Institutional Repository using Easylib 6.4a Cloud Version & EBSCO HOST

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response: 3.1**4.3.2.1 Number of computers available for students usage during the latest completed academic year:**

Response: 60

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	View Document
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.4 Maintenance of Campus Infrastructure**4.4.1**

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 33.49**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
8.20117	8.49931	6.32471	14.61723	11.32350

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 27.32

5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
50	43	43	39	43

File Description

Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

- 1. Soft skills*
- 2. Language and communication skills*
- 3. Life skills (Yoga, physical fitness, health and hygiene)*
- 4. ICT/computing skills*

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	View Document
Report with photographs on ICT/computing skills enhancement programs	View Document
Institutional data in the prescribed format	View Document

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 29.2

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
48	46	51	43	45

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

Response: B. 3 of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	View Document
Proof related to Mechanisms for submission of online/offline students' grievances	View Document
Proof for Implementation of guidelines of statutory/regulatory bodies	View Document
Details of statutory/regulatory Committees (to be notified in institutional website also)	View Document
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	View Document

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 57.18

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
42	31	46	51	49

5.2.1.2 Number of outgoing students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
64	43	73	99	104

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	View Document
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	View Document
Institutional data in the prescribed format	View Document

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 1.97

5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)

2022-23	2021-22	2020-21	2019-20	2018-19
0	2	0	0	1

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	View Document
Institutional data in the prescribed format	View Document

5.3 Student Participation and Activities

5.3.1

Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

Response: 31

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
22	7	1	1	0

File Description	Document
Upload supporting document	View Document
list and links to e-copies of award letters and certificates	View Document
Institutional data in the prescribed format	View Document

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 18.8

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
22	21	18	16	17

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.4 Alumni Engagement**5.4.1**

There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

The Alumni Association, MSNIMAA was registered on 15/11/2021, via registration No. DRDK/SOR/109/2021-2022 under Registration of Societies Act 1960. All graduating students are the

members. As of 2023, the alumni association has more than 1000 registered members.

The objectives of the association are:

? To maintain and develop the parent institution MSNIM.

? To cater to the institute maintain uniformity in various areas such as admission, internships and placements.

? Also in imparting knowledge to the students of various batches through different means.

? To bring together all the students passed out from the Institution to meet from time to time and share the experience and benefits gained from the Institution.

? To organize seminars, lectures, workshops to the present students and share their standards in management by inculcating present management and market trends.

? To render services to the Institution by conducting classes to the students on how to face interviews, preparing projects and getting placements.

? To search and identify reputed personalities to visit the Institute and seeking collaborations, joint participation in project preparations.

? To raise funds for giving scholarships, stipend etc. to the academically deserving students.

? To sponsor industrial visits of their establishments to inculcate practical knowledge for gaining employment.

? To organize events that help to evaluate the skills and aptitude knowledge of outgoing students to become an intelligent and perfect manager of his establishments.

? The membership shall be open to all the students passed out from MSNIM without any caste creed or religion.

Accordingly, the association organizes interactions with Alumni on various topics and avenues which contribute significantly to the development of the institution through support activities.

Our Alumni is actively involved in the following areas:

1. Helps in placements.
2. Interaction with faculty members.
3. Engagement in guest talks – Alumni Series
4. Engagement in cultural and co-curricular activities
5. Engagement in skill development

6. Engagement in career guidance

7. Engagement in research guidance.

Decision Making Bodies:

? Mrs. Nanditha Sunil, is our Alumni, 2 nd Batch and is a faculty member and she is involved in the IQAC of the institution and is also a Governing Body member.

? Members of the Alumni Association have regular interactions with the Director, Management and the staff members regarding the overall development of the college.

? Dr. Ankitha Shetty and Dr. Suprabha are on the Advisory Committee of our journal.

Feedback on curriculum and teaching:

Alumni feedback on curriculum and teaching methodology is taken regularly and their input and suggestions are incorporated wherever possible.

Financial Contribution:

Alumni has contributed an amount of Rs. 7,00,000/- for scholarships in the last 5 years, from 2018-19 to

2022-23. Moreover, they have contributed sanitary pad dispenser, water coolers, wall clocks, cricket pitch and beautification of the Ladies Room etc.

Annual alumni Meet:

The biggest event of the association is the annual alumni meet, “Sampark” which brings the members together on one platform. The event sees a host of cultural activities and experience sharing between alumni and faculty members.

File Description	Document
Upload Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

The Management of Manel Srinivas Nayak Institute of Management (MSNIM), with its vision of empowering the marginalized sections of society, has been zealously promoting the cause of Higher Education by nurturing young men and women through its mission, to establish a society with Equity and Justice.

Vision:

To be a Centre of Excellence in management education, research, consulting and leadership.

The Mission:

To disseminate knowledge, skills and entrepreneurship culture in management through transformative learning experiences, research, and industry engagement.

- The Governing Body, Director and Faculty members work in unison to achieve this Vision and Mission of the institute. Maintaining an open and interactive environment that encourages all stakeholders to participate in the decision making.
- The Director and faculty representatives appraise the Governing Body on the Institute's activities and propose strategic planning initiatives for clarifying future directions, by establishing priorities and improving organisational performance.
- Academic coordinator, faculty members guided by the Director, plan the academic activities of the year that includes guest speakers, arranging field visits, projects, internships, certificate courses, training and placement, and various other co-curricular and extra-curricular activities.
- The library committee manages book subscriptions and digital e-resources using software, ISSN publication and other research oriented online and offline support. The institute operates collaboratively, ensuring enriched academic and holistic development.
- The institute organizes orientation program for students and induction for staff to make them aware of vision and mission of the college.

Short Term Goals:

- Enhance Industry-Academia Interaction (Year 1-2):
- Establish MoU's with industry partners to facilitate collaboration in various domains.
- Organize regular industry visits and expert lectures for students.
- Implement feedback mechanisms to continuously improve the interaction process.

- Promote Entrepreneurship and Innovation (Year 2-3):
- Organize entrepreneurship workshops, business plan, and innovation competitions.
- Support promising start-up ideas with mentorship and infrastructure.

Global Academic Research Network (Year 3-5):

Strengthen research infrastructure, including well-equipped labs and a comprehensive library. Encourage faculty to engage in cutting-edge research and publish in reputed journals. Foster international collaborations with universities and research institutions. Host international conferences and symposia to share research findings.

Cultivate a Positive Campus Environment (on going):

Promote inclusivity, diversity, and a sense of belonging among students and faculty. Organize regular cultural events, seminars, and wellness programs

Long Term Goal:

The institute aspires to establish itself as a centre of educational excellence on par with renowned Institutes of Excellence, contributing to the holistic development of its students and the advancement of knowledge.

Decentralization and Participative Management:

- Decentralization and participative management is practiced both in letter and spirit in our institution.
- We have various committees for smooth functioning of the institution.
- The Director delegates powers / authority to the faculty coordinators and committee coordinators.
- The suggestions, recommendations and requirements are communicated to the IQAC and finally placed in the GB meetings to seek approval.
- The representation of the student body is provided through Students Council.
- The management grants the institution autonomy in terms of budget preparation for Conference, seminar, workshop, webinar, career counselling, and other activities.

Thus decentralization and participative management is all pervasive.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

The Institutional Strategic/ perspective plan is effectively deployed :

- Enhancing quality of Management Education through Industry -Academia Connect.
- Introduced value added courses
- Encourage faculty members to pursue research, a research centre has been created in the institute with enhanced library facilities and e- Resources.
- Inviting dignitaries of national and international repute for interaction with the students.
- Signing of MOU with well-known institutions in the country.
- Collaborations with other institutions and industries.

Governing Council, WNES:

The parent body, Women's National Education Society supports the entire Besant group of institutions.

Governing Body, MSNIM:

The important policy decisions of the institution are taken by the Governing Body, which meets once in every three months. The director and the two senior faculty members of MSNIM are part of the governing body. The governing body evaluates every event at its meetings.

Director:

The day-to-day management of the college is vested with the Director, IQAC, and other Committees. For getting things done efficiently and effectively the director is assisted by academic coordinator and other committee coordinators. There are various independent committees to look after the curricular, co-curricular, extra-curricular and extension activities. Each committee is headed by a faculty and student representatives. Director as head of the institution pays attention

to the administrative and academic activities. College administration looks into admission, eligibility, enrollment, examination and other matters related to administration.

Other sub-bodies:

IQAC deals with the preparation of the academic calendar every academic year. The academic coordinator prepares the master time-table, including internal test and external examinations and each and every department organizes academic activities at the departmental level. Regular meetings of the staff are conducted to review the functioning of the college, execution of the policy decisions taken and its monitoring. Mentors are appointed for each student to ensure discipline, regularity of attendance, academic progress, mentoring and counseling.

The Internal Complaints Committee, Anti-Ragging Cell, Student Grievance Cell, SC/ST committee, OBC cell and Minority Cell function according to the set standards.

Appointment and Service Rules:

Recruitment of teaching and non-teaching staff is planned at the end of the academic year after assessing workload analysis and work-force analysis. After obtaining approval from the management, newspaper advertisements would be given. Teaching and nonteaching staff are governed by the service rules of MSNIM

Perspective Plan:

The institution has developed the perspective plan, Vision 2030, to meet the growing and timely needs.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document
Provide Link for Additional information	View Document

6.2.2***Institution implements e-governance in its operations***

- 1. Administration**
- 2. Finance and Accounts**
- 3. Student Admission and Support**
- 4. Examination**

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	View Document
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	View Document
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

The Management and Governing Body has laid down various welfare measures for the development of the teaching and non-teaching staff members.

1. Provident Fund as per PF Act.
2. Leave Benefits CL-15 days
3. Earned Leave -10 Days for Vacation Staff and 30 days for non-vacation staff.
4. Vacation Leave: Yearly 42 days
5. Sabbatical Leave
6. Maternity Leave
7. Gratuity as per Gratuity Act.
8. Personal accident policy

- Other welfare schemes provided to the staff members include Leave Encashment, Interest free Loan facility, etc.
- Leave relaxations and Sabbaticals are extended to the faculty while undertaking research related activities.
- The support staff of the institution is given an opportunity to pursue further education if in case they have discontinued it for various reasons. Faculty members take keen interest in guiding them by providing course material and coaching.
- Training on general etiquettes, health & hygiene, work related training etc., are given with an objective to improve their proficiency to perform better and keep them updated.
- In-house counseling Centre with dedicated counselor.
- Uniform to the support staff

The existing welfare measures for the teaching and non-teaching staff of the Institute include:

1. Career Growth and Development Measures Research:

- A Research Cell has been instituted to oversee and promote a research culture among the staff and students.
- The staff members are provided with seed money for minor and major research projects.
- Regular FDP's are organized on research methodology, writing and publishing articles
- **Library:** Fully automated, well-equipped library facilities are in place to access journals online & offline. Internet browsing facility, e-resources, photocopying facility, newspaper clippings, digital facilities.
- **Training:** Training for NET/K-SET/SLET is provided by in-house members from varied disciplines.
- **Career Advancement Scheme (CAS):**

- Encouragement is given to the staff to opt for higher studies and short-term courses including online courses offered by Coursera, edX, Swayam.
- Faculty Development Programmes are organized every year. Leave and financial assistance is provided to pay the registration fee for attending FDP.
- **Medical Facilities:**
 - Maternity leave
 - ESI benefits
 - Funds are raised from the staff to meet the medical expenses of the teaching and non-teaching staff and their families at times of emergency counseling
 - Free Vaccination drives

File Description	Document
Upload Additional information	View Document

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 81.82

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

2022-23	2021-22	2020-21	2019-20	2018-19
11	11	5	10	8

File Description	Document
Policy document on providing financial support to teachers	View Document
Institutional data in the prescribed format	View Document
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	View Document
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 57.5

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
16	15	18	8	12

6.3.3.2 Number of non-teaching staff year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
8	8	10	9	9

File Description	Document
Institutional data in the prescribed format	View Document
Copy of the certificates of the program attended by teachers.	View Document
Annual reports highlighting the programmes undertaken by the teachers	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

In keeping with vision and mission of MSNIM the college proposes the following Policy on fund utilization and resource Mobilization.

The college makes efforts to tap various sources of funds such as

- Students Fees
- Interest from banks
- Sponsorships

Fund Utilization: As per the availability of funds, the Management allots financial support for the following:

? Expenditure towards expansion of infrastructure

? Providing scholarships to deserving students

? Providing financial support for conducting seminars, workshops, conferences and guest lectures

? Disbursing salaries to faculty and staff

? Expenditure towards maintenance of infrastructure

? Expenditures incurred for conducting extension activities

? Financial support for sports, games and cultural activities

? Expenses towards the development of clean and Green Campus

? Expenditures incurred in maintenance of computers

All the funds collected are duly subjected to external audits.

MSNIM has planned to implement this policy from the academic year 2019-20

File Description	Document
Upload Additional information	View Document

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

Following the accreditation by NAAC in 2018, our institution has established a well-organized and proactive Internal Quality Assurance Cell (IQAC) in accordance with NAAC guidelines.

The IQAC has played a pivotal role in various domains, including the formulation of regulations, curriculum, and syllabi. It has been instrumental in securing accreditations and rankings for the institution. The IQAC is instrumental in preparing guidelines for lesson plans, Program objectives, Course Outcomes and their attainment. Additionally, the IQAC has been actively involved in defining quality benchmarks and parameters for both academic and administrative activities. It has further demonstrated commitment through the organization of workshops and seminars on quality-related themes, fostering the promotion of quality circles. The preparation of the Annual Quality Assurance Report (AQAR) adhering to the NAAC guidelines is a key contribution. Importantly, the IQAC ensures transparency and inclusivity by regularly circulating reports among stakeholders for suggestions and feedback. These reports are also made accessible on the official institute website. Furthermore, the IQAC has facilitated valuable opportunities for students to engage in special internships at esteemed academic institutions abroad and within the country.

NBA Accreditation:

The institution is actively pursuing program accreditation as part of its commitment to elevating the quality of educational practices. To achieve this, the institution aims to benchmark itself against renowned educational institutions worldwide. With the goal of ensuring excellence in each eligible program, the

institution has initiated the process by applying for accreditation from the National Board of Accreditation (NBA). This strategic move reflects the institution's dedication to meeting global standards and enhancing the overall quality of education across its diverse programs.

Introduction of Industry Internships as a value added initiative of the Institute:

To offer students valuable work experience, explore potential career paths and facilitate a smooth transition into the workforce, our institute has included an Industry Internship program for all students under value addition program.

This initiative is designed to expose students to real-world industry environments, providing them with practical insights and opportunities to apply their academic knowledge in a professional context. Through this internship, students can gain hands-on experience, hone their skills, and establish connections with professionals in their respective fields, ultimately enhancing their readiness for successful entry into the job market.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5.2

Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
- 2.Academic and Administrative Audit (AAA) and follow-up action taken**
- 3.Collaborative quality initiatives with other institution(s)**
- 4.Participation in NIRF and other recognized rankings**
- 5.Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	View Document
NIRF report, AAA report and details on follow up actions	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document
Link to Minute of IQAC meetings, hosted on HEI website	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

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

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

Response:

1. The Institution has invested in the **safety and security** of all its students, teaching and non-teaching staff. The physical infrastructure has been carefully designed to ensure safety and security of all people in the campus, during all times. **CCTV cameras** have been installed throughout the campus including cafeteria and both, at the boy's and girl's hostels. CCTV camera feed is monitored in real time during working hours and any untoward incident or behaviour is immediately detected and addressed. There is also a separate ladies room for lady students in the campus and a rest room for the boys too.
2. **An Orientation programme** at the beginning of the academic year introduces students from diverse cultural backgrounds to the ethos of the college.
3. **Gender sensitivity counselling** is been given to all students and staff to create awareness about their roles, responsibilities, attitudes and disposition towards each other.
4. This institution has strived to create **gender sensitivity among students through talks and workshops**. The students are given sessions on self-defence by an expert.
5. Students are also informed of the functions of **Anti-Sexual Harassment (Prevention and Redressal) Cell, Anti -ragging Cell and Grievance Cell** and are told to contact these cells immediately when encountered with any cases of harassment or ragging.
6. The college also has a **dedicated counsellor who provide counselling** support to students. Girl students can opt to meet women counsellors and talk to them about their issues. The Counsellor ensures confidentiality and hence students can openly share their problems.
7. The **Woman Development Cell** oversees the implementation of the Anti-Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, commonly known as **POSH guidelines**. These guidelines mandate the creation of a safe and respectful work environment for women.
8. **Training and Awareness:** Faculty members and students are regularly trained on the provisions of POSH. Workshops and awareness sessions are conducted to educate them about identifying and addressing instances of sexual harassment.
9. **Formation of Internal Committee:** As per POSH guidelines, the institution has set up an Internal Committee (IC) at various levels. This committee is responsible for receiving complaints of sexual harassment, conducting inquiries, and ensuring appropriate action is taken based on the findings.
10. **Confidentiality and Support:** The members of the IC maintain confidentiality and support students who may have experienced sexual harassment. They offer a safe space for students to discuss their concerns, seek guidance, and receive counselling if needed. This support system is crucial in empowering students to come forward with their experiences without fear of retaliation.
11. **Monitoring and Reporting:** The IC also monitors the overall implementation of POSH guidelines and prepares reports on the activities of the IC. Regular audits and reviews are conducted to assess

the effectiveness of measures taken to prevent sexual harassment and promote a respectful campus environment.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.1.2

The Institution has facilities and initiatives for

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

Response: B. 3 of the above

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

7.1.3

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

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

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	View Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document
Green audit/environmental audit report from recognized bodies	View Document
Certificates of the awards received from recognized agency (if any).	View Document

7.1.4

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

Response:

Inclusive Environment

The institution exemplifies the rich diversity of India, with its staff and students hailing from various ethnic, social, religious, economic, and linguistic backgrounds. Recognizing the crucial responsibility to foster an inclusive environment for quality education, the institution has implemented numerous initiatives.

Socio-Economic Inclusion

Students have access to scholarships awarded by the management as most of our students are from lower economic strata of society and depend on bank loans. Deserving students benefit from fee concessions and the option to pay fees in instalments. Additionally, students from economically weaker sections can utilize the book-bank facility provided by the college library.

Linguistic Inclusion

Mangalore is a region where people speak 5 languages i.e., mother tongue, local language Tulu, state language Kannada, along with Hindi and English. By embracing a multilingual approach, MSNIM ensures that students from various linguistic backgrounds feel valued and included. The institute offers language support programs, including classes and workshops in multiple languages, to bridge any communication gaps. Additionally, MSNIM encourages the use of native languages in discussions and group activities, promoting a deeper understanding and respect for cultural diversity. This commitment to linguistic inclusion not only enhances academic success but also prepares students to thrive in a globalized world.

Cultural and Religious Inclusion

The Student Council organises Traditional Day every year thus providing opportunity for students to showcase their own culture. Students, faculty and non-teaching staff wear traditional attire of their communities.

The celebration of various festivals plays a vital role in fostering cultural awareness and unity among the student body. The institute organizes a wide array of festive events, reflecting the rich diversity of its community. Diwali, Navratri, Janmashtami, Onam, Holi, Eid, Christmas, Ganesh Chaturthi, Saraswathi Pooja, Pongal, and other regional and national festivals are celebrated with great enthusiasm and participation from students, faculty, and staff. These celebrations include traditional performances, food fairs, and cultural exhibitions, providing a platform for students to share their heritage and learn about different cultures.

Students at MSNIM are from various communities, religions and cultures. They intermingle with each other, work in teams in various projects, activities and events.

Sensitizing Students to Constitutional Obligations

The institute provides value added courses such as labour laws, Professional and Business ethics etc in order to make students aware of various laws of our nation. Awareness and training is provided to students, faculty and staff with regard to Prevention of Sexual Harassment Act (POSH). Through MSN Knowledge and Dialogue series, prominent and successful industry experts are invited to conduct sessions on insightful topics which include legal aspects as well. Honourable Chief Justice of High Court of Jharkhand was one of the eminent speakers who visited MSNIM recently and had delivered an insightful lecture on Justice and Constitutional laws.

The college conducts voter awareness campaigns through committees like the Students' Council and NSS, campaigns for making voter-id for students. As a mark of respect for the tricolour flag, students take up flag collection drive post celebration of Independence and Republic Day.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.2 Best Practices

7.2.1

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

Response:

Best Practices – No 1

1. Title of the Practice: ‘VATSALYA’ fostering empathy understanding and responsibility, building a compassionate community

Objectives of the Practice:

- To develop sensitive and sensible social perspectives and outlooks among students toward the problems faced by the disadvantaged and marginalized section of society.
- To improve social interaction which enables their mental well-being and provides a sense of belonging.
- To help students identify and contribute to solving the problems faced by the neighbourhood.
- To help institution achieve its vision (graduate attributes)
- To inculcate empathy, understanding, and a sense of responsibility among student.

The Context:

- Students' knowledge of social issues should not be limited to theory
- Students need to be encouraged to participate in the process of contributing towards the betterment of society
- Students have to be educated on these issues so that they can learn to live with harmony in their future lives.
- Its important to make students an integral part of the community.

The Practice:

Every semester the college organizes visits to various centres, including old age homes, orphanages, schools for the mentally ill, and jails. There is a visit to the local school too. During these visits, students are divided into groups and tasked with preparing games and entertainment programs. Additionally, there's a collection of items needed for the centre, which is contributed by both students and faculty.

Evidence of Success in performance against targets and benchmarks and Review of results given below:

- Students willingness to be volunteers has increased year after year
- Many a times students have visited these kinds of centres for the first time and has made a lot of difference to them.

Problems Encountered and Resources Required.:

- Initiatives requires funds which cannot be undertaken as there is no contribution from any agency or industry.
- The success of the activities in terms of sensitization od students cannot be measured accurately.
- Students need to be motivated to participate with more involvement.

Best Practices – No 2

Title of the Practice: 'SAMANVAYA' Student Forum Activities:

Manel Srinivas Nayak Institute of Management has a comprehensive approach to education and student development. The focus on quality education, leadership skill development, and cultivating the right attitude for life and business is commendable. The inclusion of Samavaya, a student forum, adds an extra dimension to the learning experience by fostering creativity and teamwork among students. The

organization of various competitions within core areas of learning and special occasions related to nation helps in practical skill development and provides a platform for students to share their experiences and views.

We cluster the students into mentoring groups, irrespective of their specialization to form Samanvaya groups. Each group designs activities that encourage their fellow students to exhibit their creativity and leadership skills while building a collaborative culture. The groups are awarded different coloured badges based on their performance.

Objectives of the Practice:

- To develop the real-world abilities of students
- To improve practical skills such as communication, analytical thinking, and problem-solving.

The Context:

The following are the issues which motivated the institute to implement the mentoring system:

- To provide an in house platform for students to compete with each other with regard to various competitions held in the institute.
- To build a knowledge base for the students with regard to various current and multiple topics.
- This forum also is a place where students themselves plan and conduct the activities for their friends which builds their knowledge and capacity in conducting an event independently.
- To mould the students to compete in the challenging global environment.

.The Practice:

Each Group conducts an activity for all the other groups and the winners will be rewarded with badges. The activities conducted vary from quiz, asset bidding, poster making, story writing, Brand rangoli etc. The system of awarding badges in different colours based on group performance is an interesting way to recognize and motivate students. This not only acknowledges their achievements but also provides a tangible representation of their progress. The sequential order of white, orange, blue, purple, and yellow badges add a sense of accomplishment and encourages continuous improvement.

The practice of group leaders depositing badges with their mentors is a thoughtful way to keep track of students' performance. It establishes a mentorship system that allows for personalized guidance and support based on individual achievements.

Evidence of Success: Evidence of success in performance against targets and benchmarks and Reviews are evident where the students have shown their performance in organising bigger events as well as win competitions in various places held at other institutes.

Problems Encountered and Resources Required:

Students often find it difficult to meet their mentors due to the hectic academic schedule. To address this, common free slot in the time table is provided wherever possible. As some of the faculty members are

new to mentoring an intensive training is required. In this regard assistance is being provided by department heads and senior faculty

File Description	Document
Best practices as hosted on the Institutional website	View Document
Any other relevant information	View Document

7.3 Institutional Distinctiveness

7.3.1

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

Response:

An MBA degree empowers individuals to leverage their talents fully and pursue diverse global career paths in management areas. With the right skills, it enables individuals to achieve unprecedented success and personal growth. This advanced degree enhances career prospects by imparting critical managerial expertise, unlocking higher-paying roles, and fostering leadership opportunities within various organizations. Moreover, an MBA nurtures a valuable network of peers and industry contacts, which supports continuous career advancement and professional development. In pursuing MBA studies, the choice of the right institution makes a huge difference. Mangalore based Manel Srinivas Nayak Institute of Management (MSNIM) is one such institution which has consistently produced outstanding business leaders over the last twenty-five years. Many of MSNIM's illustrious alumni occupy coveted positions in some of the most sought-after corporates in India and abroad.

1. Manel Srinivas Nayak Knowledge Series/Dialogue Series:

Manel Srinivas Nayak Knowledge and Dialogue series centers around interactive programs featuring prominent figures of our era. Esteemed guests include top management leaders from the corporate world, government officials, NGO sector representatives, as well as notable figures from sports and the arts. The Manel Srinivas Nayak Knowledge Series is a knowledge sharing session by renowned speakers, while the Manel Srinivas Nayak Dialogue Series serves as a platform for sharing experiences and motivating others through dialogues with our esteemed mentor Sri Vittaldas Leeladhar, Former Deputy Governor, RBI. This series features eminent personalities who have reached the pinnacle of success in their respective fields. The Knowledge and Dialogue series aims to inspire people to embrace change. These individuals have not only achieved remarkable success but have also influenced others through their attitudes and values.

KNOWLEDGE SERIES

SL. NO.	DATE	NAME & DESIGNATION	TOPIC
1	28.09.2018	Ms. Hemalatha N, Assistant Commissioner of Commercial Taxes, DGSTO, Mangaluru	"Impact of GST in India"
2	28.12.2018	Commander Mahesh Nagesh Nayak,	"Marine Industry – Metamorphosis and Future"

		Ex-Indian Navy	
3	10.05.2019	Shri K. Lakshminarayanan, Joint Director, Institute of Rural Development	"Internet of Things in Agriculture"
4	25.10.2019	Dr. P.S. Harsha, Commissioner of Police, Mangalore	Role and responsibilities of students in assisting Police in developing a peaceful Society
5	20.03. 2021	Ms. Sarita Kamath Head – Legal & Compliance and Company Secretary, Tata Capital Ltd., Mumbai.	Career as a Company Secretary
6	12.09.2022	Mr. Gurumoorthy Mahalingam, Former Whole Time Member – SEBI, Former Executive Director – RBI	A talk on Evolution of Capital Markets in India and the recent reforms.
7	10.03.2023	Mr. Sarosh Amaria, Managing Director of Tata Capital Financial Services Ltd.	A talk on Non-Banking Finance Companies in India: Charting their journey from yesterday to tomorrow
8	29.01.2024	Hon'ble Justice M. Karpaga Vinayagam, Former Chief Justice, High Court, Jharkhand.	Understanding the Indian Judicial System
9	17.05.2024	Mr. M. Damodar Kamath, Principal of Karnataka Bank Ltd Apex Staff Training College at Mangalore (Retd.) Chief Vigilance Officer, Indian	Preventive Vigilance in Public Sector Institutions

Bank, Chennai (Retd)

DIALOGUE SERIES

L NO	DATE	NAME	DESIGNATION
1	23-11-2019	Sri George Albuquerque Pai	Managing Partner, M/s. A. Albuquerque & Sons
2	19-03-2022	P K Kuruvila VSM	Air Vice Marshal
3	13-09-2022	Mr. Hormuz A. Bulsara	Chief Operating Officer and Chief Financial Officer, Tata Asset Management Ltd., (Tata Mutual Fund)
4	24-02-2023	Mr. Ratheesh R	General Manager, Union Bank of India.
5	29.09.2023	Smt. M. Aruna Shenoy	Novelist
6	07.06.2024	Sri Avijit Bhattacharya	Chief Human Resource Officer (CHRO), Tata Capital Limited

1. Manel Srinivas Nayak Health Series

Interacting with healthcare experts is pivotal for fostering better health among students. Addressing the pressing issues of executive stress and lifestyle-related ailments, this program aims to instill a foundation of health awareness and cultivate positive habits early in life. Renowned doctors have actively engaged with our students, imparting crucial insights.

These interactions serve as a platform for students to acquire essential knowledge on maintaining good health, covering topics like nutrition, physical activity, hygiene, and mental well-being. This equips them with lifelong skills to make informed and healthy choices. Discussions emphasize preventive measures and strategies to mitigate risks associated with prevalent health issues such as substance abuse, sexual health, and mental health challenges.

Through these sessions, students gain awareness of common health concerns pertinent to their age group, such as eating disorders, stress management, sleep disorders, and the significance of regular medical check-ups. This heightened awareness promotes early intervention and supports overall well-being, empowering students to take charge of their health responsibly.

SN	DATE	NAME DESIGNATION	&TOPIC
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1	19.10.2018	Dr. Ajithesh, Faculty, Mangalore University	Therapeutic Utilities of Yoga
2	19.12.2018	Dr. Savitha, Medical Officer, Primary Health Center, Bondel. Ms. Shruthi, Coordinator, District Tobacco Control Cell	Elocution Competition Topic “Tobacco – Its effects and Control” In Association with National Health Mission
3	14.03.2019	Prof. Hilda Rayappan, Founder, Prajna Counselling Center	Mental Health and Addiction
4	10.10.2019	Dr. Ajay R. Kamath, Associate Professor, Dept. of Ophthalmology, KMC	Caring for your eyes
5	23.03.2021	Dr. Savitha S.G. Medical Officer – Primary Health Center, Bondel, Mangalore	Covid – 19 Awareness
6	24.03.2021	Dr. Hanumantharayappa District Consultant – NTCP, Health and Family Welfare Department Zilla Panchayath, Kottara, Mangaluru	A Talk on Ill Effects of Tobacco Products Consumption
7	19-02-2022	Dr. Pramod Kumar, Associate Dean, KMC	It’s not just skin deep
8	11.10.2022	Dr. Shubha Vinyasa, Owner and Consulting Dentist – Comfort Dental	Oral Care & Dental Health

		Care	
9	22.06.2023	Dr. Manjunath Burdekar, Asst. Professor of Psychology at Concord University in West Virginia, USA	Topic: Resiliency: Handling pressure by not losing your cool
10	12.03.2024	Dr. Sangeetha K MBBS, MS, DNB, (MRCOG), M.Ch (Gynecological Oncology)	Awareness on Gynaecological Cancer

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

5. CONCLUSION

Additional Information :

The institution has a fully automated library with E-resources, 9077 books, EBSCOhost, and a seating arrangement for 60 people. It also has an in-house photocopying facility. The institute is Wi-Fi enabled with 200 Mbps bandwidth internet connection. We use ICT facilities including an interactive smart board to deliver lectures effectively.

A state-of-the-art computer laboratory with 60 computers with updated software and language lab facility. An incubation centre with 10 computers for students, alumni and staff to start their own ventures. The institute has a Research Centre under Mangalore University to encourage scholars to undertake research in the field of Management.

The institute has a placement cell which organizes placement drives and job fairs to cater to the career aspirations of the students. We also conduct training for Placements and competitive examinations such as PG CET, IBPS, UGCNET, covering areas such as Aptitude, Verbal Ability, Life and Career Skills, Resume writing, Group Discussions and Mock Interviews. The Institute has active MoUs with corporates and membership with trade bodies like KCCI and CII, Mangalore.

The Institute has a registered Alumni association with a well-connected alumni network of over 1200 members. They actively contribute through placements, guest lectures, Internships and scholarships. The institute has two seminar halls with a total seating capacity of 250 and an auditorium which can accommodate 400 people. The institution also has an Outdoor learning facility where the students can learn in an open green environment.

Sports room facility for indoor games and an open ground for outdoor sports is available within the campus. To encourage physical and mental wellbeing, the institute also has a Yoga centre. Through the NSS programs we encourage students to build a service attitude towards the community and reach out to the society. The students of the institute have shown exemplary academic performance and have been consistently getting ranks over the last four years. The campus houses separate well-furnished hostels for boys and girls and are maintained under the disciplinary supervision of a resident warden. The campus also has a clean and hygienic food court serving delicious and healthy food.

Concluding Remarks :

MSNIM is committed to offering a holistic learning experience to every student who enters its doors. Beyond academic excellence, our institution strives to empower students across all facets of life. We believe in shaping not just scholars, but well-rounded individuals who are equipped to excel in their careers and contribute meaningfully to society. By instilling values of responsibility, leadership, and civic duty, we aim to cultivate a community of empowered citizens who positively impact the world around them. We at MSNIM believe in the motto, 'Educate Empower Excel,' and thus inspire students to achieve academic success, personal empowerment, and professional excellence.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																																								
2.1.2	<p>Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years</p> <p>2.1.2.1. Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats) Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>60</td> <td>49</td> <td>35</td> <td>58</td> <td>60</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>45</td> <td>43</td> <td>35</td> <td>42</td> <td>44</td> </tr> </tbody> </table> <p>2.1.2.2. Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>60</td> <td>60</td> <td>60</td> <td>60</td> <td>60</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>60</td> <td>60</td> <td>60</td> <td>60</td> <td>60</td> </tr> </tbody> </table> <p>Remark : DVV has made changes as per the data shared by the HEI and the value is downgraded.</p>	2022-23	2021-22	2020-21	2019-20	2018-19	60	49	35	58	60	2022-23	2021-22	2020-21	2019-20	2018-19	45	43	35	42	44	2022-23	2021-22	2020-21	2019-20	2018-19	60	60	60	60	60	2022-23	2021-22	2020-21	2019-20	2018-19	60	60	60	60	60
2022-23	2021-22	2020-21	2019-20	2018-19																																					
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60	60	60	60	60																																					
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60	60	60	60	60																																					
2.4.2	<p>Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)</p> <p>2.4.2.1. Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>6</td> <td>4</td> <td>4</td> <td>6</td> <td>5</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>6</td> <td>4</td> <td>4</td> <td>5</td> <td>5</td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	6	4	4	6	5	2022-23	2021-22	2020-21	2019-20	2018-19	6	4	4	5	5																				
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6	4	4	5	5																																					

Remark : DVV has made changes as per the data shared by the HEI and the value is downgraded.

3.3.1 Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

3.3.1.1. Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
8	2	2	0	0

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
8	2	1	0	0

Remark : DVV has made changes as per the data shared by the HEI and the value is downgraded.

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

3.3.2.1. Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
8	13	3	13	0

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
9	12	3	13	0

Remark : DVV has made changes as per the data shared by the HEI and the value is downgraded/Upgraded.

3.4.3 *Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.*

3.4.3.1. Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19

18	17	9	13	2
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Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
15	17	9	12	2

Remark : DVV has made changes as per the data shared by the HEI and the value is downgraded. DVV has removed duplicate activities.

3.5.1 ***Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.***

Answer before DVV Verification :

Answer After DVV Verification :18

Remark : DVV has not considered the cases where activities are not performed during the assessment period.

5.1.1 ***Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years***

5.1.1.1. Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
124	95	95	105	170

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
50	43	43	39	43

Remark : DVV has rechecked and considered the review.

5.1.3 ***Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years***

5.1.3.1. Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19

88	112	95	156	172
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Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
48	46	51	43	45

Remark : DVV has rechecked and made necessary changes.

5.1.4 ***The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases***

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: B. 3 of the above

Remark : DVV has rechecked and made necessary changes.

5.2.1 **Percentage of placement of outgoing students and students progressing to higher education during the last five years**

5.2.1.1. **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
42	31	46	60	62

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
42	31	46	51	49

5.2.1.2. **Number of outgoing students year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
68	44	76	99	106

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
64	43	73	99	104

Remark : DVV has made changes as per the data shared by the HEI and the value is downgraded.

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

5.3.2.1. Number of sports and cultural programs in which students of the Institution participated year wise during last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
35	38	36	25	20

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
22	21	18	16	17

Remark : DVV has made changes as per the data shared by the HEI and the value is downgraded. DVV has removed the activities which on closer dates.

7.1.2 The Institution has facilities and initiatives for

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

Answer before DVV Verification : A. 4 or All of the above

Answer After DVV Verification: B. 3 of the above

Remark : DVV has rechecked and made necessary changes.

2.Extended Profile Deviations

Extended Profile Deviations

No Deviations