SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

NSHM KNOWLEDGE CAMPUS, KOLKATA - GROUP OF INSTITUTIONS

NSHM KNOWLEDGE CAMPUS, KOLKATA - GROUP OF INSTITUTIONS 60 B. L. SAHA ROAD, KOLKATA - 700053 (FORMERLY 124 B. L. SAHA ROAD) 700053

www.nkckolkata.com

SSR SUBMITTED DATE: 14-01-2024

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

January 2024

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

The dynamic NSHM Knowledge Campus, Kolkata – Group of Institutions, a premier education service provider in West Bengal, has under its umbrella NSHM College of Pharmaceutical Technology and an integrated NSHM Business School offering world-class MBA programme to address industry demands. The Institute started with the approval of four year B. Pharmacy programme affiliated to the then West Bengal University of Technology (presently known as MAKAUT) approved by statutory regulatory Bodies like AICTE, DTE & Pharmacy Council of India (PCI). During its glorious journey, the Institute has strived towards excellence with the successful addition of three more PG Programme; MBA and M. Pharm in Pharmaceutics & Pharmacology. The institution is located at the urban area of south Kolkata in a sprawling campus of 1.925 acre with spacious building of about 11,487 sq.mts. The Institute is well connected by road and in proximity to Metro Rail & Eastern Railway stations. The entire campus is smoking free & plastic free to ensure an eco-friendly and pollution free environment. To meet the continuous change in technological needs & quality, the institute encourages its faculty and staff members to attend seminars, conferences, workshops, faculty development programs. The strength of the institution lies in the practice of effective teaching learning process like semester pattern of study, continuous evaluation through class tests, assignments, presentations and seminars, mentoring system, weak student identification and monitoring by the faculty members etc. The quality of teaching is supplemented with innovative teaching methods and practices.

Vision

To be a Knowledge Hub of Global Excellence

Mission

Bringing prosperity to the society Enhancing quality of life by imparting and advancing knowledge and skills, unleashing creative abilities and inculcating responsible and responsive values and attitudes.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. Ease of access to the campus. The institute is located in the heart of Kolkata, functions in a democratic and secular working environment.

2.Healthy campus life with no incidents of ragging.

3.Knowledgeable and competent pool of dedicated faculty members with proven track records of their experience in academics as well in Industry.

4.Active training & placement cell for consistent placement of the students

5. Last five years, average students' passing rate is over 95%.

6.Consistent remarkable performance of the students in University and competitive examinations (GPAT, NIPER etc).

7.Campus equipped with ICT enabled class rooms, learning aids, medical rooms, digital library, well equipped laboratories, hygienic canteen etc.

8.Strong industry-academia interface is established through visits to industries, inviting guest speakers from industry, participation in the programs conducted by CMA, CII etc., providing industrial training and MOU's in collaborative consultancy projects.

9.The library has a rich resource of more than 20000 text books, 20 print journals, access to about 5000 e journals and reprographics facilities.

10.ERP system implemented covering attendance and LMS, encompassing the areas of admissions, placement and other critical functions of the institute like HR, Accounts, Purchase etc.

11.For all round development, students are encouraged to participate in various in-house as well as external co-curricular and value added programs: seminars, guest lectures, and workshops, events conducted by other business schools, industry bodies. Safety and security of the campus is ensured by competent administration team.

12. International Exposure- Students are sent to international University both online and offline for value added courses.

13. Enhancing exta curriculum activities with clubs.

Institutional Weakness

1.Number of Government project needs improvement

2. More publication needed by faculty members

3. Space is a constraint for undertaking outdoor activities and to ensure such facilities the institute conducts such activities in neighborhood area.

Institutional Opportunity

1.NSHM brand is already established in the academic arena; hence scope for expansion is there in the neighbouring states as well as overseas.

2.Potential to increase the number of additional programme, enrichment and other short-term value added courses for overall growth.

3.Potential to get Autonomous

4.Enhance research and development activities and improvise in consultancy services.

5.More number of collaborations for academic exchange and research with National and International agencies and industries.

Institutional Challenge

1.. To sustain 100% results and increase University Ranks position of students on a continuous basis.

2.With changing scenario in the knowledge areas, periodic update of existing subject knowledge attracting experienced, skilled and eminent faculty for teaching, training, research guidance for quality upliftment.

3.Enhancing research and scholarly activities with resource mobilization / avenues.

4.Increasing campus placements of graduates and enhancing entrepreneurship activities.

5. Post Covid challenge to maintain academic dicipline.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Curricular Aspects Syllabi of all the programmes are designed by MAKAUT in semester pattern. Regular feedback is sought from the stakeholders like students, parents, employers etc. The registration of views and opinions of the resource persons of seminars / conferences / workshops on advanced trends in subjects are also taken into consideration. The feedback received on syllabus is reviewed by the Board of Studies of the affiliating University, MAKAUT. After approval from the Board of Studies, the suggestions are forwarded to the institutes for implementation. The suggested advancements, as received from the stakeholders meetings, are implemented by way of teaching beyond the syllabus like guest seminars, student presentations, industrial visits, training & internship, seminar by distinguished researchers/professional experts etc. to introduce students to advanced and interdisciplinary programme on the basis of local, regional, national perspective. These "beyond the syllabus" activities inculcate ethical values and enhance the expertise of the students. Knowledge and competence development for higher studies, research, employability and entrepreneurship is also developed in the students through these "beyond the syllabus" activities.Value added courses on management, pharmacy and communication is provided in each semester so that students become placement ready.As per NEP 2020 MAKAUT has started 4 year degree course with multiple exit option in CBCS system. The instutute has incorporated the 4 year degree program. These new syllabus has the combination of core subjects as majors and multidicipline subjects as minors.

The IQAC from time to time reviews the subjects and tries to find out the gaps and designs value added courses acccordingly. All courses have their PO,PSO and CO interlinked. So that the faculty and the students understands the outcome of the courses.

Teaching-learning and Evaluation

1.. An interactive teaching-learning process has been constant motivation that leads to academic enrichment. It is evident through the increasingly better performances of the students in the MAKAUT exams, final placement outcomes and enrolment for the higher studies.

2. The Institute enrolls students as per the approved sanctioned strength and reservation policies of Directorate of Technical Education (DTE) pertaining to SC/ST/OBC/EWS and PwD applicants.This is only applicable to B.Pharm students. As for management and M.Pharm such policies are not there. Still NSHM Knowledge Campus gives first preferences to students from reserved category.

3. The teachers experiment and employ varied inclusive approaches to cater to diverse learners. These approaches include mentor-mentee programmes, slow-advanced learner programmes, counselling sessions, classroom activities/interactions, remedial/tutorial sessions and peer learning.

4. The Institute has a strong ICT infrastructure (Collpoll)and teachers participate in basic and advanced ICT training programmes.

5. The teachers augment the conventional teaching method with ICT-based techniques. They are also integrated with innovative pedagogies like blended learning, real world applications, case discussions, role plays, micro-research projects.

6. Special talks, conferences/seminars, workshops, projects and panel discussions are parallelly organised to provide experiential learning, exposure to practical aspects and advances in research.

7. Internships, within and outside the College, are encouraged as a part of student-centric methods of curriculum delivery.

8. 4 CA (Continuous Assessment) of students is done as per MAKAUT through innovative techniques like presentations, debates/discussions, case studies, role play, field visits, projects.

9. The compulsory Personality Development Course helps the students to groom their personality and extra-curricular activities facilitated by College societies to hone their organizational and leadership skills.

10. The Institute has a high percentage of full-time teachers out of the total sanctioned posts. The faculty is young and dedicated, full of potential to achieve higher academic growth.The Faculty to student ratio stands approxiamately 1:10

11. The students, parents and industry experts provide feedback in every semester for curricular aspects and infrastructural facilities.

Research, Innovations and Extension

1. Research, innovation and extension are the focus areas of the Institution's academic endeavours.

2. The Institute supports the teachers to undertake doctoral/post doctoral studies and quality research publications.

3. To recognise research contributions, the IQAC has instituted research awards and incentives in various categories. There has been a steady increase of publications in SCOPUS/Web of Science indexed journals in the past few years.

4. The Institute has sanctioned funds for research projects and conferences/workshops.

5. The Institute has receieved grants for research from government bodies as well as private bodies.

6. All the departments of the College engage in conducting discipline specific and interdisciplinary seminars/conferences and workshops.

7. Several teachers have completed D.Litt & Ph.D.

8. The Teaching Learning Centre has conducted several programs both individually and in collaboration. Through these induction/orientation programmes, FDP(s),workshops/seminars/conferences, the Institute has trained several stake holders.

9. The Institute has signed several Memorandum of Understanding (MoU) with premier International Universities: (i) Malaysian University of Science & Technology for faculty exchange and student exchange as well as collaborative research.

. 10. In the light of the Institution's vision, outreach and extension activities form an integral component of the Annual Calendar. The Outreach Committee was constituted to promote education and awareness among underprivileged.

11. The institute has adopted a village for social development.

 12. The Institute supports the departments, centres, cells and societies to undertake social outreach programmes at regular intervals.

13. The Instiute has developed a astronomy club by the nomenclature NSHM Astronomy & Cosmology Club to enhance students understanding about astronomy and the work our Nation is doing in this sector.

14. The Institute also has a Cinematography club where students learn the various ways of film and media.

15. The institute has a full fledged Radio Station run by the students.

Infrastructure and Learning Resources

Nshm Knowledge Campus has a state-of-the-art infrastructure including different laboratories, computer lab., library, canteen, cafeteria, hostels, recreation facility and other learning environment towards preparation of a standard Learning Resource Development Centre.

Smart class room and seminar hall with a good public address system are used by both students and teachers. Remedial classes and spoken English classes are taken for weak students.

The Governing Body approves the annual audited statement and Balance Sheet of the institution which includes

creation and enhancement of the infrastructure facilities.

The Staff and Principal/ Director discuss about the infrastructural facilities before bringing it to the notice of the Governing Body. The funds for the Institution come from the annual fees collected from students. The Trust approves any major capital expenditure pertaining to the landscaping, building, lab equipments, library augmentation, computer installation, flooring, power generator etc.

The institute has well furnished ICT enabled class rooms, with good ventilation. LED Lights and fans are installed in each room of the college which helps in saving the energy. To save energy, replacement of older CFL and tube lights are being done with LED lamps.

All Pharmacy labs have state of the art instruments and abides by the guidance of PCI. The labs also have special research based equipments which are used by the faculty members.

The institute has a well equiped language laboratory with upto date sofwares.

The institute has a badminton court, tabble tennis center, mini football field, student common roon (seperate for boys and gils).

The institute has a full fledged radio station that is run by the students.

The institute has a studio for students who are interested to be te part of cinematography club.

The institute also has a observatory for the NSHM Astronomy and Cosmology Club.

The institute has computer labs having more than 200 computers.

Student Support and Progression

In the beginning of every academic year, the college publishes the academic calendar in the college website and distributes it to the students. The student handbook contains all the information needed for the students and their parents - academic, extracurricular activities, rules, history of the college etc.also is distributed to the first year students.

The schedules for all the major activities are planned by the departments before they break up for summer vacation. Faculty members and students are also aware of the upcoming activities and events and can plan accordingly for academic and non -academic activities. Even the stakeholders are informed well in advance about the activities and the meeting schedules.

The encouragement towards preparation of good student projects, dissertations, papers, participation in national / international conferences are taken as a high priority area of the institute. The students are oriented to ethical values, secularism, and patriotism by actively participating in Republic Day & Independence Day celebrations, National Pharmacy week and World Pharmacist Day, worshiping Viswakarma Puja and Saraswati Puja and other societal activities like "Walk For The Elderly People".

The faculty walks an extra mile to help the students in remedial studies. Most of the students occupy desirable professional positions after they pass out and it is heart- warming to know about their progress. The Alumni

have acquired respectable position in different sectors.

Last year students were sent to Malaysia for learning value added courses from Malaysia University of Science and Technology.

Students are encouraged to choose from the variety clubs (Astronomy, Sports, Cinematography, Radio) so that the students extrax curriculum part is also enhanced.

Governance, Leadership and Management

The effective governance, leadership and management are evident from its long history of disturbance – free performance in imparting quality technical education. It is mainly because of highly responsive compact management which gets constant inputs and feedback from the administrative and academic heads, experts, alumni, faculties, students, and support staff.

The Institute is headed by the Principal in advise of IQAC Co-ordinator and assisted by the Professors, Associate Professors, Assistant Professors, Accounts Officer, Librarian, Training and Placement Officer, Branding & Communication Executives etc.

The Institute is governed by various bodies like Governing Body, Academic Council, Departmental academic & laboratory development committee, Purchase and Finance Committee, Anti Ragging Committee, Scientific committee, Examination committee, Grievance Redressal Committee, Women Grievance Redressal Cell, IQAC etc.

They help in decision making in a transparent manner for effective functioning of the Institute. Faculty meetings are conducted periodically and addressed by the Principal which reflects the participatory management style. A hierarchy is also maintained by the Institute for ratification of recommendation of the lower committees to the higher level committees.

Institutional Values and Best Practices

Innovation has been the hallmark of this institute to tackle several challenges in its long progress. Some of the innovations and best practices followed in the Institute include the following : Continuous evaluation, Academic audit, Research Audit, Environmental Studies, Professional Ethics, representation of Alumni and Industrial expert in Governing Body, IQAC, introducing mandatory Communication Skills/ Technical Seminar/ Comprehension as a part of "beyond the syllabus" teaching learning methodologies.

The institute also conducts Faculty Development Programmes (FDPs) for the benefit of faculty members, providing travel grant for student/staff, research fellowship, internal research funding for students and staff.

The institute is also engaged in energy conservation approaches like use of alternate sources of energy, green computing, restricting the entry of automobiles inside the campus, prohibiting smoking and making a tobacco-free campus and maintaining eco-friendly green campus.

The institution always has a quest for excellence and strives hard towards imparting quality education and contributes towards nation building.

The institute continuously takes the feedback from all stakeholders through a web based Public Interface System to evaluate the quality of education and looks for an opportunity to enhance the same. Thus the institution, being focused in its vision, has been serving the nation through higher education.

TRANSFORMING NSHM KNOWLEDGE CAMPUS INTO A DIGITALLY EMPOWERED INSTITUTIONAND KNOWLEDGE CENTRE- The whole campus is wifi enabled, with each class room having its own projector.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	NSHM KNOWLEDGE CAMPUS, KOLKATA - GROUP OF INSTITUTIONS
Address	NSHM Knowledge Campus, Kolkata - Group of Institutions 60 B. L. Saha Road, Kolkata - 700053 (formerly 124 B. L. Saha Road)
City	Kolkata
State	West Bengal
Pin	700053
Website	www.nckkolkata.com

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Subhasis Maity	033-24032300	9903250735	-	subhasis.maity@nshm.com
Professor	Subir Sen	033-24032301	9830697368	-	subir.sen@nshm.com

Status of the Institution	
Institution Status	Private

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
West Bengal	Maulana Abul Kalam Azad University of Technology	[View Document](#)

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	03-06-2013	[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](#)	03-07-2022	12	
PCI	[View Document](#)	19-04-2023	12	
AICTE	[View Document](#)	03-07-2022	12	

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	NSHM Knowledge Campus, Kolkata - Group of Institutions 60 B. L. Saha Road, Kolkata - 700053 (formerly 124 B. L. Saha Road)	Urban	1.925	11487

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
UG	BPharm,Pharmacy	48	Higher Secondary Examination	English	110	104
PG	MPharm,Pharmacy	24	B. Pharm	English	15	14
PG	MPharm,Pharmacy	24	B. Pharm	English	15	15
PG	MBA,Management	24	Bachelor degree	English	150	45

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	12				6				42			
Recruited	8	4	0	12	3	3	0	6	27	15	0	42
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				22
Recruited	13	9	0	22
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				3
Recruited	3	0	0	3
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	1	0	0	0	0	0	0	0	0	1
Ph.D.	8	4	0	3	3	0	11	4	0	33
M.Phil.	0	0	0	0	0	0	1	0	0	1
PG	0	0	0	0	0	0	14	11	0	25
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
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

14-01-2024 02:34:22

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
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	Others	Total
	0	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
UG	Male	82	2	0	0	84
	Female	19	1	0	0	20
	Others	0	0	0	0	0
PG	Male	44	3	0	0	47
	Female	26	1	0	0	27
	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	17	16	19	12
	Female	9	13	9	6
	Others	0	0	0	0
ST	Male	0	0	0	2
	Female	0	1	0	0
	Others	0	0	0	0
OBC	Male	31	30	28	41
	Female	8	7	5	7
	Others	0	0	0	0
General	Male	72	87	93	109
	Female	52	40	56	69
	Others	0	0	0	0
Others	Male	1	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		190	194	210	246

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	NSHM Knowledge Campus conducted five-day virtual conclave on National Education Policy from 9.05.2022 to 13.05.2022 which was led by eminent academicians and educationists. It helped the institution design and develop its own perspective and strategies to be adopted for following a multidisciplinary approach. As an affiliated college, the college follows the curriculum prescribed by Maulana Abul Kalam Azad University of Technology.It is mandatory for every UG student to study at least one interdisciplinary / Multidisciplinary course to complete their degree. The college promotes interdisciplinary among its students through various departments. For instance, Management

	students are encouraged to pursue a course on MS Office, and Computer Science,etc. As a practice, the college has been offering a number of certificates/adds on/value-based courses of interdisciplinary nature, every year. Students are encouraging to pursue value added certificate courses. NSHM Knowledge Campus has done MOUs with national and international institutions to do value added certificate courses.Some examples are Malaysian University of Science and Technology, Lincoln University College,Malaysia,etc.
2. Academic bank of credits (ABC):	NSHM Knowledge Campus already offers four years' credit-based courses and projects as per the curriculum requirement of NEP 2020. NSHM Knowledge Campus organizes community engagement and social service activities for the fulfilment of the programs. The college has sufficient collaborations and MOUs with national and foreign institutions testifying to its satisfactory state of internationalization of education. The college has acquainted its faculty with the procedures to offer online MOOC courses through international platforms like COURSERA, MUST, Etc. Experience of faculty in curriculum design and pedagogy is enhanced through formulating a curriculum for certificate courses. As per NEP policy students of NSHM Knowledge Campus can exit in any year of a 4 years course with credit deposited in credit bank and again can region and utilize the credit stored in the credit bank whenever the student wants.
3. Skill development:	Students pick up skills by experiential learning with the help of internships as well as workshops and guest lectures conducted by industry stalwarts. They are also encouraged to complete MOOC courses to enhance skill set and be more employable. Many activities are held within the knowledge campus, such as outreach programs, where the students contribute towards society. Students participate in the TAG E Cell events in order to hone their entrepreneurship skills. NSHM Knowledge Campus conducted Entrepreneurship Awareness Drive in collaboration with E Cell of IIT Kharagpur on 11.09. 2023.The event saw more than 1000 participants from 100 plus institutions across India. The main focus of the event was to enhance Entrepreneural skills among students.The institution promotes vocational education and soft skill development of

	students through various establishments like the Institutional Innovation Council (IIC), and Research Innovation and Incubation Centre for Entrepreneurship. A concept of 'Skill Bank' has been formed in line with the Skill India Mission which helps in polishing, promoting, and fine-tuning the skills of students to cope with the needs of emerging social and industrial opportunities. During the admission time itself, students enlist their preferred Psychomotor and unique skills and enroll in various certification programs under the Skill Bank.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Located in a multilingual region, the institution promotes the exchange of linguistic and cultural traits of heterogeneous groups. Students get an opportunity to develop their multilingual capacity in Bengali, Hindi, and English alike. Local festivals are celebrated to induct knowledge of Indian Culture. Students are encouraged to read story books and poetry books in local language.
5. Focus on Outcome based education (OBE):	All course preparation is done keeping in mind the programme objectives (PO) as per revised Bloom's Taxonomy. Course outcomes (CO) and lecture and lesson plans are aligned accordingly. Thus the learning experience is driven by the prospective outcome. Also much cognizance is taken of the opinion of the industry representatives that enable placement and the same is incorporated in the training sessions and workshops. Special Value-added certification is given where gap is identified by the IQAC.
6. Distance education/online education:	The institution promotes teaching-learning through virtual platforms. Faculty members have sufficient experience in e-content development and the use of technological tools for the teaching-learning process. The institution has a learning management system (LMS) for academic practice and follows innovative teaching methods. NSHM Knowledge Campus students have pursued certificate courses from Harvard Business School and University of Toronto on an online distance mode.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes. Electoral Club has been set up in college. The club's steering committee comprises of 5 faculty members, 1 Alumni, 2 students and 1 corporate representative. All students admitted to NSHM Knowledge Campus becomes the member of the club as per institutional policy.
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 The club has both Student Coordinator and faculty coordinator. The faculty coordinator is Prof. Rajkumar Dasgupta and the student coordinator is Jeet Ghosh.
3. What innovative programmes and initiatives 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.	Voter Registration camp for the eligible students in the campus. Voter awareness camp conducted at various tehsil places in Kolkata. Voter awareness camp conducted for disabled persons & senior citizen at various villages. Voter awareness guest lectures conducted for in-house students.
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.	Graduate Constituency voter awareness & registration drive conducted in Behala, Kolkata. Teachers Constituency voter awareness & registration drive conducted in Tollygunge, Behala, Kalighat.
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.	All students above 18 are encouraged for enrolling themselves into voter list. Benefits and rights of voters are taught in the class. Responsivity of every citizen to vote is campaigned in the Institution in regular intervals.

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
606	614	621	767	697

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: 60

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
60	61	61	61	58

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
57.40	146	97.19	67	66

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:

The MBA & Pharmacy curriculum, designed and developed by Maulana Abul Kalam Azad University of Technology is followed by the Institute.Recently the Institute has upgraded the procedure and implemented by the Collpoll software. State of the art ICT enabled classrooms facilitate effective transaction of academic content. examination.

Academic Planning

1.NSHM provides academic calendar

2.The academic coordinator prepares the academic calendar based on the schedule sent by MAKAUT

3.HOD conducts the meeting with all faculty members of the department at the beginning of each semester and discusses the allotment of the subjects, co-curricular and extracurricular activities and any other need of the department.

4.Faculty members prepares lesson plans keeping in mind Program Outcome (PO). Program Specific Outcome(PSO) and Course Outcome(CO)

5.Course outcomes (CO) are prepared by respective departments in consultation with expertise from the industry.

Academic implementation and monitoring

The academic coordinator reviews the completion of syllabus and checks the conduction of co-curricular and extracurricular activities as per the academic calendar and ensures compliance along with identification of deviation

Value Added Courses

Identification and conduct of content beyond syllabus activities to bridge the curricular gaps based on the inputs of IQAC and industry experts such as add on courses,simulation exercises, guest lectures, field visits, and workshops and on the job training for students in the industry, self-learning assignments to cover the content beyond syllabus.

Faculty development

1.Newly recruited faculties are briefed about the institutional policies regarding academics, research, and examination. This helps them to plan and execute effective curricular delivery.

2.Faculty members are timely deputed to FDP's to upgrade themselves for current advancement in curricular content and its delivery.

3.Faculty members of the institute effectively deliver the curriculum by ICT enabled teaching and modern pedagogical methods.

4.Student Centric learning via different modes of teaching is adopted by the faculty and content beyond syllabus activities are conducted for overall development of the students.

Continuous Assessment (CA)

1.Continuous internal evaluation is carried out as per norms prescribed by the MAKAUT. There are 4 CA of 25 marks each followed by a final exam conducted by MAKAUT.

 2.Four CAs are conducted each semester in aninterval of 1 month.

3.CA 1 comprises of presentation through PPT. Here the students communication skill, group formation skill, leadership skill, subject knowlede,etc is judged.

4.CA 2 is report writing. Here the students command over grammer, writing and stock of word with subject knowledge is judged.

5. CA 3 is a 25 marks exam comprising of MCQ and long question. Here the pure subject knowledge of the student is judged.

6. CA4 is conducted by MAKAUT which comprises of 25 MCQ questions. It is generally conducted when the whole syllabus is complete.

5.Aprat from the CAs assignments are given to the students in order to assess their critical thinking skills and enable them to come up with out of the box ideas. Thus, the institute delivers the curriculum in a planned way and monitors the internal evaluation of the curriculum and its assessment.

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: 38

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: 51.71

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
341	303	372	350	343

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:

As per the modern guidelines of the system of sustainability-value development-ethical reasoning, the concepts of human values, sustainable work and development and adherence to ethical principles is firmly ingrained and discussed in various parts of the syllabi. Some such instances are listed below.

The first semester of the MBA syllabus has the compulsory 4-credit course MB105 Indian Ethos and Business Ethics, wherein, value-based management skills are developed. The Module II of this course dwells completely on the improvement of organizational culture by observing ethical practices in business management. In the MBA syllabus, the MM303 or Integrated Marketing Communications & Promotional Strategy 4-credit elective course teaches how marketing communications need to maintain a minimum level of ethical standards. The MIS 303 Managing Software Projects 4-credit elective course addresses the ethical issues in software development and implementation. HR 303 Cross Cultural Management course guides the development of strong human values to organizational strength.

The MPT 1064 Regulatory Affairs 4-credit compulsory course in MPharm studies discusses the role of an ethical committee and the conduct of clinical trials. The same is also emphasized by the MPT 2084 Clinical Research and Pharmacovigilance 4-credit course. The MPT 2063 Computer Aided Drug Development 4-credit compulsory course discourses on the role of ethics in pharmaceutical research.

The students are put on various projects, periodic lectures by eminent academicians and seminars to sensitize them on the above issues. The students are encouraged to make Presentations on the above and eminent guest speakers are often invited to inspire the students with their lectures. The institute invites experts from industry as well as NGOs to create awareness on Environmental issues like, waste management.

Students are encouraged to participate in Poster Presentations, debates and essay writing competitions on social issues like Gender discrimination and Human Rights etc. Students are also motivated towards observation of National Pharmacy Week about counseling about safe usage of medicine to the community people and health check up awareness. Online WEBINARS are attended by interested students and faculty on Human values and environmental sustainability.

Gender sensitization: The institution conducts gender sensitization seminars to create awareness about gender equality and to respect each other's individuality. Girl students are given an equal opportunity to participate in curricular and co-curricular activites as well as be to be a part of outdoor catering and heads of institutional committees.

Human values: The curriculum offers courses like principles of management and entrepreneurship development that teach the importance of coordination, work ethics and right business practices which will help benefit the society at large.

Road safety, Importance of Voting, Don't drink and Drive, Blood and organ donation etc. seminars creates awareness about how we can do our bit to help the society.

Environment and sustainability: The curriculum offers environment course to students highlighting the need of conservation of ecology, recycling and adoption of sustainable practices. The institute conducts

various activities like plantation drive, cleanliness drives awhich takes them near the nature and sensitize them about the cleaning needs and its importance.

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: 50.33

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

Response: 305

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](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 61.14

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
179	178	170	189	228

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
280	280	358	298	328

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: 97

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
20	17	20	20	20

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
20	20	20	20	20

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: 10.1

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:

For industry oriented courses like Pharmacy, the institute takes special care in placing the students in industries for training. Factory visits are arranged. Interaction with the eminent personalities of the profession is facilitated by organizing seminars and conference. The healthcare branch of NSHM (Department of pharmaceutical technology) organizes NATCONPH –a state level national conference every year during February-March which acts as launching pad for students to showcase their academic and cultural activities.

Outcome-based Learning (OBL): To make it fully outcome-based, some of the departments like management have implemented teaching methods that would focus on the outcome that is, the students are able to grasp the contents of the subject and develops expertise on the subject matter.

1. Practical Learning:

Internship & Training in the industry, are carried out by students where they work in various departments.

Research projects are assigned to the students in final year, the projects give students opportunity of planning, implementation and assessment.

Practical courses related to lab experiments in Pharmacy is carried out from the 1st semester itself.M.Pharma students are made to do project relating to research publication in an international journal.Students Participate in various workshops, seminar, Quizzes and guest lectures which ensures holistic learning.

2. Participative learning: Participative learning in the institute is a team process where small group of students with different learning abilities collaborate and interact.(Group discussions,assignments,projects etc. Activities that ensure participative learning initiated by institute. Management students work in groups for sevral presentations.

3. Problem based learning: Following Problem Based activities are used that help in inculcating the critical thinking ability among the students: Research Projects are prepared by the students of final year where they take a topic and try to analyze the problem related to their project topic. Case studies are assigned to students to develop their Problem solving abilities. Role play are carried out in practical's where a situation based problems are presented to the students and they are expected to share the solution to that problem. Impact: Student centric approach adopted by the institute provided opportunity to students to apply their knowledge, encourage self-learning, facilitate collaboration and help in their overall development.

4. ICT Enabled Tools The following ICT tools are adopted by the teachers for teaching:

Collpoll ERP planning and monitoring, creating online courses, distribution of notes, conducting examinations. Online Teaching, training and practical demonstrations through zoom platform was carried out. YouTube channel of the institute with the informative videos and blogs are available. Online assessment is also carried out. Institute has organized various online webinars, guest sessions /FDP

through Zoom platform.

E- resources like e-books-journals, and other related course material for-the effective teaching.

Classroom are equipped with LCD projector multimedia and smart board Microsoft Teams and Zoom Software for conduction of online lectures and practical's, E-content was developed and uploaded on Collpoll for student's reference.

Institutes YouTube channel was upgraded with various Voice Over PPTs

ICT enabled teaching helps to enhance the learning experience of the students and encourage their active involvement in learning process.

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: 100

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
60	61	61	61	58

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: 51.5

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
34	31	28	32	30

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:

The prime objective of this informal test is to develop the students, enrich their skill and knowledge of the course taught in the class room. The evaluation procedure followed by MAKAUT is transparent. Subject teachers finalize the internal assessment criteria based on the criticality of the subject, student's need for understanding and involvement with the subject and on the rigor needed in continuously putting students to exercise/ assignment mode in the subject

Apart from this mix of various new methodologies for internal evaluation like projects, presentations, class are used from time to time by departments based on their requirement.Four Continuous Assesments (CAs) happen in each semester.

Grievance redressal process.

Offline: Most of the time grievances arise in the form of discrepancies in the form of calculation of marks. Such grievances are immediately resolved by the corresponding subject teacher.

Online: Students can generate grievances through their Collpoll profile. Institute has developed a special mechanism to handle such grievances. A student when generates a grievance, the principal of the institute receives it via an email. The grievance is then transferred to the exam controller. The Controller and the subject teacher resolve the grievance.

Grievances regarding internal/ external examination

Pre Exam Process Related to Sessional Examination:

The students who remain absent for sessional examination on medical grounds, submit his/her application with required documents to the examination grievance committee. College examination officer forwards the application to principal and on approval; student is permitted to appear for the re-examination.

University Form filling process: Grievance regarding university form filling by the students is communicated to university by College examination officer through mail/letters Grievances related to addition or deletion of subject in exam form is also addressed by communicating the letter to the university.

Correction in Names: Students with grievances of spelling mistake or change in their name approach to the committee with all proofs. Committee communicate it to the University with authorised letter and supporting documents.

During Exam

For university examination: Exam committee is vigilant for grievances during university exam. On time grievance by the students related to questions that are asked out of syllabus or have error in marking system etc. is addressed on priority by filling the grievances on university portal. Even the application by the student and letter from grievance committee is communicated to university for corrective action.

For Physically handicapped students: In case of any physically challenged candidate approach to grievance committee with all documents and application. Committee appoints writer for them as per the university guidelines

CA Exam - Papers/ Project are evaluated by subject teacher and grievances related to marks are rectified and informed to the exam grievance committee.

After the declaration of the university result, grievance related to Verification and revaluation process addressed by the committee and students apply for the photocopy through the online system of university. Committee advice the student to proceed for revaluation application after verifying the photocopy by the subject teacher.

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 department and the institute formulated the vision and mission through a series of recommendation from the stake holders of the institute, the future scope of developing the institute and the career opportunities of the pharmacy profession.

The Mission of the department is to provide high quality innovative education through U.G. & P.G. programme in Pharmaceutical technology and Management so that the students prosper in their career or pursue higher education to compete in the professional world. In establishing the vision and mission of the department, the following steps were followed:

Step 1: Vision and Mission of the institute are taken as basis in alignment with the institutional mission & vision at departmental meeting along with Principal/ Director.

Step 2: Views are taken from stakeholders of the Department such as pharmaceutical industry, eminent academicians, parents and professional experts

Step 3: The recommended views are discussed and reviewed by Academic Core Committee to simulate the vision and mission of the department as well as the Institute finally approved by the Governing Body.

Programme Outcomes of the Under Graduate programme in Pharmacy are:

PO 1: Established themselves as successful professionals in the profession of pharmacy with confidence and technical competitiveness and made intellectual contributions to it.

PO 2: Carried out advanced studies and acquired higher qualifications applying his or her knowledge and experience towards an advanced professional degree.

PO 3: Attained capabilities as successful team member using effective communications and teamwork skills

PO 4: Pursued a career for life-long learning with personal & professional growth, superior work ethics and character. The Program Outcomes are established through a consultation process involving the core constituents such as: Students, Alumni, Faculty, Employer & Parents.

The POs are established through the following process steps:

Step 1: Vision and Mission of the Department are taken as a basis to interact with various stake holders and graduate attributes are also kept in view.

Step 2: Batch Coordinator consults the key constituents and collects their views and submits the views to the department's Academic Core Committee.

Step 3: Department's Academic Core Committee summarizes the collected views in the Faculty meetings and expresses its opinion on the views and further forwards the same to Institute's Academic Council through the Principal/Director.

Step 4: Institute's Academic Council deliberates on the views expressed by the Department's Academic Core Committee and formulates the accepted reviews based on which POs are established and resolved through the Governing body members POs are effectively communicated with the management, faculty, alumni, parents & employers through meetings, e-mails as well as displayed in the department office, department library & laboratories.POs are as well published in the department page of the institute's website .

CO is interlinked with PO and PSO so that the students undertand the outcome of each course and how it will integrate into the outcome of the program.

Additionally the dissemination of PEOs to all the stakeholders of the program is done through faculty meetings, student awareness & counseling seminars, student induction program, and parent meetings.

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.The institutional priority is in the academic development of the teachers and students. The courses and syllabus are designed by the respective Department . The Programme Outcomes (POs) and Course Outcomes (COs) are intrinsic within the design of the Programme/Course. The Department philosophy and policy are reflected within the POs and COs.

2.The teachers actively participate in seminars, FDPs, workshops and curriculum meetings, regularly organized by the respective Departments at the University level to discuss the POs and COs.

3.The Institute periodically keeps track of academic course completion and co-curricular events taking place within the Institution. The conduct of classes is planned at the beginning of each semester in departmental meetings, wherein the course coordinator establish a time frame for preparation of course outline and Lesson Plans for each subject in tune with the academic calendar. Updates are regularly collected and processed by course coordinator till the end of semester.

4.The teachers employ different mechanisms and strategies, like tutorial classes, special remedial classes, mentor-mentee system, to assist the slow and advanced learners to better achieve the POs and COs.

5.The Institute collects online feedback from students every semester regarding the teaching-learning process and infrastructural facilities. Analysis of the data collected is carried out by the Feedback Committee of the College. Ideas and suggestions are addressed to concerned personnel for required implementation. This also ensures smooth and effective fulfilment of POs and COs.

6.The IQAC reviews the POs and COs on a regular basis and Lesson Plans submitted by each faculty member as part of the process of internal and external academic audits. The IQAC guides the teachers to map the objective to the outcomes to analyse and document their attainment.

7.The focus of the POs and COs have been maintained even when the classes have transited to the online mode. Talks, discussions, guest lectures, webinars, e-resources, quizzes and online evaluation process, on a single platform of MS Teams ensured efficient functioning of the institution in the same direction.

8.The performance of students in University examinations and in all the CAs is a parameter of outcome assessment. For the assessment of students, summative and formative approaches are followed to get intended learning outcomes.

9.Over the years, the institution has consistently exhibited student progression in terms of improved results. There has been a steep rise in the number of students passing out with higher CGPA, including positions in the University merit list. This is also a parameter by which the institution demonstrates successful and effective delivery of POs and the COs.

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: 96.11

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
170	206	231	258	272

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
170	207	232	284	290

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:

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: 81.47

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
39.12	3.42	1	34.93	3

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 Institution provides a conducive environment for promotion of innovation ecosystem. NSHM Knowledge Campus has created an ecosystem for Research and Innovation by: (i) Promoting Research Culture among Faculty Members & Students. (ii) Establishing State of the Art Infrastructure. (iii) Entrepreneurship Development Cell.

1. Promotion of Research Culture among Faculty Members & Students: Faculty members are encouraged to undergo professional development programmes and organize and participate in Conferences, Seminars and Workshops. Every year NSHM Knowledge Campus has a worshop on IPR that helps our facutly and students understand the need of patent and copyright and its utilization .Leave is granted and financial support is provided to participate in these Development Programs. Teaching and non-teaching staff are encouraged to pursue PhD. The institute takes up industry sponsored projects for product research and development, promotional activities, consultancy etc.The Institute has a Research Cell to

motivate the faculty members to write research papers. Research Cell also helps to create research culture among faculty members and students. Several faculty members have filed patents and design application and many of their patents are registered. The institute has a well-defined and published research promotion policy. Faculty members are encouraged to guide and mentor the students in their project work and PhD.

Several of our faculty members have recieved grants from government and private agencies for their research work. In thee last five years the institute has got more than 80 lac research projects.

2. Establishing State of the Art Infrastructure: The institute provides state of the art infrastructure and laboratories that are accessible to all. The faculty & students are encouraged to take up research & development activities by utilizing the existing resources. The resources are used as efficiently as possible for innovative research and project work for both government and private organization.

3. TAG-Innovation and Incubation Centre: The institution has an innovation and incubation centre by the nomenclature TAG(Think,Act & Grow), that encourage forging of a relationship between the industry and the institution. Individual departments interact with industry to ascertain its needs to fill the gap in curriculum and deliver contents beyond syllabus. The gap is filled by arranging workshops addressed by industry personnels. Industry institution relationship works in the following areas: Industrial visits for students and faculty, Field and site visits of students. Consultancy and sponsored projects. Faculty members regularly interact with the industry to understand functional challenges through applied research or student projects. Expert lectures on entrepreneurship. Entrepreneurial activities are conducted throughout the year. TAG of NSHM knowledge campus tied up with The Bhawanipur Educational Society and E-Cell IIT Kharagpur and conducted EAD 2023 (Entrepreneurship Awareness Drive). The program saw a participation of more than 100 institutions across India and over 1000 students.Prominent speakers were from Industry, Startups and Academia.

TAG is proud to have few startups who are using the incubation centre for their day to day work and to get proper mentoring. ViveLife is one of such organization that uses the incubation centre and gets mentorship from the incubation centre.

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: 55

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
12	11	10	11	11

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: 2.27

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
48	16	24	25	23

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](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[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: 0.9

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
21	09	3	5	16

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](#)
Provide Links for any other relevant document to support the claim (if any)	[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:

The institution treats education as a holistic process whereby students can learn how to live and not just how to earn a living. They are offered a chance to get involved in various kinds of social services and develop the values of kindness and compassion. They learn to empathize with those sections of society who are not as fortunate as themselves; thus in a tiny way, make some contribution to national development.

The students are sensitized through exposure to various community development projects, the students have participated in free distribution of clothes, books to financially challenged sector. The students are also enlightened about social responsibilities through interactions with speakers dedicated to such activities. The students are encouraged to make presentation and projects on Corporate Social

responsibility initiatives. The institution involves the students in various extension activities so that they can get practical knowledge in different aspects of transactions and procedures, understand the ground realities of the various social sectors, and in general enrich their knowledge regarding the world around them.

The social surveys conducted by the students, and the field trips and nature camps attended by them help the students in understanding the ground realities regarding the socioeconomic conditions of the all classes. These make them think on ways to solve their problems, and they may come up with some solutions in the future.

Similarly, the voluntary work carried out by the students during the Book festival and the Durga Puja Festival inculcate in them a feeling of empathy towards the weak and the disabled, and the need to be supportive to them. Managing the crowds, coping with the different temperaments revealed by the public etc. become a learning experience to the students which surely helps them in future.

The institute encourages deeper and broader involvement of the community for its development by organizing various extension activities: Blood Donation camp on the occasion of the National Pharmacy week , a blood donation camp was organised by NSHM Knowledge Campus in association with M.R. Bangur Hospital, Tollygunge, Kolkata. Book Donation Camp NSHM Knowledge Campus organised a book donation in March 2022 drive for underprivileged children . A canter activity was organised in Kolkata and it saw a huge response with people donating books from all across the city. Health Camp NHSM organises Health camp every year .

During pandemic students distributed mask,sanitizers to the public. Before Durga Puja each year facuilty and students distributes clothes to the underpriviledge students.As a mission to help the community the institute has adopted a village where faculty members and students conduct free classes, health and hygiene session,etc.

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:

COMMUNITY ENGAGEMENT ACTIVITY:

.

NSHM Knowledge Campus is associated with UNNAT BHARAT ABHIYAN in an effort to bring in

transformation in the rural landscape of India. Centre for Social Action has adopted five villages in the Nadia district of West Bengal – Basantapur, Kantabele, Madanpur, GhoraGhacha and TeliGhacha. Extensive surveys have been undertaken in these villages to understand the various socio-economic facets. The survey indicated the types of intervention required in these villages. Nadia District is clustered as an 'Aspiring District' in the country.

When the onset of the pandemic severely affected the lives of the village dwellers with their modest incomes, NSHM Centre for Social Action in conjunction with its NGO partner "Change Initiatives' took upon them to address the situations in the adopted five villages. Funds were collected to provide dry ration(consumables) to every family below the poverty line in the five villages.The district administration was duly roped-in for the procurement of the raw materials and distributions of the same.

The needy people again got in touch with the Centre for Social Action when Cyclone Amphan hit West Bengal in the month of May 2020.Owing to the successful completion of Phase I of the activities, NSHM Knowledge Campus is one of the 24 institutes who have been granted funds for Phase II of the outreach initiatives.

ANTI-TOBACCO PLEDGE ACTIVITY The institute understands it moral and social responsibility to keep the pillars of the nation away from the addiction of tobacco. With this motive an anti-tobacco moment under which the students and the faculties are made aware about the statistics of tobacco related disease and how it is curbing the nation. Educational videos are shown and finally pledge is undertaken where the student pledge that they will not fall prey to this deadly addiction and not allow others in their surrounding also.

NSHM Knowledge Campus has won the coveted CSR Journal Excellence Awards 2019 for commitment to social welfare and growth and for empowering social change through education. Our Chairman Trustee Mr. Dileep Singh Mehta received the award from Hon'ble Union Cabinet Minister of Agriculture & Farmers Welfare, Rural Development and Panchayat Raj, Shri. Narendra Singh Tomar.

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: 40

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
22	7	2	1	8

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: 21

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](#)
Provide Links for any other relevant document to support the claim (if any)	[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:

The institution since its inception has maintained high standards of infrastructural facilities and pedagogy, which are constantly reviewed and upgraded to reflect the latest trends and developments in higher education and meet the regulatory requirements. The classrooms are well furnished, seminar room with multimedia and audio-visual equipment to facilitate effective teaching/learning. Faculty and administrative staff have been provided with adequate office space.

The Institute premises also houses conference room, seminar hall, and auditorium. Sufficient ventilation is provided to the classrooms and laboratories ensuring the safety of the students. For Pharmacy programs in addition to the classroom and seminar halls, laboratories are required for actual experimentation. Our laboratories are equipped with sophisticated instruments like UV, HPLC, FTIR Spectrophotometer, Spray dryer, Stability chamber, Orbital shaker, R & D coater etc. Institute also has Animal house maintained as per CPCSEA guidelines. In addition there is pilot plant, museum and herbal garden to complement the knowledge of theoretical learning. Laptops were allotted to the individual teachers of the various departments. For administrative use too desktops have been allotted.

There is a separate IT laboratory comprising around 250 computers where students can work in their free time. To help the advanced learners and research students, the library subscribes to some reputed E-journals too.

Hardware Infrastructure

1.There are 2 nos. of Computer laboratories with 102 PCs and 75 PCs respectively. All the PCs are having original Microsoft OS and are under Microsoft Campus Agreement.

2.The faculties are provided with Desktop / Laptop for their day to day activity.

3.All the PCs are protected by On-line UPS.

Network and Security Infrastructure

1.Fortigate300D UTM is in place which ensures filtered bandwidth for students as well as team members.

2.Extreme Core Switch X440 controls all the distribution switches which are also responsible for managing VLAN in the campus.

3.All the PCs are protected with Kaspersky Endpoint security.

Wi-Fi Infrastructure

Wi-Fi facilities are available throughout the campus.The whole campus has CCTV camera.Lifts and ramps are provided for physically challenged students.

Gymnasium: The institute has a well-equipped gymnasium as a part of recreational facility for staff and students and a professional trainer is engaged to instruct the students to follow the work out procedure

. Yoga: Seminar hall & open space is provided where staff and students can perform yoga

Sports- Badminton court is available for students and staff members, Table Tennis , Carrom,Dart,Chess,etc are there in the common rooms. A football and handball field is available for the students and faculty memebers.

ICT enabled class room: All classroom are ICT enabled with Wi-FI.

For students and faculty memebers LMS by the nomenclatute CollPoll is provided.This sofware is academic in nature.

For HR and admin Adrenaline sofware is provided that looks into leave application, attendance, apprisal,etc.

The institute has biometric system for faculty and staff members.

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: 72.47

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
52	128.83	91.7	17.68	24

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](#)
Provide Links for any other relevant document to support the claim (if any)	[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:

1.The library of NSHM Knowledge Campus has been operational as fully automated since 2018. The various functions of library management, that is, acquisition of books and journals, cataloguing, circulation, serialisation and Online Public Access Catalogue (OPAC) are integrated as accessible services

2.Initially, TCS ion was used as the ILMS platform. This was upgraded with KOHA-17 in 2023. KOHA is a free and open source, fully featured, scalable library management system. The important features of KOHA like catalog facility, customizable search, online circulation and barcode printing are used in the library.

3.Membership, registration and issue/return of books are done in the automation mode. Barcode technology is used for this purpose. A barcoded Identity Card that is issued to students at the time of admissions is used for membership to the library. A Barcode Scanner (Symbol-IS13252 IEC60950-1) is used for issue/return of books.

4.Ten Library Kiosk Dual Core have been placed for KohaOPAC-based search of databases of books and journals through Collpoll (Institute ERP). This has eliminated the need for manual searching. The OPAC facilitates searching of the complete library collection. The search results provide bibliographic details of the books and other documentary materials, like periodicals and journals, along with the current issued

status and the location of a book. This service is very helpful in meeting the end user's academic information needs. It supports the multidisciplinary approach to information and is highly used by students and teachers to locate the library resources.

5.Around 10 LAN connected desktops have been installed in the students' reading room and faculty lounge, with Wi-Fi and internet facilities. These computers are used to access the various library links that the College has subscribed to, like the NDL, JGate, Bentham. The computers are connected to printer so that material accessed on the internet can be printed. The library also has a high quality photocopier for duplication of hard copy materials. Scanning facility is also available in the library. The library has procured IRRO license for reprography of documents.

6.The library has created a webpage within the College website. Students and faculty members can utilize all the library resources remotely through the Koha OPAC connected to Collpoll.

7.The library is under surveillance through CCTV connectivity and monitored by the ITES Department.

8.The library office has fully dedicated two Workstations for the smooth functioning of the library.

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:

With the new building becoming operational and more classrooms and other workspaces added to accommodate new courses, the College acquired a total of 4.2 Gbps internet bandwidth, 4 Gbps from Alliance Broadband (2019-2020), 100 Mbps from TTSL (2019-2020), and 100 Mbps from Indian cable (2019-2020), for wider Wi-Fi connectivity.

The College has added 4 computer labs, and all classrooms/seminar rooms are equipped with projectors, 157 desktops, 17 printers, and 8 photocopiers. There are 50 Koss microphones installed in the computer lab. The College has purchased licenses of IBM SPSS 29.0; Win Pro 10; Microsoft Office 16. All classrooms and laboratories procured cameras. 12 Apple desktops (Mac mini, 3.6 GHz quad-core intel core i3 processor, 128 GB).

Adequate internet facility with computers is made available to students as well as faculty. The institute constantly upgrades its IT facilities to make learning more creative, innovative, and informative. Pharmacology Lab is equipped with sufficient hardware and licensed software (Ex-Pharma Series) to run a program-specific curriculum. The Library has 2 Library Kiosk Dual Core for easy access to the Library catalogs. The Library uses the open-source integrated library system KOHA and Barcode Scanner (Pegasus PSW 1400). All Faculties have been provided with their individual Acer laptops, with customized software, for timetable and attendance records. The College has redesigned its Website, with updated information, and made it user-friendly and interactive. The Website is managed and maintained by the branding department of the College.

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: 2.24

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

Response: 270

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: 27.57

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
5.16	17.17	5.49	49.72	42

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](#)
Provide Links for any other relevant document to support the claim (if any)	[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: 16.61

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
150	97	164	75	63

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](#)
Provide Links for any other relevant document to support the claim (if any)	[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](#)
Provide Links for any other relevant document to support the claim (if any)	[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: 57.03

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
330	353	337	441	424

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: A. All 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](#)
Provide Links for any other relevant document to support the claim (if any)	[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: 41.95

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
74	104	129	82	88

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
170	206	231	258	272

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

5.2.2

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

Response: 12.88

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
23	6	23	14	19

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**
Provide Links for any other relevant document to support the claim (if any)	**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: 32

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
20	05	01	02	04

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](#)
Provide Links for any other relevant document to support the claim (if any)	[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: 42.4

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
65	31	38	25	53

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 NSHM knowledge campus has an Alumni Network of more than 9000 members operating from the website https://alumni.nshm.com/, with a connected mobile app. The alumni mark their presence in various institutional activities such as corporate lectures, the international conference, and grooming sessions for the students. They participated in student led activities such as the Cricket Premier League. The Alumni Chronicles Podcast is a platform where interesting stories are shared with the students, preparing them for the future. The Entrepreneurship Awareness Drive conducted at the Dhono Dhanyo Auditorium on 11 Oct 23 saw many alumni come forward and share inspiring stories.

The Alumni Association has mentors who guide students towards an appropriate career-path. They share their own achievements and the opportunities on offer, thus working closely with the placement team to place students in the industry.

The alumni are closely connected and they host various campus news and announcements on their website to strengthen the bond with the institute.

File Description	Document	
Upload Additional information	[View Document](#)	
Provide Link for 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:

VISION OF NSHM

INTRODUCTION

The vision of an organization decides its path of growth and integrity. It is very important for an organization to have a clear vision of what it wants to achieve as an entity and also to help it achieve its current and future goals.

PURPOSE

The very purpose of having a vision is to help the organization always be focused on its aims and goals. A vision statement is vital to the success of a company as a whole. It is a written statement which outlines the business' purpose for being.

VISION

The Vision of NSHM is "To be a Knowledge Hub of Global Excellence"

MISSION OF NSHM INTRODUCTION

The mission of an organization is a means to achieve all the goals of the organization so as to finally fulfill the vision.

PURPOSE

The mission is to provide each member of the organization the required resources to excel in their field of work and to motivate them to perform to their fullest ability. The mission provides the direction and focus that is needed to make decisions and execute the same.

MISSION

To bring prosperity to the society and enhance quality of life by imparting and advancing knowledge and skills, unleashing creative abilities and inculcating responsible and responsive values and attitudes. The values of an organization are its pillars which help in its overall growth and enhancement. They establish a foundation onto which expectations and trust is built.

PURPOSE

The purpose of NSHM's values are to deliver innovative education products and services to bring out industry-ready professionals, researchers, advanced learners, educators, and entrepreneurs, who can take best care of people, planet and profit. We also encourage our team members to pursue creative research and consultancy to advance global knowledge and skill.

CORE VALUES

1.Nation and Society

Making a positive contribution to nation building

Always giving our best to the society

Protecting Nature

2.Heritage

Building on our heritage as a heritage for our progeny

3.Respect for the Individual

Valuing people

Always upholding human dignity

Offering equal and non-discriminative opportunity

4.Trusteeship

Keeping the trust of our stakeholders at all times

Increasing stakeholder value sustainably

5.Human Resource

Attracting and developing the best people

Setting High Performance standards

Creating the environment to deliver

6.Quality

Meeting and exceeding customer requirements

7.Innovation

Constantly pursuing newer and better products, processes and practices

8.Ethics

Holding on to the highest level of integrity and ethical as well as moral values – as individuals and as an organization

The"IV Model" of Organization Building at NSHM is attached as pdf file.

The institute prepares a five-year perspective plan echoing the philosophy of vision and mission which comprises Institute Development Plan, NEP implementation,Infrastructure Plan, Human Resource Planning and Development Plan, Students Development Plan, Research Development Plan, Industry Interaction & Placement Plan, and Community Engagement Plan.

The active involvement of stake holders along with management support and through decentralized and participatory governance, ensures the accomplishment of the vision and mission of the institution.

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:

Organizational structure of the institution including governing body, administrative setup, and functions of various bodies is depicted by the chart attached. The HR department is responsible for developing and implementing personnel policies for service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism as documented in the HR manual. Other operational policies and procedures are framed in the meeting of board of trustee.

Effective implementation and improvement of policies and plans at Institute is monitored by various committees like

• Board of Trustees

• Governing Body

• Advisory Board of Studies

• Academic & Laboratory development Committee

• Internal Quality Assessment Committee • Library Committee

• Training and Placement Cell • Student Counseling Committee – Mentors

• Anti-Ragging Committee • Research & consultancy Committee

• Examination Cell

Disciplinary Committee

• Internal complaints Committee

 Women Grievances Redressal Committee

• Sports and Extra-curricular Committee

Every committee has its own objectives to be achieved and functions of these committees are being well monitored and reviewed by conducting the scheduled meeting regularly.

The Institute's Academic & Laboratory development committee had taken a decision about classroom teaching to convert into smart teaching-learning process. The classroom or lecture hall is a place to pick up theory, but nothing beats the lessons a student can learn by applying these theoretical concept into ideas of practical simulation through audio-visual power point presentations about case studies. The Institute believes there is a push for students to get international exposures in advance learning in the era of globalization. These audio-visual presentations is very innovative and the faculty members are keen enough to deliberate the individual module of the syllabus through animated and industry-operation simulated power point presentations.

This has helped to expose particularly first and second year students to the exciting bytes of Pharmaceutical technology and Management Principles. Experiencing such teaching learning pedagogy, students are encouraged to

1.Develop creativity, which will help them in studies and their careers

2.Have a taste of corporate environment and different Roles in the Profession

3.Learn to understand Business Practices and skills required by present Industry

4.Learn how to communicate ideas and how to interact with team-members

5.Learn how to operate within a set of guidelines with time and resource limitations Implementation of such teaching learning system has provided an invaluable insight into the graduating students about how to hone their own innovations; which have been reflected in the Project topic undertaken by the final year students.

The institute has a structured organizational hierarchy to support decision making processes. The Organogram represents the active involvement of stakeholders in various capacities. Various statutory bodies include Governing Body, formed as per AICTE regulations, PCI regulation and College Development Committee formed in accordance to MAKAUT. The management in consultation with the Principal formulates the policy and future plans related to academic and administrative activities. The Principal is supported by Accountant and other administrative staff.

Internal Quality Assurance Cell: IQAC plays a key role in building the quality of the institutional activities through the committees regularly.

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:

Employee welfare includes monitoring of working conditions and creation of harmony. The following activities are carried out regularly by HR department and welfare measures for teaching and non-teaching are being implemented as per HR manual.

1.Health Checkup Policy

2.Relocation Policy

3.Work Anniversary Celebrations

4.Birthday Celebrations

5.NSHM People First – An HR Initiative

6.NSHM 4 U

7.NSHM Fit 4 Life

8.Picnic

9.Events

10.Sabbatical Policy

11.Mediclaim

12.Accidental Insurance

13.PF

14.ESI wherever applicable

15.Declared holidays

16.Marriage policy (special marriage allowance)

17.Special tie-up with hospitals

18.Help desks for employees – bank, e banking, etc

19.Camps like Aadhaar Camp, etc. conducted for employees and families

20.Maternity and Paternity leave

21.Employee Grievance, Prevention of Sexual Harassment, and other mandatory workplace requirement

22. Doctor and Psychologist in campus

PERFORMANCE MANAGEMENT SYSTEM

The institute HR manual contains Performance Appraisal System by the name of Performance Management System (PMS), which aims to develop a performance driven culture in NSHM. The organization wants to utilize fullest of its employee's potential, make them aware of their strength and development areas and doing so map their career path in the organization.

PURPOSE

To provide direction and clarify performance expectations.

To identify training and professional development needs.

To provide feedback and coaching to the staff member concerning job performance, both what is done well and what needs improvement

SCOPE

This policy is applicable to all employees.

CRITERIA

Performance shall be assessed on the basis of level of competence displayed during completion of all targets and goals.

The model used for the assessment of the employee's performance is:

PRINCIPLES

Cascading of Organizational Vision, Goals and Objectives Specific objectives for each member Participative decision making

Explicit time period Performance evaluation and feedback

PERFORMANCE APPRAISAL GUIDE

Things you need to know to perform well

'What' of Performance:

1.Changes in the Performance Management System

2.Discussion on performance related challenges and accomplishments

3.Clarity on performance expectations from you for the following year

4.Performance goals to be

SMAART 'How' of Performance:

1.Understanding the Competencies definitions

2.Understanding the proficiency levels applicable to self

3.Conduct objective self-appraisal on competencies

It's more important than ever to focus on and get our performance culture just right. The responsibility of building a high performance culture is shared, from the most senior executives to the newest intern. Not only is it essential for our business ambitions but helps move everyone at NSHM from being good to great. When it comes to return on equity, revenue growth and profitability, performance management can deliver remarkable results for next to no investment – but only if it's done well.

Our approach to managing performance means:

1.Everyone knows what is expected of them

2.We differentiate performance

3.We let our people know where they stand

Change imperatives for Performance Management System at NSHM:

1.Changes in business environment impacting the business model

2.Changes in the overall Talent Landscape

3.Government policies impacting talent and business

4.Organization's future ambitions, Organization's talent strategy and alignment with business

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for 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: 50.5

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
38	29	29	30	26

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: 51.16

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
57	45	31	17	4

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
0	0	0	0	0

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	[View 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:

Funds are generated through collection of course fees from the students for the professional courses taught, grants received and overdraft facilities from banks and are being utilized to meet the expenses incurred towards maintenance and up-gradation of physical, academic and support facilities, infrastructure augmentation & for salary of the faculty members and other employees as well as for other recurring and non-recurring expenditures as per budgeted provisions.

Every financial year the budgets are prepared by respective departments to meet various expenses of the institution such as purchase of laboratory equipments, books and journals for the library, development of infrastructure, renovation and repairs, annual maintenance contracts, various co curricular activities, research and seminars, organizing conferences and workshops, celebration of festive occasions and employee welfares etc.

The financial resources are managed in an effective and transparent manner. Each and every transaction is supported by bills and vouchers. All the expenditures, recurring and non-recurring are incurred through cheques, demand drafts or on-line transaction. For effective verification of accounts, internal and external audits are done periodically. The external audit is done by a team of auditors from Rustagi and Co. The last audit was done on 31.08.2022 for 2022-23.

The faculty members in consultation with directors approaches funding agencies like DST, ICMR, CSIR and pharmaceutical companies for promotion of teaching learning process and innovation through research and development in the institution. The institution has been successful in obtaining grant-in-aid from DST and Emami group of companies.

CONDUCTION OF INTERNAL AND EXTERNAL AUDIT

The Governing body sanctions the annual budget based on which resources are allocated and utilized. The institute has accounts section which maintains daily financial accounts and prepares all financial statements. All the expenses made by the institute are audited by internal and external auditors. The management office has specialized audit team to conduct both internal and external audits for all the financial activities carried out in the institution every year.

Internal Audit:

The Management office has appointed internal auditors wherein the audit is conducted for every transaction on regular basis. They verify Cashbook, Bank accounts, Ledgers, Bills, Vouchers, and statement of cash position and cash flow physically on day to day basis. They also conduct sample check on the heads of various accounts, balance debts, and postings.

External Audit:

The Institute accounts are audited once in a year by a Certified Charted Accountant in compliance with government rules. Half yearly and yearly books of accounts are submitted to the auditor during the external Audit. The auditors verify the bank and cash vouchers, purchase orders with bills, bank statements and other statutory related documents. After analyzing the books of accounts, they submit the queries to account section, if any. After the clarification from the accounts department, the financial statements are prepared by the external auditor and audited financial statements and reports are submitted to the management." The last audit was done by a team of auditors from GARV & ASSOCIATES which finished on 29/09/23 for the financial year 2022-23. "

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for 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:

Major contributions of IQAC for institutionalizing the quality assurance strategies and processes:

Academic & Research:

Faculty Development: IQAC has been continuously working on improvising the teaching and learning processes by organizing various activities to enhance the knowledge base. It ensures that the current changing trends in the education system are reflected in practical's, organizing events, providing opportunities for students to showcase their talent, and creating industry simulations. As a result of above activities, there is increase in the number of research publications and the faculties have enrolled for either master's program or doctoral degree.

Co-curricular - Value added courses/add-on courses: To conduct content beyond syllabus and skill enhancement of the students, institute conducts various value added/add-on courses in the field of pharmacy , management and communication.

Proactive research promotion and facility: IQAC supports faculty and students to undertake research. To encourage research IQAC has organized various FDPs. The IQAC with the approval of management and principal offers institute facilities for the research work. As an outcome of this initiative, research papers, books and chapters are published and several industry projects are undertaken and completed.

Joint research projects: The institute lays emphasis on collaboration with the industry and society for joint research projects.

ICT enabled student centric methods: Use of online platforms like CollPoll, MS-Teams, Zoom, etc. Class Marker/Google forms were used for online examination. Use of ICT tools like Collpoll/Voice over PPT/Video Practical's. Establishment of institute YouTube channel for worldwide view of educational content.

Infrastructure Augmentation: The infrastructure is upgraded as and when required to ensure support for achieving highest quality of education. The recent upgradations have been in the form of ICT, Staff Rooms, Seminar Hall/Smart Classroom, Utility Services.

Collaborations: Academic-industry linkage – For holistic development of the students through various activities and better training and placement opportunities IQAC initiated various activities through MOUs. MOU with Malaysian University of Science and Technology saw our management student travel to Malaysia as student exchange with one faculty as guide.

Consultancy and Industry Funding: Various avenues are explored to offer consultancy services to the industry. Certain projects are funded by the industry thereby strengthening our principle of connect, collaborate and create.

Review of teaching learning process/structures/methodologies of operations: The IQAC closely reviews the teaching learning process through a robust mechanism involving all the stake holders. The mechanism is transparent and effective in enhancing the quality of education. The dynamic nature of mechanism ensures replacing the obsolete processes with latest trends. The review system formulates an action plan for any deviation or gap in the process to facilitate seeking solutions to the problems encountered.

The major objective behind the formation of IQAC is to ensure significant improvement in the quality of education imparted to the student community which in turn would foster global competencies among the students and enable the stakeholders to make a quest for excellence. This quality centric approach was conceived through radical change in the conventional learning processes.

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](#)
Link to Minute of IQAC meetings, hosted on HEI website	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[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 Institute has close interaction with MAKAUT, does collaborative work to address women's issues in higher education.

2.Session on gender sensitization is a mandatory module of the Orientation/Induction Programmes

organised by the institute.

3.The Institute provides infrastructural facilities and human resources for all women students.

4. Scholarship is awarded annually to a girl candidate securing the highest marks in I/II year of all the courses.

5.The Institute is dedicated towards creating a gender inclusive campus through various

programmes, organized by the Women Development Cell (WDC). These programmes address self defence, sexual, reproductive and mental health issues of women and the significant roles they can

play in different spheres.

6.An Internal Complaints Committee, constituted on the guidelines of the Supreme Court of India,

receives complaints of sexual harassment, makes inquiry and recommends necessary actions.

7.Over the years, the proportion of women in the teaching faculty has improved drastically.

8.The Institute administration is sensitive to the health concerns of the women employees pre and

postpartum. Maternity and Child Care Leave are sanctioned as per the University rules.

The Institute extends Maternity Leave to adhoc and contractual employees as well.

9.One post in the Students' body is reserved for a girl student.

10.The Department of Psychology counsels students and faculty, if required, to ensure gender

inclusivity.

11.The campus has a girls' common room and separate and adequate girls washrooms, equipped with Sanitary Pad Disposal Bins.

12.The entire Institute is under CCTV surveillance and has a woman guard.

13.The Institute encourages girls on entrepreneurship through its incubation centre TAG.

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: A. 4 or All 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](#)
Provide Links for any other relevant document to support the claim (if any)	[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: B. Any 3 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**
Provide Links for any other relevant document to support the claim (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:

In pursuit of its vision and mission, NSHM Knowledge Camps, values and takes into account

the differences in people's backgrounds, experiences, knowledge, needs and skills to create a

cohesive community and effective workforce. Diversity includes keeping an open mind to

differences among cultures, regions, languages and socio-economic environment.

NSHM Knowledge Campus follows the MAKAUT rules and regulations related to socio-economic

categories for appointment of staff and admission of students.

Classroom lectures are in English and study materials are provided in English.

The Institute partially/fully exempts the fee of students at the time of admission, based on the annual income of their parents.

Fee concession to other students is provided after careful scrutiny by the Fee Concession Committee.

Scholarships are also awarded on need-cum-merit basis.

Laptops and books are issued to needy students.

The foremost achievement of the NSHM Knowledge Campus, has been to reach the unreached Students during COVID 19 outbreak. NSHM made it a point that teaching is not stopped under any circumstances

Individual faculty put in practice various methods to identify slow and advanced learners in each class and cater to their differential needs and skills. Under the Mentor-Mentee programme of the Institute, each student is formally attached with a mentor teacher of the Department. The student can approach the mentor for any academic or personal issues. These efforts help in not only reducing learning gaps but also promotes tolerance and harmony.

A compulsory personality development course encourages holistic development and assists in confidence building of all the students.

Adhering to the national effort to mainstream the students from North East India, the Institute has

established the North East Cell to provide the students a platform to nurture their culture.

The UGC-mandated Equal Opportunity Cell of the Institute oversees the effective implementation

of policies and programmes for disadvantaged groups, and provides guidance and counselling with

respect to academic, financial, social and other matters to enhance the diversity within the campus.

The cultural society of the Institute, has presented prestigious award winning street plays on socially relevant issues based on class, caste and gender.

UDAY the sport unit of the institute looks into sports as the means to break the ice in first year and develop bonding from the subsequent years among faculties, staffs and students.

The Institute inculcates tolerance, communal harmony and inclusivity among the students and staff

by celebrating national and international commemorative days, events and festivals.

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 Practice 1

Faculty development as the integral part of quality enhancement in academics.

Objectives of the Practice:

1.To train Faculty Members, in the higher learning institutions across the country, by conducting quality academic and capacity building programmes.

2.To create an opportunity for Faculty Members to learn and interact with eminent scholars and academicians.

3.To extend formal training to the newly inducted Faculty Members to prepare for future professional engagements.

4.To acquaint Faculty Members with modern pedagogical methods,

5.To prepare Faculty Members for the futuristic blended learning mode of teaching-learning.

6.To equip Faculty Members to make the latest research-based knowledge relevant in the classroom.

The Practice:

NSHM offers Faculty Orientation Programmes (FOPs) for newly recruited faculty and discipline specific and interdisciplinary Faculty Development Programs (FDPs)/Refresher Courses, Conferences and Workshops.

The FOP content broadly includes innovative teaching-learning pedagogies, research methodologies, ICT-enabled curriculum and e-content development, interpersonal skills and institutional values.

Interactive Conferences/Seminars and brainstorming Programmes are held on varied topics

to cultivate creative ideas for meaningful research projects.

The FDP content is usually based on in-depth subject knowledge, quantitative and qualitative research methodologies, and on an interdisciplinary approach as is envisaged in the National Education Policy(NEP), 2020.

Distinguished and internationally acclaimed resource persons deliver lectures and conduct sessions on wide ranging disciplines/topics of relevance in the contemporary and ever evolving global scenario to benefit the teaching fraternity, corporates and researchers.

During Covid-19, all programmes were conducted online, adhering to the UGC and University Guidelines.

During Covid-19 four Quadrant Approach was used (e - tutorial, e - content, Self - Assessment and Web Resources).

In order to cater to a large number of online participants, an in-house Learning Management System

(LMS) named as CollPoll was developed, hosted on CLOUD with high scalability and reliability. The LMS is predominantly participant-friendly and incorporates evaluation methods and comprehensive feedback systems to judge learning outcomes.

There was regular follow-up with the participants, during each programme, through Google

Classroom/Telegram/Discussion Forum.

During Covid-19 outbreak NSHM had developed programmes to equip the Faculty Members with

various tools and applications for online teaching and develop Massive Open Online Courses (MOOCs). A number of FDPs/FIPs were launched in webinar format and all faculty members had been successfully trained.

In order to organise mutually beneficial teacher training programmes, the Institute has entered into

number of Memorandums of Understanding (MoUs) with institutions and organisations pan India and International.

Evidence of Success:

1.Successfully conducted more than 85 programmes since 2017. These programmes have

witnessed overwhelming response and there has been consistent demand for more programmes.

2.A repository of research and academic knowledge (video lectures, e-content, MOOCs) for ready

reference has been developed.

3.. Many Institutes and universities from across the country as well as International Universities have signed MoUs, for faculty exchange and training programs.

Best Practice 2

TRANSFORMING NSHM KNOWLEDGE CAMPUS INTO A DIGITALLY EMPOWERED INSTITUTION

AND KNOWLEDGE CENTRE

Objectives of the Practice:

1.There has been a consistent emphasis on capacity building which is supported by the Information

and Communication Technology (ICT) application in various aspects of the Institute's corporate

life.

2.To enable the blended learning approach to education for anywhere, anytime teaching-learning.

3.To use ICT to enrich the teaching-learning practices in the institution.

4.To use ICT for increasing work efficiency, save time and avoid duplication of work.

5.To use ICT for cost-effective, systematic, paperless documentation and record-keeping.

6.To bring the institution at par with international ICT standards.

7.To acquire and introduce the latest technology and upgrade existing ICT infrastructure.

8.To have ICT systems in place for easy and fast communication networks, nationally and

internationally.

9.To upgrade the Media Lab with advanced technology for high quality electronic media

production. The Media Lab will serve as a resource centre which will be open for use by the other

institutions in West Bengal and also provide consultancy.

10.To reach a larger audience for training and other programmes offered by the Institute.

The Practice:

1.In the last five years, consistent efforts and financial investments have been made to augment the

existing ICT infrastructure. The entire Institute fraternity has acquainted themselves and embraced

the digitalisation process enthusiastically.

2.All the classrooms, the conference room and the seminar rooms are ICT-enabled, with projectors

and screens.

3.The Institute Library has been fully automated, with a free and open source library management

system, KOHA. The library provides e-reader KINDLE to the students to access thousands of e-books.

4.The Institute has customised a user-friendly Enterprise Resource Planning solution (CollPoll) to

manage students' attendance.

5.The faculty and staff have been provided with laptops. The Students are also encouraged to use laptops.

6.Besides the general training programmes, special ICT training is provided to the teaching and non teaching staff. The Students are upskilled in specialised software and newly acquired equipment.

Evidence of Success:

1.100% teaching and non-teaching staff of the Institute have been trained in the use of ICT

application.

2.All the Faculty Members use laptops, with pre-installed Enterprise Resource Planning (CollPoll), for attendance.

3.The Administration, Accounts and Library are fully automated, equipped with the necessary

infrastructure and software.

4.All financial transactions and tendering processes have become faster and easier with the use

of digital signature.

5.Procurement, accession and issue/return of books from the Library has become easier and

faster.

6.All official communications and notices are sent via e-mail and other online platforms.

7.The Faculty Members use the Media Lab to record lectures. TLC has been extensively using the Media

Lab for conducting online teacher training programmes.

8.The Media Lab has extended consultancy services to other Institutes and institutions across the

country. It is also responsible for storing all the audio-visual digital data.

9.The two International and one national journal namely NSHM Journal Of Management Research and Application (ISSN 0975-2501), NSHM Journal of Pharmacy & Healthcare Management (ISSN

2230-7249) AND NSHM Journal of Language, Literature & Communication (ISBN 978-93-87855-88-5) are there.

10.In the Covid-19 induced transition to online teaching-learning, the Institute has adopted a uniform platform, Microsoft Teams, for the daily classes and other related works.

File Description	Document	
Best practices as hosted on the Institutional website	[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:

NSHM Knowledge Campus provides every opportunity to its Faculty Members, non-teaching staff and students for an ethical and moral value-based self-development to meet the challenges of the dynamic teaching learning environment. This is vital for the growth and advancement of the institution.

In line with the NEP 2020 objectives, the Institute is consistent in its commitment to enhance the quality of its faculty, catalyse high standard academic research in discipline specific and interdisciplinary fields, build effective governance and leadership and provide an optimal learning environment and support system for the students. The Institute has a collaborative and interactive work culture.

One of the significant aspects has been the development of state-of-the-art ICT infrastructure in the

Institute that is easily accessible to Faculty Members, non-teaching staff and students.

The Institute periodically organises training programmes in the latest ICT applications and tools in higher education. In the past five years, the practice of capacity building has been strengthened in multiple dimensions.

For teaching staff:

1.The Institute encourages young and newly recruited faculty to participate in FOPs and enhances skill development of Faculty Members through FDPs/Refresher Courses/Workshop. The Faculty Members are financially and administratively supported.

2.Workshops and hands-on training for skill development of Faculty Members focuses on preparing for classroom (offline/online) lectures, accessing Open Educational Resources (OERs), using Creative Common License (CCL) and google applications, creating MOOCs and video resources through Open Broadcaster Software (OBS) and other meaningful teacher-student engagement.

3.In the context of Covid-19, all teaching learning was shifted to the MS Teams platform. A group of expert Faculty Members were given the responsibility to train and guide the faculty to ensure smooth transition.

4.The IQAC has instituted research grants, awards and incentives in various categories to recognize substantial research contributions, thereby motivating the faculty to undertake doctoral and postdoctoral studies, quality academic research and publication in reputed and accredited journals. Many faculty members have published in NASA ADS, SCOPUS or Web of Science accredited journals in the past year and half. Faculty Members have also published in books and contributed chapters in books.

5.The Faculty Members have taken up minor and major research projects, funded by several funding organizations.

6.The Institute values the long-term physical and emotional well-being of its Faculty Members in order to support their teaching-learning, research and organisational roles and responsibilities.

7. The HR Department constantly organizes programs to motivate and encourage faculty members and staffs. All leading festivals are celebrated in a grand way in the institution.

8.The Institute extends administrative support for faculty to engage in curriculum development,

content creation, question paper setting and evaluation.

For non-teaching staff:

1.Basic and advanced ICT workshops have been organised to increase efficiency in work

outcomes.

2.Administrative and accounts related workshops for non-teaching staff have been held for updating

knowledge and skills.

3.FDPs for library professionals have been organised, including training sessions on KOHA.

4.Non-teaching staff organise regular talks and seminars and attend programmes in other

Institutes/universities.

5.Non - teaching staff has been provided training in the application of latest media software and

use of equipment to produce high quality media resources.

6.The IQAC has instituted an award for innovative administrative reform, which has been

initiated and practiced.

7.Non-teaching staff are involved in supporting faculty in organising TLC programmes, which has

enhanced their work spectrum. The IQAC periodically facilitates academic and administrative audits. Department-wise post-audit review meetings are conducted, which allows the teacher and non-teaching staff to introspect and channelize their strengths to acquire more skills and expertise, pivotal to their promotions.

For students:

1.Compulsory personality development course has been introduced for students of all disciplines to groom and make them industry-ready.

2.Executive Certificate Programmes for students, supporting the curriculum and bridge courses for advanced studies, are regularly organised.

3. International student exchange program and international certification program has been organised to increase the outlook of the students.

4.ICT and Research Tools and software Certificate Courses have been specially designed for the students.

5.Students are encouraged to organise a wide range of activities under the umbrella of departmental and other academic societies/cells to hone organizational skills and learn beyond the classroom.

6.Special training courses are offered to prepare the students to face competitive exams and entrance tests.

7.All students are given training and placement support. Placements department has been pioneer in bringing leading companies for campus placement. The packages received by the students have been highly competitive.

8. Special Lectures are given by Professors of Practice (POP) who has several years of Industry experience.

9. Out of the box thinking is encouraged by NSHM Knowledge Campus so that the students can stand outside the crowd. In this endeavour NSHM Astronomy Club by the name NSHM Astronomy & Cosmology Club was established which encourages students to have a basic knowledge of astronomy. With the vision of Ministry of Education to encourage students enhance their knowledge about Indian lunar mission Chandrayaan 3 a quiz was conducted by NSHM Astronomy Club.An observatory centre is also established in NSHM Knowledge Campus having an Dobsonian Telescope.

10. The institute in the ideology of Fit India Movement celebrates one week of fitness activities in the month of November. Apart from that yearly sports week is celebrated for both students and faculty members.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)

5. CONCLUSION

Additional Information :

Hari Charan Garg Charitable Trust, having its office at 124 (60), B.L. Saha Road, Kolkata – 700053 had been formed in the year 1992 with an object to establish, arrange, maintain educational institutions for the development of education and diffusion of knowledge, whether moral, technical, industrial, scientific or otherwise. Assimilating the advances made in various areas of activity and considering the educational needs of the region.

NSHM Knowledge Campus had been established to reorient general, technical & professional expertise with a holistic approach and to deliver innovative education products and services through a wide variety of under graduate and post graduate courses to bring out industry ready professionals, researchers, advanced learners, educators and entrepreneurs who can take best care of people, planet & profit.

H.C.G. Charitable Trust, since its inception, has been working in the field of education under the visionary leadership of Chief Mentor, Mr. Cecil Antony. With a zest for uplifting quality standard in healthcare & management programme, is in the process of implementing its motto of 'Redefining Excellence in Quality Education' by way of dispensing cutting edge knowledge in this highly sophisticated field of technological development.

The college itself has earned a number of laurels for its splendid achievements; which is a resounding acknowledgement of the contribution towards excellence in education, like the Bachelor of Pharmacy programme, which has been accreditated by National Board of Accreditation (NBA)

The faculty members of the institute has numerous patenets and have guided several research scholars in their PhD work. The institute has collaborated with several national and insternational institution for collaborative research.

Concluding Remarks :

At NSHM Knowledge Campus, Kolkata - Group of Institutions courses delivered by top faculties are futuristic in nature and in sync with the needs of the global industry, using world class infrastructure that combines practical hands-on training, class room teaching and e-learning tools as well as extracurricular activities.

In view of the vision and mission of the College, the IQAC focussed on capacity building of its students and staff. The learning experience of the students has been greatly enhanced by the ICT and innovative pedagogies.

The value added and executive development programmes for the students along with various co-curricular and extra curricular club activities contributes to their holistic development and makes them confident to face the world.

The College supports the teachers in every aspect of academic self-development. The IQAC initiates measures to empower the teachers' research and teaching capabilities by encouraging them to participate in discipline specific and interdisciplinary faculty enrichment programmes and courses. Special initiatives are taken for teachers' ICT training and integrating the same into education.

To synergise the academic thrust and capacity building, the institute invested heavily into building high-class updated ICT infrastructure.

The Institute has digitalised its administration and library functioning. The best practices being centred around ICT and effective teaching-learning processes.

NSHM has created an interactive and stimulating learning environment by encouraging student activities, events, workshops, seminars, fests, festivities, competitions, gym, students' common rooms, indoor game facilities, student cafeteria, and library with reading room facilities thereby making education a 360 degree experience for students.

With the vision to be autonomous in the short run and a full University by 2025,NSHM Knowledge Campus is building its intellectual capital with world class pedagogy, research and extra curricular activity. At the same time NSHM is commited toward environment protection,social responsibity and nation building.