



**INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)**

Accreditation - (Cycle - 1)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
NSHM KNOWLEDGE CAMPUS, KOLKATA - GROUP OF
INSTITUTIONS
C-6269**

**Kolkata
West Bengal
700053**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

Section I:GENERAL INFORMATION

1.Name & Address of the institution:	NSHM KNOWLEDGE CAMPUS, KOLKATA - GROUP OF INSTITUTIONS Kolkata West Bengal 700053	
2.Year of Establishment	2004	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:		
Departments/Centres:	2	
Programmes/Course offered:	6	
Permanent Faculty Members:	53	
Permanent Support Staff:	31	
Students:	818	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Convenient location with number of industry located around 2. Run by a trust headed by highly educated and experienced persons 3. Highly Qualified Faculty and skilled technical staff with experienced administrative support	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 30-08-2018 To : 31-08-2018	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. SURENDRA KUMAR SINGH	Vice Chancellor,Lalit Narayan Mithila University Darbhanga, Bihar
Member Co-ordinator:	DR. ASIT CHAKRABORTI	Professor,Indian Institute of Technology Ropar
Member:	DR. PRAVAT KUMAR SAHOO	Director,Delhi institute of pharmaceutical sciences and research
NAAC Co - ordinator:	Dr. Vishnu Mahesh K R	

Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

Syllabi of all the programmes are designed by Maulana Abul Kalam Azad University of Technology (MAKAUT) in semester pattern. Regular feedback is sought from the stakeholders like students, alumni, employers etc. 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. The Program Outcomes & Programme Specific Outcomes, statements are well coordinated and regularly monitored through periodical assessment of Course Outcomes. Normally, specific suggestions received from different Academic Committee and conveyed to the University for approval. In practical subjects, Institute initiates conduction of additional experiments in simulation with Industry work practices.

During the beginning of each academic year, Academic committee in association with the various departments undertakes subject allotment in advance and provides the time table for the forthcoming academic year to ensure smooth conduct of classes. Each faculty prepares the respective course file consisting of course outcomes, study materials, lesson plan etc. for the successful delivery of curriculum and monitors continuous evaluation process in every semester by class tests, Assignments, Rubrics and interactive Viva voce. Lesson plan is made available through ERP for students’ reference. Conduct of classes and the progress of topic completion are constantly monitored in ERP by the concerned Batch Coordinator, Mentors and the HOD. For effective curriculum delivery, the Institute conducts remedial classes, tutorial classes, assignments writing, and interactive communicative sessions for slow learners. Sessional examinations and Pre-final assignments are conducted to ensure that the students are prepared for annual examination. The projects are evaluated by the External Experts. The Research Committee of the college monitors the research activities and assures that the research has been conducted in the

promising areas. The Pharmacy & MBA students mandatorily undergo vocational industrial training or Internship for a minimum of 15 days to obtain course completion certificate. The students are taken for industrial visit and industrial training regularly during semester breaks. At the end of each semester, there is a provision of an online feedback system, where the students evaluate their teachers on the basis of certain criterion. Periodic assessment is made to analyze goal implementation and target realization to ensure that the Institution does not deviate from its stated vision and mission.

The university curriculum befittingly integrates the above topics in the papers like Indian Social structure Value & ethics (MB 107), Business Ethics and corporate Governance (PG 600) for the management programme, Pharmaceutical Jurisprudence & Ethics (PT 813) for the Pharmacy programme. 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. Students are 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.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1	The institution assesses the learning levels of the students, after admission and organises special QIM programs for advanced learners and slow learners
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
2.3.4	Innovation and creativity in teaching-learning QIM
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level QIM
2.5.2	Mechanism of internal assessment is transparent and robust in terms of frequency and variety QIM
2.5.3	Mechanism to deal with examination related grievances is transparent, time-bound and efficient QIM
2.5.4	The institution adheres to the academic calendar for the conduct of CIE QIM
2.6	Student Performance and Learning Outcomes
2.6.1	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students QIM
2.6.2	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution QIM
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2
The institute identifies the slow learners and advance learners at the beginning of the session and arranges

Tutorial and remedial classes. Parents- teacher meets are organized to apprise the parents and encourage their wards to be involved in their studies and give special attention in day to day follow up with the Mentor faculty and Batch coordinator. Advanced learners are provided with motivation by the Departmental Faculty to increase their knowledge beyond the basic course offered on a specific subject. The traditional classroom lectures are complemented by interactive, project-based, computer-assisted, experiential methods. The institute arrange factory visits and interaction with eminent personalities of the profession The healthcare branch of NSHM (College of pharmaceutical technology) organizes NATCONPH –a state level national conference every year.

The institute adopt new ways and approaches to teaching and learning to maximize the output i.e. learning. Coupled with technology, newer approaches to T&L such as a) Outcome-Based Learning (OBL), b) Student-Centered Learning, c) Problem based Learning and d) Case Study.

The evaluation procedure followed is transparent. Thirty marks goes for internal assessment. 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.

For grievances at the University level, the student has the option for re-examination of the paper as per the norm laid down by the University. In case if any student has grievance related to final University examination he/she can apply for revaluation of answer scripts. They need to fill in a form and submit the same to the Examination Cell. The review of answer scripts is done by the University which takes 1-2 month’s time.

The Institute adheres to the academic calendar followed by the MAKAUT. Based on the MAKAUT and national holiday list, the Institute prepares its own calendar for the year which is shared with the departments at the beginning of the year. Based on the same and keeping in mind the MAKAUT academic calendar, every department plans its own academic sessional calendar for the year as well as for each semester or trimester.

The Program Outcomes are established through a consultation process involving the core constituents such as: Students, Alumni, Faculty, Employer & Parents. 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.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

Qualitative analysis of Criterion 3

The Institute has Academic & Laboratory development committee. It has organized a series of sessions on research methodology to sensitize the faculty members; through which, the students as well as the faculty members are motivated to build a culture of research work and consultancy projects. A core group of active faculty members follow up research project work with National Funding agencies like DST, CSIR, ICMR etc. as well as with private consultancy projects from different Industries. IQAC has already been constituted.

As part of the university curriculum the students have a paper on Entrepreneurship. Students are encouraged to participate in seminars, workshops, guest lecturers to create awareness about entrepreneurial skill among the students, by inviting successful entrepreneurs and entrepreneurship agencies. The institute allows students to take up or internship during their semester break the institute arranges workshop that helps in the development of entrepreneurial skills among the students. Some of the faculty members have applied for patents (in the field of new antiviral molecule) which have been granted.

Though alumni of the college are a great source of strength, the college is not able to encash the same to its full potential.

The students are sensitized through exposure to various community development projects, and free distribution of clothes, books to financially challenged sector. The students are encouraged make presentation and projects on Corporate Social responsibility initiatives.

The institute encourages deeper and broader involvement of the community for its development by organizing various extension activities like Blood Donation camp, Health Camp etc.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)

4.1	Physical Facilities
4.1.1 QIM	The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QIM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QIM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

The institution has good infrastructural facilities to meet the regulatory requirements. The classrooms are well furnished, seminar room with multimedia and audio-visual equipment to facilitate effective teaching/learning is available. Faculty and administrative staff are 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.

The 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.

Most field sports are played at the Sprawling lush green mini-field at the Campus. There are two multi-use hard courts on the College site for playing basketball and netball/5 a side Football. The College also has a cemented Badminton Court at the Ground Floor.

Off-site facilities:

There are some sports for which College does not have its own facilities, such as athletics, golf, swimming and Cricket. For these sports, facilities are common to all Colleges at different sports clubs spread across Kolkata.

The institute has proper network and security infrastructure in place, Fortigate300D UTM is in place. All the PCs are protected with Kaspersky Endpoint security.

Wi-Fi facilities are available at selected areas of the campus

The institute has adequate no. of fire extinguishers, checked and refilled at defined intervals. Mock fire safety drills are carried out at regular intervals to ensure preparedness.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)

5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Qualitative analysis of Criterion 5

In the beginning of every academic year, the college publishes the academic calendar in the college website (www.nshm.com) and student hand book are distributed to the 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, worshipping Viswakarma Puja and Saraswati Puja and other societal activities like “Walk For The Elderly People”.

Following institutional bodies have student representative:

- IQAC
- Quality Improvement committee
- Anti-ragging committee
- Anti ragging squad
- Extracurricular activities (Saraswati puja, viswakarma puja, National Pharmacy Week)
- Students grievance redressal committee
- Training and Placement committee

Though there is an Alumni Association, the connection between the students and alumni is not to the level as expected. This area has to be strengthened.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QIM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QIM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QIM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms
6.5.5 QIM	Incremental improvements made during the preceding five years (<i>in case of first cycle</i>)

Post accreditation quality initiatives (*second and subsequent cycles*)

Qualitative analysis of Criterion 6

The effective governance, leadership and management are evident from its long history of performance in imparting quality technical education. The Institute is headed by the Director and assisted by faculty & team of committees and officers. 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.

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

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 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.

THE CORE VALUES ARE:

1.Nation and Society

Making a positive contribution to nation building Always giving our best to the society Protecting Nature.

1.Heritage

Building on our heritage as a heritage for our progeny 1.Respect for the Individual Valuing people

Always upholding human dignity

Offering equal and non-discriminative opportunity 1.Trusteeship

Keeping the trust of our stakeholders at all times Increasing stakeholder value sustainably 1.Human Resource

Attracting and developing the best people Setting High Performance standards Creating the environment to deliver

1.Quality

Meeting and exceeding customer requirements 1.Innovation

Constantly pursuing newer and better products, processes and practices 1.Ethics

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

Decentralization Practice: It includes admission, placement etc.

Decentralization fosters accountability, cooperation and vigilance and reduces alienation in the governance of the Institution.

Participative Management:

The committees functional in the institute are:

Governing body, IQAC, Anti-ragging committee, Examination committee, Program assessment committee, Quality improvement committee, Corporate Research and Talent Transfer (CRTT), Institutional Animal Ethical Committee, Academic and Laboratory Development Committee.

Effective implementation and improvement of policies and plans at Institute is monitored by various committees like BOG, BOS etc. (14 different committees)

The following welfare activities are carried out regularly by the HR department and welfare measures for teaching and non-teaching are being implemented as per HR manual like:

Health Checkup Policy, Relocation Policy, Work Anniversary Celebrations, Birthday Celebrations, NSHM People First™ – An HR Initiative, NSHM 4 U™, NSHM Fit 4 Life™ - An HR Initiative, Picnic, Events, Sabbatical Policy, Mediclaim, Accidental Insurance, PF, ESI wherever applicable, Declared holidays, Marriage policy (special marriage allowance), Special tie-up with hospitals, Help desks for employees – bank, e banking, etc, Camps like Aadhaar Camp, etc. conducted for employees and families, Maternity and Paternity leave, Employee Grievance, Prevention of Sexual Harassment, and other mandatory workplace requirements.

The institute HR manual contains Performance Appraisal System by the name of Performance Management System (PMS), The financial resources are managed in an effective and transparent manner. There is an internal and external audit system.

The last audit was done by a team of auditors from Rustagi and Co on 31.08.2017 for the financial year 2016-17.

The major objective behind the formation of IQAC is to ensure significant improvement in the quality of education imparted to the students. The areas where IQAC established the best practices are:

1. Attendance Recording and Monitoring System
2. Learning Management System (LMS)

The IQAC has been constituted on January 31st, 2017 and it has been monitoring the implementation and digitalization of Teaching learning process through ERP which is under process.

The following practices have been introduced in the last five years which have created a positive impact on transparency and smooth functioning of the institution.

- Orientation program at the beginning of course startup
- Interactive celebration of fresher's welcome for each and every course
- Up-to-date status of continuous development in the website of the institution
- Functioning of various committees to manage various curricular and co-curricular activities
- Introduction of the concept of lesson plan for theory and practical courses

- Constituted anti-ragging committee and anti-ragging squad
- Constituted student's grievance cell
- Constituted Internal Complaint committee for Sexual harassment
- Mentorship and student counseling system

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)

7.1	Institutional Values and Social Responsibilities
7.1.2 QIM	<p>1. Institution shows gender sensitivity in providing facilities such as:</p> <ol style="list-style-type: none"> 1. Safety and Security 2. Counselling 3. Common Room
7.1.5 QIM	<p>Waste Management steps including:</p> <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • E-waste management
7.1.6 QIM	Rain water harvesting structures and utilization in the campus
7.1.7 QIM	<p>Green Practices</p> <ul style="list-style-type: none"> • Students, staff using <ol style="list-style-type: none"> a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants
7.1.18 QIM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QIM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QIM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QIM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Qualitative analysis of Criterion 7

Institute maintains the gender equality in all aspects. Male and female staff members in our institution are

treated in an equal manner in religious aspects.

Internal complaint and Anti ragging committee are established to resolve grievances.

Old computers, printers and other electronic devices are repaired through selected specified vendors and reused as per requirement. All E-Waste are indexed and disposed as per the College Policy. A government approved vendor has been empanelled for all disposal of E-Waste. The same is strictly monitored by Head-ITES and Head-Administration.

Presently NSHM is utilizing Rain Water Harvesting methods for proper utilization of Rain water. The college makes special efforts to instill environmental awareness amongst its students. Under

the Green Steps Initiative, four audits were conducted in the year 2016 -17– on Energy, Water, Air and Waste

To make the campus an eco friendly, LED and CFL bulbs are used by the administrative departments. Vehicles within the campus are generally discouraged and are parked in the underground basement area, students are motivated for use of emission free bicycles to protect environment. Students are taught about the laws of environmental protection in their curriculum as “Environmental Science and Technology”.

Awareness is created to provide plastic free campus by taking initiative like replacing plastic containers, cups and glasses with paper.

The institutional animal ethics committee is constituted as per the norms of CPCSEA and IAEC guidelines. The committee meets twice every year to approve the protocols for animal testing to be carried at the institute.

Two best practices of the Institute which have contributed to the achievement of the Institutional Objectives and contributed to the Quality improvement of the core activities of the college are:

1. Assessment of Programme Specific Outcome
2. ERP in Teaching and learning process.

The financial and academic auditing are done regularly to ensure financial and academic transparency.

Section III:OVERALL ANALYSISbased on Institutional strengths.Weaknesses,Opportunities & Challenges(SWOC)(up to 500 words)

Overall Analysis

Strength:

Institutional Strength

The institute has competent pool of dedicated faculty members & placement cell. Over the last five years, average students' passing rate is over 80%. Consistent remarkable performance of the students in University and competitive examinations (GPAT, NIPER etc). Campus is equipped with ICT enabled class rooms, learning aids, medical rooms, digital library, well equipped laboratories, hygienic canteen etc. The library has more than 20000 text books, 20 print journals, access to about 5000 e- journals and reprographics facilities. ERP system has been implemented for attendance, LMS, admissions, placement and other functions of the institute like HR, Accounts, Purchase etc. Safety and security of the campus is ensured by competent

administration team.

Institutional Weakness

Global footprint in terms of faculty exchange is yet to be established although the process is under consideration. The syllabus requires overhauling of its contents to make it up-to-date; however the academic team work out beyond the syllabus to supplement the weaknesses. Provision for doctoral studies has been set up recently and the institute aspires transformation into a centre of excellence Limited time to organize more academic / co-curricular and extracurricular activities. Lack of Sponsored / improvable consultancy / research work. Space is a constraint for undertaking outdoor activities and to ensure such facilities the institute conducts such activities in neighbourhood area. Needs more emphasis on research and introducing M. Pharm programmes in specific areas like pharmaceutical chemistry, pharmaceutical analysis etc.

Institutional Opportunity

NSHM brand is already established in the academic arena; hence scope for expansion is there in the neighbouring states as well as overseas. Potential to increase the number of additional programme, enrichment and other short-term value added courses for overall growth. Growing requirement for management graduates as well as pharmacy professionals in corporate houses & healthcare sector. Potential to get Autonomous University Status. Collaborative business association with bodies like, CMA, CII, BCCI for fostering business orientation among the faculty members and the students. Enhance research and development activities and improvise in consultancy services. More number of collaborations for academic exchange and research with National and International agencies and industries.

Institutional Challenge

Shrinking job opportunities in the domestic as well as global market posing threat to placement opportunities. Enhancing research and scholarly activities with resource mobilization / avenues have become apparent though require enhanced funding.

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. The dynamic Kolkata campus 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.

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- To promote / enhance research activities.
- To introduce doctoral research programmes.
- To facilitate scope for more than one internship programme particularly in PGDM.
- To encourage students in more extra curricular activities.
- To motivate students to take part in professional development lectures.
- To enhance the institute industry interface
- To start innovative need based programmes in emerging areas
- To strengthen alumni association and make it more active and participative.
- ^^^
- ^^

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. SURENDRA KUMAR SINGH	Chairperson	
2	DR. ASIT CHAKRABORTI	Member Co-ordinator	
3	DR. PRAVAT KUMAR SAHOO	Member	
4	Dr. Vishnu Mahesh K R	NAAC Co - ordinator	

Place

Date