



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

UNITED INSTITUTE OF MANAGEMENT

**E3 UPSIDC INDUSTRIAL NAINI PRAYAGRAJ UP 211010
211010**

www.united.ac.in/uimfugs

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BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

United Institute of Management, was founded in the year 2001, with an aim of imparting quality education with its distinct approach to professionalism. The United group made a mammoth leap in the educational arena. The institute is poised to reach the next level by providing the best management and technical education. It is primed to continue taking the world of quality education to the highest attainable limits.

UIM is located on the outskirts of city, in a hustle free environment, containing rich green lawns specked with cutting edge labs and workshops for hands on practical training. The institute boast of it's strong infrastructure which is developed and upgraded from time to time for meeting national and international standards.

LOCATION – E-3, UPSIDC Industrial Area, Naini, Prayagraj, Uttar Pradesh – 211010

The placement scenario of the institution is booming every year and constantly urges its faculty to achieve excellence and mould students into good human being to serve the changing demands of the society. The upgradation of curriculum is encouraged through continuous research and demanding academic programmes.

TYPE OF INSTITUTE –

UIM is a self-financed institute affiliated to Prof. Rajendra Singh (Rajju Bhaiya) University, Prayagraj. The institute has been offering undergraduate programs in BBA & BCA since its establishment.

Bachelor of Business Administration (BBA)- It is a three year degree program that provides a fundamental education in business and management principles and develop the student practical, managerial, communication skills and business decision making capability.

Bachelor of Computer Application (BCA)- It is a three year degree program committed to meet the ever increasing demand for computer skills and application and for the excellence in this rapidly developing field of computer education.

The college is gifted with excellent teaching faculty along with outstanding infrastructure amenities and all the educational facilities required in creating an environment conducive for learning. The programs offered at the institution incorporate training and practical experience in the form of case studies, projects, presentations, industrial visits, expert talks and software development programmes. The curriculum being taught by experienced and qualified faculty members prepares students to explore opportunities in various sectors.

Vision

“To create a workforce of professionals who possess management and analytical skills and develop creativity of transforming the dream into reality”.

Mission

- We envisage that high quality education using interactive methodologies will equip students to excel as a professional.
- We aspire to reassert the significance of high-quality education by providing competent professionals who can share the destiny of our nation into a stronger and developed stature.
- The values instilled among students while imparting education, will strengthen the moral and ethical fabric of the nation and revive the human spirit.
- The zeal of competitiveness will always be positive and setbacks will only be catalysts for greater achievements.
- With the above beliefs, the United Institute of Management will strive towards faster evolution and will make its marks on the global academic map.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- **Transparency** – UIM offers transparency at every step of its conduction of activities from admission process to examination cell.
- **Robust Infrastructure** – Excellent infrastructure facilities, including classrooms with projectors, Air conditioners, libraries, upgraded computer labs, recreational facilities, separate transport system for faculties and students.
- **Corporate Relations Centre** – The centralised CRC facilitates the process of placement of students with leading organisations in setting up internship programs for students. Assisted by a dedicated committee of academicians, trainers, counsellors and student volunteers envisages working in a coordinated manner to enhance its mission and life skills. Strong ties with industries enable students to get exposure of real-world business scenarios in form of conferences, HR conclaves, guest lectures and industry driven projects.
- **Rigorous Academic Programs** – The college provides students with knowledge, skills, and competencies. The inclusion of various clubs such as HRM club, Marketing club, Personal Development club, Case Study club, D2I2 club, FinServ club and Psychology club enables students to inculcate managerial proficiencies needed to enter the workforce. An idea of class assembly effectively provides professionalism and strengthen leadership qualities of the students.
- **Experienced Faculty** – UIM's experienced faculty members provides professional excellence by creating an insightful and disciplined academic atmosphere contributing to the quality of education. Faculty inbuilt the sense of human rights, cultural and spiritual heritage in the students for their holistic development.
- **Boasting Alumni Base** – The strong alumni network fosters the development and success of students in the campus. Alumni's share achievements and success mantras, provides opportunities and build strong networks which helps in overall development of current students. The alumni mentorship program and alumni reunions establish a network of values and success.
- **Add-on courses** – Regular and effective add-on courses are conducted to enrich the existing curriculum and providing opportunities through skill development programs and training such as CRT and certificate courses. College provides students with regular coaching and guidance for various competitive exams like CAT.

Institutional Weakness

- **Lack of Research and Publication** – The majority of the teachers in the institute are yet to achieve doctoral degrees and research experience, offering a limited scope for research environment and inadequate research projects in the department.
- **Limited flexibility in curriculum framework** – The institute’s faculty representation is absent from university curriculum designing bodies.
- **Geographical restrictions** – UIM may have a limited geographical presence and might face challenges in attracting students and building advanced and upgraded infrastructure facilities.

Institutional Opportunity

- **Online Training and programs** – The institute can tap the opportunity of online trainings and programs with the growing demand of online education and can cater to wider audience with advance and flexible learning environment. Offering industry-ready courses boosts the recognition and credibility of the college.
- **Innovation and Entrepreneurship** – Start-ups and innovative inventions can be promoted among students and faculty with a motive for women empowerment, supplemented by soft skill training and development programmes. The entrepreneurial activities can be fostered through various collaborations with colleges and industries.
- **Collaboration with Enterprises** – Institute’s collaboration with enterprises and growing companies can help to train students and align the curriculum with industry demands. The students can grow their network and learn industry skills under one roof and employability opportunity can be opened for the students.
- **Emerging Vocational subjects** – Students with growing interests in vocational courses have a lot of options to choose from the NEP curriculum, which could contribute to a successful learning environment.

Institutional Challenge

- **Acute competition** – The educational sector is rising rapidly with highly competitive environment. UIM requires to develop an edge with a unique value to differentiate its offering from other business management schools.
- **Attracting others states students & faculties** – Retaining and attracting talented faculty members and students from other states is a challenge faced by the institute.
- **Faculty Development Programmes** – Providing professional development opportunities, research support to the faculties for ensuring academic excellence can be a challenge for institute in a competitive environment. Dearth of faculty members with PhD poses a strong challenge in delivering quality education.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Curricular Aspects

UIM offer two undergraduate programs of BBA and BCA affiliated to Prof. Rajendra Singh (Rajju Bhaiya)

University, Prayagraj. The curriculum is designed and guided as per the rules and regulations of UGC, university and institutes mission and vision.

- CBCS (Choice Based Credit System) and NEP 2020 (New Education Policy) is followed for both the BBA & BCA programs.
- College adheres to the academic plan and outline of courses prescribed by affiliated university.
- Lecture plan for each course, covering each subject and each semester is prepared in advance, thereby managing the best of curriculum.
- An academic calendar is framed in accordance with the university calendar, becoming a comprehensive tool for smooth functioning of the college.
- UIM ERP - iCampus is used as an instrument for effective data management.
- Courses are well planned and documented facilitating robust mechanism for curriculum delivery.
- Seminars, workshops, guest lectures are organised and conducted to create an ambience of experiential learning.
- Orientation programs followed by foundation classes are conducted for fresher students.
- Add-on certificate programmes are inducted to enrich the curriculum with focus on developing professional ethics, exposure to practical applications etc.
- The institute conducts a feedback evaluation system. Department wise feedback analysis is done and action taken report is prepared, further communicated to the respective committee.
- Presentation classes are organised to cater to the further enrichment of curriculum thereby inculcating a strong content delivery skill.
- The academic progress of the students is assessed through sessional tests that are conducted periodically. A transparent evaluation system is maintained.

Teaching-learning and Evaluation

Teaching-Learning Evaluation

The institute recruit faculties with rich experience, academic excellence, dedication and passion for teaching. New teaching faculty is inducted smoothly in the institute and provided with the supervision of a mentor to acclimatise well with teaching practices.

- The admission policies of the institution are governed by the university norms following a well administered and transparent admission process.
- The institute maintain a Teacher-Student ratio of 1:28.
- The teaching-learning process at UIM is enhanced by student centric learning methods of discussions, presentations, debates, quizzes, case study.
- Students are provided with the yearly scholarships based on the academic performances.
- The leading experiential learning methods such as industrial visits, field trips, projects, educational tours are implemented for improved knowledge retention.
- The institute has 56 faculties including, BBA & BCA department with 15 faculties NET qualified, 8 faculties pursuing PhD, 6 PhD faculties.
- The Examination cell designs the internal exams with the aim of reflecting transparency and smooth conduction. Internal exam includes two out of three compulsory internals as well as end semester university exam. Internal examination results are published on the Institutional G-sheet.
- The evaluation system is organized well with a range of assignment, class test, presentation, projects and related activities to assess the learning level of students.

- The grievance cell is constituted to address the issues of students, has a transparent, time-bound, and efficient mechanism.
- E-learning tool such as google classroom, G-forms are provided to improve student engagement and enhanced teaching & learning.
- The placement cell of the institute is determined to assist students to get placed in various reputed organisations, conducts mock interview, provides soft skill, training session and technical training through onsite job projects.
- Student empowerment and skill development cell is initiated by the college to give a boost to teaching-learning mechanism with an aim of enhancing student learning experience.

Research, Innovations and Extension

The institute is gaining momentum in the Research and Innovation through it's various programmes of seminars, workshops and conferences. Students are upscaled with the knowledge of research through the introduction to research methodology.

- Faculty are motivated and facilitated to publish their papers in well-recognized journals.
- The institute has a IPR cell to facilitate the conduction of seminars, workshops, expert lectures to upscale the knowledge of faculty in the field of research and innovation.
- To enhance the activities amongst students and faculty, the college has established a well-defines policies and regulations.
- National Service Scheme (NSS) unit has been set up by the institute for the purpose of various in-campus and outreach activities with the major objective of benefitting society at large.
- Various research activities such as literature review, questionnaire designing, analysis is conducted to ensure the practical application of research methodology.
- The institute has set up an Entrepreneurial Development Club to initiate creation and transfer of knowledge through networking.

Infrastructure and Learning Resources

The institute's infrastructural and physical facilities to support teaching learning activities is adequate and updated to enhance academic performances and is well equipped with all the necessary infrastructure.

- UIM is built in an area of 1.33 acres of land supporting both academic and co-curricular activities.
- There is a seminar hall with a seating capacity of 120 people, equipped with audio-visual facilities. It is utilised for guest lectures, class assembly, presentations and other co-curriculum programmes.
- Classrooms are equipped with projectors and air conditioners and CCTVs are installed in the classes and campus for security purpose and well illuminated & ventilated with good spatial seating arrangements.
- Institute is having 2 computer labs with 70 computers installed in each lab. The systems are up-to-date with advanced digital technologies that keeps the students connected to the sound use of technology.
- The college has different offices of accounts, admissions, placements, proctor's office that caters to requirements of students regarding academics, grievances, and university.
- College is assisted with computers, office, and technical teams to maintain the ease of campus life.
- A parking is allotted for students, faculty, and staff.
- College is situated on the outskirts of the city, nestled with a lush green environment.
- Canteen area is provided with adequate seating facility, with freshly and nutritious prepared snacks and

drinks.

- A spacious rich library with good number of books and other resources with wi-fi are available for students and faculties, since they borrow books from library and spend time learning and researching.
- An institutional software ERP- iCampus is available for all the academic activities accessible to all the faculty and students. G-sheet is created for all the data management and communications regarding student academic progress.
- The college has a sports ground for outdoor sports and games like kho-kho, kabaddi, tug-of-war, cricket. Annual sports day is organised and celebrated every year.
- Faculty rooms are equipped with computer and internet accessibility for teachers enhanced management.

Student Support and Progression

UIM has aligned its student support and progression with the vision and mission of the institute and has always been student centric. Developing student prioritised practices and strategies are prime focus of the college.

- An Anti Ragging Cell established in the college campus takes proactive measures to extend support in any of the cases faced by fresher students.
- The institute provides with yearly scholarships for reserved and unreserved students.
- Various curricular and extra-curricular activities, sporting events are organised and promoted among students for the overall development of the students in academics and non-academics.
- Placement cell ensures the complete support in the training and skill development programmes to boost the students' placement in recognised industries.
- To build the network and encourage students, college has set up an Alumni Association for thorough guidance and interaction. The alumni have actively participated in a variety of college events.
- To redress the grievances of students, a Proctor's committee is constituted.
- Students are well prepared for the competitive exams and CRT Classes, CAT classes are being organised to help students become ready for acute competitions.
- Various clubs have been designed to train students with professional and management skills. HRM Club, FinServ Club, Personal Development Club, Case Study Club, Marketing Club promotes practical applications inculcating the industry ready skills in the students.

Governance, Leadership and Management

UIM endeavours to empower students with value-based education and transform them as socially responsible citizens of the country through continuous delivery of quality education. The college effectively organises its resources in extra-curricular activities too with a great emphasis on inculcating attributes like global thinking, character, decision-making and personal effectiveness. The institute has grown steadily over the past years with a perfect launch pad of learning, creativity, discovery and leadership complementing skills.

- The institute incorporates all the faculties and staff in its decision-making process.
- The income and expenditure of the college is subjected to regular internal and external audit.
- Academic meetings are held regularly to facilitate the smooth functioning of various departments and committees.
- The governance of the vision and mission is vested in the hands of the management.
- All the cells, committees and clubs created are active in the institute and performs well with the support

of all the stakeholders.

- The institute effectively performs the feedback evaluation process and assess the performance of its students, faculty and staff members and action taken report is communicated to the management.
- To upgrade the professional competence of staff members, college conducts trainings regularly.
- Various extension activities are being conducted by active member of NSS, promoting community development and national building.
- IQAC committee have the involvement of all the staff members and help to maintain and enhance the efficiency of institutional processes.
- Principal formulates the internal policies and programmes of the college with the association and coordination of academic coordinators and senior members.
- Orientation programmes and Faculty Development programmes are conducted annually to upgrade the knowledge.

Institutional Values and Best Practices

The institute with its vision and mission aims to drive excellence and promote social equity. Being affiliated to a university, institute thrives to maintain national and international standards through its best practices.

- College maintains an inclusive environment via adhering to its core values.
- The staff members, faculty and students promote gender equality and opposes any form of gender discrimination and violence.
- Various cultural activities are organised to uphold our diverse cultural heritage.
- Programmes such as “Initiate Green” an initiative from the students aim to maintain the green environment.
- A women’s cell is constituted as an effort to address gender sensitisation and to promote harmony and social responsibility.
- The college does not provide any privilege or discriminate anyone on the basis of caste, colour, creed or religion.
- The college campus is kept clean and green to uphold to the mission of Swacchh Bharat, Shresth Bharat.
- Days, Events and Festivals of National and International importance are celebrated with full zeal.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	UNITED INSTITUTE OF MANAGEMENT
Address	E3 UPSIDC Industrial Naini Prayagraj UP 211010
City	Prayagraj
State	Uttar pradesh
Pin	211010
Website	www.united.ac.in/uimfugs

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Dr Devendra Kumar Tiwari	0532-2402955	9696169110	-	principal.uim@united.edu.in
IQAC / CIQA coordinator	Saurabh Jaiswal	0532-402955	9918464939	-	saurabhjaiswal@united.ac.in

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Uttar pradesh	Allahabad State University	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC		
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
No contents				

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	E3 UPSIDC Industrial Naini Prayagraj UP 211010	Urban	1.33	3594

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	BBA, Business Administration,	36	Inter	English	300	300
UG	BCA, Computer Application,	36	Inter	English	300	298

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	0				0				61			
Recruited	0	0	0	0	0	0	0	0	38	18	0	56
Yet to Recruit	0				0				5			

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				11
Recruited	9	2	0	11
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				4
Recruited	4	0	0	4
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/ LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	16	6	0	22
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	18	16	0	34
UG	0	0	0	0	0	0	0	0	0	0

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

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

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

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	398	18	0	0	416
	Female	178	4	0	0	182
	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	11	8	15	9
	Female	0	7	2	4
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	1	0
	Others	0	0	0	0
OBC	Male	135	105	101	102
	Female	50	38	38	42
	Others	0	0	0	0
General	Male	242	216	258	202
	Female	107	96	90	66
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		545	470	505	425

Institutional preparedness for NEP

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>At our college, we want to help our students become amazing global citizens by using a multidisciplinary approach in both their academic and co-educational activities. We want them to push the boundaries of what's possible in academics and explore their talents and creativity. The university we're affiliated with is committed to NEP and is actively working to make it a reality. This helps us to create interdisciplinary initiatives like workshops, projects, extracurricular activities, and outreach programmes. The NEP principles of diversity, technological innovation in teaching and learning, logical decision-making, critical thinking, and creativity are emphasized to all involved, including teachers, and will be achieved by</p>
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	everyone.
2. Academic bank of credits (ABC):	The Institution's readiness to implement Academic Bank of Credits is contingent upon the instructions of the affiliating University and Higher Education Department of Uttar Pradesh State. Currently, the Institution is in the process of being an official member of National Academic Depository. The Government is striving to provide an online platform for all academic awards through the Digital India Programme, which will assist students in their successful study mobility and academic flexibility. Students will be able to choose their own learning path and have a recognised learning achievement. The courses taught in the institution are based on a choice-based credit system, which will facilitate the implementation process.
3. Skill development:	Our goal is to give students a comprehensive approach to help them become a better person, professionally, socially, and emotionally. To do this, we've created clubs for management, technology, personality, and culture. We also offer courses to help them develop their skills, like add-on courses, corporate skills, boot camps, industrial visits, research-based projects, internships, and workshops. The NEP scheme offers a variety of skill enhancement courses, like Artificial Intelligence, health and wellness, yoga, digital fluency, innovation and creativity, critical thinking, and financial literacy, so students can pick the one that best suits their interests.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	The University, of which the institution is affiliated, is committed to providing students with the opportunity to learn Indian languages, particularly Hindi. To this end, the institution offers a range of programmes, such as webinars and seminars, to encourage Hindi language learners and to foster understanding of the cultural values conveyed by literary works in Hindi. Additionally, the institution teaches the Indian ethos in the course of Business Ethics, as part of the curriculum of the Business Administration. Furthermore, the institution integrates and encourages students to study literature, local languages, history, arts and culture through appropriate activities, such as discussions, debates, field trips, heritage visits, and the commemoration and observance of national days. Students also

	participate in university-level cultural festivals, representing the institution.
5. Focus on Outcome based education (OBE):	Outcome Based Education (OBE) is the methodology adopted by the institution to evaluate the performance of the Program Offices (POs), Program Specific Offices (PSOs) and Course Offices (COs). The expected outcomes of OBE are in line with the institution's Vision, Mission and Values. Graduate attributes such as Creativity and Critical Thinking, Team Work, Digital Capabilities, Ethical Practices, Cultural Competence and Communication Skills are achieved through the assistance of the Program Outcomes.
6. Distance education/online education:	The United Institute of Management typically provides educational learning through face to face mode. During the pandemic, we were able to deliver all content, conduct examinations, Project and Viva-Voce through online using MSTeam

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Electoral literacy club (ELC) has been established in the institution. The objective of ELC is to encourage students to participate in the electoral process by educating them about their electoral rights and making them aware of the process of registering and voting. The aim of ELC is to strengthen the culture of participation among the young and future voters.
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?	Here at UIM, we appoint two girl students and two boy students as ELC (Electoral Literacy Club) student coordinators on an ad-hoc basis each year. This is done to ensure gender parity in the ELC and to give equal opportunities to both male and female students to lead the ELC in their respective fields. The ELC faculty coordinator for UIM is Ms. Shikha Dwivedi. This is an indication of the faculty's involvement and support in the club's activities and initiatives. A faculty coordinator can play an important role in the ELC's success by offering guidance, mentorship and expertise to students involved in the club. The ELC runs annual awareness campaigns in which students and faculty work together to raise awareness and educate the college

	<p>community about electoral processes. Through these campaigns, the ELC strives to inform students and faculty of the importance of voting, their voting rights and obligations, and the entire democratic process. Participation in these campaigns is an indication of UIM's commitment to instilling a culture of civic literacy and participation in the college.</p>
<p>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.</p>	<p>UIM carries out an electoral awareness campaign in the villages around the college, with the help of the NSS and the ELC. The aim of these campaigns is to educate and sensitize the local community on the importance of participating in the electoral process. The aim of such campaigns is to bridge the gap between the villagers and the knowledge of electoral procedures and to encourage them to actively participate in the democracy process. The campaigns may include door-to door awareness drives, public gatherings, street games, workshops and interactive sessions to make the process of voting more accessible and comprehensible to the villagers. The combined efforts of NSS and ELC demonstrate UIM's commitment to community involvement and social responsibility through these campaigns. Through these activities, the college promotes civic duty and gives the local population the opportunity to exercise their electoral rights effectively. By conducting these campaigns in villages surrounding the college, UIM emphasizes its commitment to reach out to underprivileged areas and ensure that the advantages of electoral literacy reach all segments of society. UIM promotes democratic values and civic awareness, as well as active citizenship in the wider community. All in all, the joint efforts of the NSG and ELC in carrying out annual electoral awareness campaigns in nearby villages shows that UIM is committed to electoral literacy education, community involvement, and giving individuals the opportunity to become active voters.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>Together with NSS, the ELC has formulated an action plan for the next few years to expand its roots into society and take the lead in promoting democratic values and participating in the electoral process. Currently, students have the chance to meet and communicate with elected officials/candidates and learn about their perspectives. The Coordinator, in collaboration with student coordinators/class</p>

	<p>teachers, is coming up with creative ideas to instill constitutional and democratic values among students.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>The official record and ongoing efforts to register students as eligible voters are part of the club's future action plan. Recently, also registered in SVEEP for accomplishing the overall purpose of the ELC's.</p>

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1594	1396	1259	1166	1014
File Description		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: 73

File Description	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
56	52	50	42	39

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
592.96	568.24	514.22	503.6	484.70
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 United Institute of Management, affiliated with Prof. Rajendra Singh University, Prayagraj, takes adequate and timely measures to ensure effective curriculum delivery. A well-planned and documented process is in place and followed throughout.

- As per the academic schedule given by the University (PRSU), a well-structured academic calendar is proposed by the principal. The academic calendar provides the commencement date of the academic session, Parent Teacher Meetings, Internal Assessment Schedules, Tentative Practical/viva voce dates, end-semester examinations, etc. The academic calendar is uploaded on the college website to notify the same to students and faculty before the commencement of the semester.
- The Institute follows the syllabus prescribed by the PRSU. Based on the syllabus and student strength, the department heads (HoDs) calculate the workload every semester. Depending on the expertise, experience opted choices, and the actual requirement in the department, the subject allocation is done. The HOD/ Academic Coordinators prepare the timetables (for class, laboratory, and Individual faculty) for all programs every semester.
- The allotted subjects, timetable, and academic calendar are conveyed to all the faculty members of the department. In coordination with the course coordinator, every faculty member finalizes course outcomes to achieve program outcomes and program-specific outcomes, makes a session plan for efficient content delivery of the allotted subject, and prepares teaching material (PPTs and notes), laboratory manual, assignments, etc.
- In addition to traditional classroom teaching, faculty members also use various ICT tools and active learning strategies. The process is also supplemented with an online learning management system to make it more effective.

Each student is placed under a faculty mentor, who performs the roles of an academic advisor, guide, and counselor, throughout study in the college. Students are guided individually and personally to develop a strong commitment to excellence in every engagement in life, personal, professional, and in the community.

- Each faculty maintains an individual timetable, academic calendar, attendance, and continuous evaluation of student and other curricular-related data.
- Each faculty member maintains a course file consisting of a syllabus, extended syllabus copy, course

notes, laboratory manual, university question paper, course outcomes, and mapping of course outcomes with program outcomes and program-specific outcomes.

- Review of coverage of the syllabus at each department is done by respective **HoDs** / Academic Coordinators fortnightly and monthly by the principal.
- The academic performance of students is continuously and meticulously monitored by conducting sessional exams, and PowerPoint presentations, during the semester to assess the learning levels of students.
- All notifications are issued to the students through their official email ID's and WhatsApp groups. Feedback from students is obtained for faculty, curriculum, and infrastructure. The Principal and the Management of the UIM take necessary action based on the feedback.

UIM, thus ensures effective, up-to-date curriculum planning and delivery.

File Description	Document
Upload 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: 18

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

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: 23.49

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
575	548	387	0	0

File Description

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:

Response

The Institution looks to transform the students into socially useful citizens with integrity of character and commitment to the society. In order to integrate the cross cutting issues relevant to gender, environment and sustainability, human values and professional ethics, University has imbibed different types of courses in the curriculum, some enhance professional competencies while others aim to inculcate general competencies like social & ethical values, human values, environment sensitivity etc., thereby leading to the holistic development of students.

1. Gender Sensitivity:

At United Institute of Management affiliated to Prof. Rajendra Singh (Rajju Bhaiya) University, Prayagraj, gender sensitivity and gender sensitization is accomplished through amalgamation of theory and practice. Gender related courses are inbuilt in our degree programme offered as compulsory subject. To name a few, United Institute of Management offers courses like Organisational Behavior, Industrial Relations & Labour Laws. Through these courses students are apprised about conceptual, theoretical and analytical understanding about gender as a social construction and various approaches to work towards gender equity with in India and from a cross-cultural perspective.

There are many platforms for hands-on experiences related to gender sensitivity which enable students to interface with real life situations such as Role Play under annual fest (PRABANDHAN) celebration,

seminars, conferences, guest lectures, and the like.

United Institute of management acknowledges the role of women in professional development of students and society at large. With this view institute celebrates Women's Day on 14th March 2023.

NSS

NSS at United Institute of Management observed "**SwachhtaPakhwada**," in which various cleanliness drives and talks were organized. It also included activities like nukkadnatak, poster making competition, rallies and oath taking. The volunteers also make aware the public about wearing helmet while driving on the occasion of **sadak suraksha saptah**.

Health checkup for the girls on 28th March 2023 shows the commitment of this wing toward gender sensitivity.

2. Human Values and Professional Ethics

The concept of Professional Ethics addresses the importance of Business Ethics, personal and corporate benchmarks of behavior expected from professionals. The human being as a social animal has to follow certain social norms. Truth, non-violence, benevolence, humility, and truthfulness are many qualities in these limits of society. Ethics and values are very crucial for a human being when it comes to personal and professional success. In the light of the necessity of this value, university offers **Business Ethics and Governance** as a compulsory subject to all the students. Various clubs in the college help the students to adapt professional ethics in their character.

3 Environment studies

In order to sensitize students about the environment and sustainability issues, a number of activities such as seminars, workshops are organized for students through cultural club of United Institute of Management Environment Day, Earth Day, Water Day are celebrated every year, where students actively participate. Workshops and seminars on various aspects of environment sustainability are organized.

Waste to Wow Activity:- In order to reduce waste, the college organize various activities like Waste to wow to promote the sense of waste reduction among students.

Distribution of cloth bags, cleanliness drive (30 Sep 2023) and other activities under the campaign of **MERA MATI MERA DESH (5 October 2023)** conducted by NSS wing of the institute helps to develop students more sensitive towards environment.

File Description	Document
Upload Additional information	View Document

1.3.2

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

Response: 12.36

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

Response: 197

File Description

Document

Institutional data in the prescribed format

[View Document](#)

1.4 Feedback System

1.4.1

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

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

File Description

Document

Feedback analysis report submitted to appropriate bodies

[View Document](#)

At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.

[View Document](#)

Action taken report on the feedback analysis

[View Document](#)

Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted

[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 85.69

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
600	519	442	482	425

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
600	600	600	600	480

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](#)

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: 65.69

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
248	223	188	157	130

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
300	300	300	300	240

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

2.2 Student Teacher Ratio

2.2.1

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

Response: 28.46

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:

Response

The United Institute of management believes in the holistic development of its students, and dedicated to nurturing a student-centric learning environment through the implementation of diverse teaching pedagogies.

Experiential learning methodologies

- **Industrial visits** provide firsthand exposure to real-world work environments, allowing students to bridge the gap between theoretical knowledge and practical application.
- **Internship programs** offer significant benefits for students, acting as a crucial bridge between academic studies and professional careers.
- **Youth Parliament sessions** fostering students their development as informed, responsible, and engaged citizens.
- **Mock budget sessions** provide practical knowledge about financial systems.
- **Class assembly** encourages creativity and self-expression, as students often take part in the planning and execution of the assembly.
- **Prabandhan** fest provides a platform for students to showcase their talents in various domains, including music, dance, drama, art etc.

Participative learning methodologies

- **Conference seminars and workshop** events serving as an essential platform for professional development, knowledge exchange, and skill enhancement.
- **Webinar** offer a flexible, interactive, and accessible way to acquire knowledge, connect with experts, and stay informed on relevant topics.
- **Skill development programs** help students to stay current with the latest technologies, practices, and industry trends, making them more adaptable to change.
- **Team based projects** nurture students develop important collaboration skills, such as communication, negotiation, and conflict resolution.
- **Class presentation** enhances students' communication, research, and organizational skills.

Problem solving methodologies

- **Incubation hub** plays a vital role in nurturing startups and helping students to grow into successful businesses.
- **A classroom activity** like presentation, debate, group discussion, brainstorming session help students to create and sharpen their problem solving skills, and also builds strength to handle complex situation.
- **Case study** helps to contribute significantly to knowledge generation and practical problem-solving skills of students through in-depth analysis of real-world scenarios.
- **Quizzes** motivate students to study and stay engaged with the course content.

File Description	Document
Upload 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: 89.85

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
61	58	56	47	44

File Description

Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)

Document

[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: 38.49

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
23	21	19	16	13

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

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:

Internal assessment of the students is carried out as per the regulation and norms of the Prof. Rajendra Singh (Rajju Bhaiya) University, Prayagraj and with the consultation of principal, head of department and members of examination cell. The examination cell will prepare the schedule of internal test. The schedule will be circulated among faculty members and the same is notified to the students by notice board and whatsapp group.

Internal assessment is a continuous evaluation process spread throughout the semester wherein the performance of the students is tracked/monitored regularly with the help of three sessional examinations, assignments, practical, power point presentation etc.

At UIM we conduct three sessional examinations in a semester at a regular interval of time. Tentative dates of the sessional examination are generally given to the students at the start of the semester in the form of academic calendar so that all the activities are coordinated in easy manner.

At UIM, we focus on the transparency of internal assessment. One week before the start of the sessional examinations, detailed examination schedule is displayed on notice board and also send information to academic whatsapp group.

A systematic well organized seating plan is prepared and made available to all the concerned and notice board and outside the examination room.

Generally, prior to each first sessional examination about 2 units of the total syllabus is covered. Till Second sessional examination almost 4 units are covered. Third sessional examination is based on the full syllabus to increase the overall performance of students.

After evaluation of the answer copies of sessional examinations, these are made available on the request to the students for feedback verification and to clear their doubt. The same is collected back from the

faculty members and kept in examination cell and weed out in 1 year.

The award list of the sessional examination is displayed on the departmental notice board for the students.

Policy for the placed students:

At UIM we believe in transparent system of internal evaluation. Students who get selected through campus recruitment drive can join the company by taking no objection certificate (NOC) from the Principal, recommended by the Head of department.

Further, students have to submit proof of joining/continuation in the form of salary slip or attendance record but they have to be appear in 2 sessional examinations.

Policy for the Medical case:

At UIM we believe in transparent system of internal evaluation. Students who were seriously sick have to submit medical certificate only for exemption of attendance criteria for sessional examination. They must be appeared in 2 sessional examination with 50% attendance

File Description	Document
Upload 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:

Program Outcomes (POs) and Course Outcomes (COs) are essential components of a well-structured curriculum, outlining the expected knowledge, skills, and abilities of graduates.

They serve as benchmarks for program quality, ensuring that students acquire the necessary competencies to excel in their chosen fields. In the context of BBA and BCA programs, POs and COs are designed to equip students with the requisite skills for successful careers in business administration and computer applications, respectively.

Program Outcomes (POs):

POs are broad statements that describe what students are expected to attain upon successful completion of a program.

They focus on the overall competencies and attributes graduates should possess.

BBA Program Outcomes:

BBA programs typically aim to develop graduates who can:

- Apply fundamental business principles and practices to solve real-world problems.
- Demonstrate effective communication, interpersonal, and leadership skills.
- Exhibit critical thinking, problem-solving, and decision-making abilities.
- Utilize information technology effectively for business operations.
- Understand the ethical and social responsibilities of business.
- Engage in lifelong learning and professional development.

BCA Program Outcomes:

BCA programs focus on producing graduates who can:

- Apply fundamental computer science concepts and principles to design and develop software applications.
- Demonstrate proficiency in programming languages and software development methodologies.
- Analyze and solve complex computing problems.
- Utilize information technology effectively to address societal challenges.
- Understand the ethical and legal implications of computing.
- Engage in lifelong learning and professional development in the field of computer applications.

Course Outcomes (COs):

COs are specific statements that describe what students are expected to learn and be able to do upon successful completion of a course.

They align with the overall program objectives.

BBA Course Outcomes:

The course outcomes of BBA programs include:

- Demonstrate understanding of financial accounting principles and prepare financial statements.
- Analyze market trends and develop effective marketing strategies.
- Apply statistical methods to analyze business data.
- Manage human resources effectively in an organizational setting.
- Develop and implement business plans.

BCA Course Outcomes:

The course outcome of BCA programs include:

- Design and implement algorithms for problem-solving.
- Develop software applications using programming languages like C++, Java, or Python.

- Analyze and design database systems.
- Understand computer networks and network security principles.
- Develop web applications using frontend and backend technologies.

Alignment of POs and COs:

To ensure that students achieve the desired program outcomes, it is crucial to align COs with POs. Each course should contribute to the development of specific POs. For instance, a marketing course in a BBA program should contribute to POs related to critical thinking, problem-solving, and communication skills. Similarly, a database management course in a BCA program should contribute to POs related to problem-solving, design, and IT utilization.

Conclusion:

POs and COs are the architects of a successful academic journey. Program Outcomes and Course Outcomes are indispensable tools for curriculum development and assessment. By clearly defining the expected learning outcomes:

- Universities can create programs that empower students to thrive in their chosen fields.
- Universities can enhance the quality of education and prepare graduates to meet the demands of the professional world.

A well-structured BBA or BCA program with clearly articulated POs and COs will equip students with the necessary knowledge, skills, and abilities to succeed in their chosen careers and offers a launchpad for a fulfilling and

File Description	Document
Upload Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

The attainment of program outcomes for BBA (Bachelor of Business Administration) and BCA programs refers to the extent to which students achieve the expected learning outcomes and skills upon completing the program.

The main objectives of PO's are:

- What were their knowledge before taking admission in the program.
- What they will learn during the course.

The assessment process uses the direct and indirect measures to measure the attainment of course outcomes.

Our objective is to upgrade student's knowledge according to dynamically changing requirements of the industry and to prepare them to learn new technologies. They should be able to adopt the new working environment and improve themselves.

The functions of PO are given below:

1. To provide direction to enrich their knowledge
2. To convey instructional intent to others.
3. To provide basis for assessment.

In this context, the measure of assessment process are as follows.

1. Direct Measure

1. Internal Examination
2. Assignments
3. Students' Club
4. Class Assemblies
5. Seminar/Conference

II) Indirect measures:

1. Attendance
2. Class participation

Program outcomes for BBA:

1. Understand business principles, concepts, and theories in various functional areas (marketing, finance, HR, operations, etc.).
2. Analyze business problems and develop effective solutions using critical thinking and decision-making skills.
3. Apply quantitative and qualitative tools and techniques to business decision-making.
4. Develop effective communication, leadership, and teamwork skills to work collaboratively in diverse business environments.
5. Understand global business perspectives, cultural diversity, and ethical considerations in business practices.
6. Demonstrate entrepreneurial skills, innovation, and creativity in business ventures.
7. Apply technology and digital tools to enhance business operations and decision-making.

8. Develop skills in data analysis, interpretation, and presentation to support business insights.

To attain these outcomes, institutions and students can focus on:

- 1- Integrating practical experiences, case studies, and industry projects into the curriculum
- 2- Encouraging internships, mentorship, and networking opportunities
- 3- Fostering a culture of innovation, creativity, and critical thinking
- 4- Developing soft skills, such as communication, teamwork, and leadership
- 5- Staying updated with industry trends, best practices, and emerging technologies
- 6- Regularly assessing and evaluating student learning outcomes to identify areas for improvement

Program outcomes for BCA:

1. Analyze and solve computational problems using fundamental principles of computer science.
2. Design, develop, and test software applications using various programming languages and tools.
3. Apply data structures, algorithms, and computer architecture to solve real-world problems.
4. Understand and apply computer networks, database management, and web development concepts.
5. Develop effective communication and teamwork skills to work collaboratively on projects.
6. Apply ethical principles and professional standards to computer-related practices.
7. Stay updated with emerging technologies and trends in the field of computer applications.

To attain these outcomes, institutions and students can focus on:

- 1- Aligning curriculum with industry needs and latest technologies
- 2- Providing hands-on experience through projects, internships, and practical assignments
- 3- Encouraging continuous learning and professional development
- 4- Fostering a culture of innovation, critical thinking, and problem-solving
- 5- Regularly assessing and evaluating student learning outcomes to identify areas for improvement

File Description	Document
Upload Additional information	View Document

2.6.3

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

Response: 99.31

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
402	437	329	323	241

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
403	443	330	325	243

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

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: 0

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
0	0	0	0	0

File Description

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:

Response:

The institution is dedicated to providing a conducive environment, top-tier infrastructure, abundant resources, and unwavering motivation to empower students and faculty in their pursuit of research and innovation.

Our commitment to cultivating an environment for innovation is evident through the following initiatives:

- An annual tradition in our curriculum, students partake in industrial tours, complemented by regular factory visits, enhancing their practical understanding of real-world industries.
- To facilitate innovative learning and practical experiences, specialized clubs have been established in fields such as HR, Marketing, Finance, Business Intelligence, AI, Coding and many more.

- The institution has partnered with the Asian Institute of Technology (AIT), Bangkok. This collaboration aims to offer students valuable internship opportunities, fostering a global perspective and enriching their practical experiences in their respective fields.
- Class presentations are a core component of our curriculum, designed to refine students' personalities and prepare them for the corporate world.
- Weekly class assemblies serve as a cornerstone of our educational approach, promoting not only unity and engagement but also providing a platform for students to share their achievements, insights, and aspirations. These gatherings offer a unique opportunity for students to develop their public speaking skills, showcase their talents, and build a strong sense of community within the institution. We encourage active participation and interaction during these assemblies, fostering a vibrant and inclusive learning environment for all.
- The institution promotes self-employment as a viable career path, offering essential training in entrepreneurship and fostering personality development.
- The faculty undergoes an Intellectual Property Rights (IPR) training program, equipping them with the skills to safeguard their intellectual property and fostering a culture of innovation within the institution.
- The institution takes a proactive approach in enhancing students' educational journeys by organizing engaging guest lectures. Esteemed professionals are invited to share their insights, imparting valuable perspectives and enriching the overall academic experience for the students.
- The institution has entered into a memorandum of association (MOU) with Bajaj Finserv, aiming to enrich students' understanding of finance and cultivate a deeper interest in the field. This collaboration seeks to provide students with valuable insights and practical knowledge, enhancing their academic experience and preparing them for future opportunities in the financial sector.
- The institution has entered into another Memorandum of Association (MOU) with Dreams Enterprises, Prayagraj, to build a startup ecosystem within our campus. This collaboration includes providing internships and other practical experiences to students, developing specialized study programs, hosting seminars and industry events, and pursuing other mutually beneficial initiatives.
- Our institution has entered into a partnership with ICJ Prayagraj, seeking to leverage combined resources and expertise for enhanced educational opportunities, innovative programs, and broader student support initiatives.

File Description	Document
Upload 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: 6

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
0	1	1	4	0

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

3.3 Research Publications and Awards

3.3.1

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

Response: 0.15

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
6	1	2	0	2

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	View Document
Institutional data in the prescribed format	View Document

3.3.2

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

Response: 0.16

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
2	9	1	0	0

File Description	Document
Institutional data in the prescribed format	View Document
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	View Document

3.4 Extension Activities

3.4.1

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

Response:

In order to carry out the neighborhood community, sensitizing students to social issues, for their holistic development of Students following activities have been carried out.

The National Service Scheme (NSS) is a society that works towards promoting social equality and a shared sense of compassion and has organized multiple events throughout the year. In assistance with the Parent University, the institute runs National Service Scheme (NSS) unit of 200 volunteers. The NSS unit in collaboration with other BBA & BCA students conducts various cultural and as well as social programs in the neighborhood community sensitizing the students to social issues and holistic development.

The NSS Unit has conducted programs like –

- 1. International Yoga Day:** On the occasion of International Yoga Day, an event was conducted to increase awareness about the benefits of Yoga, where volunteers performed multiple asanas.
- 2. Cleanliness drive:** NSS at United Institute of Management (FUGS) observed "**Swachhta Pakhwada**," in which various cleanliness drives and talks were organized. It also included activities like **Nukkad Natak**, poster making competition, rallies and oath taking.
- 3. Street dramas on issues like dowry, driving safety and election awareness:** The NSS unit performs the street dramas sensitizing the society about the impact of dowry issues and driving safety. The volunteers make aware the public about safety measures to be taken while driving, importance of wearing helmet on the occasion of **Sadak Suraksha Saptah**. The NSS unit has conducted the program on election awareness under NSS camp. The program has given the message to the villagers about the importance of their vote and encouraged them to vote for electing the right candidate.

Tree plantation and distribution

Under tree plantation program, College students along with NSS unit has planted around 50 plus trees in college campus and distributed the sapling to the villagers by addressing the environmental issue related to air pollution.

Human Values and Professional Ethics

The human being as a social animal has to follow certain social norms. Truth, non-violence, benevolence, humility, and truthfulness are many qualities in these limits of society. Ethics and values are very crucial for a human being when it comes to personal and professional success. In the light of the necessity of this value, university offers **Business Ethics and Governance** as a compulsory subject to all the students.

Blood donation

The Institute has conducted awareness program regarding importance of the blood donation in neighborhood community. In assistance with United Medicity, Prayagraj institute has conducted the blood donation camp. The student along with NSS volunteers have actively participated in this camp.

Sensitizing Social Issues:

At United Institute of Management, gender sensitivity and gender sensitisation is accomplished through amalgamation of theory and practice. Gender related courses are inbuilt in our degree programme offered as compulsory subject. To name a few, United Institute of Management offers courses like Organisational Behavior, Industrial Relations & Labour Laws. Through these courses students are apprised about conceptual, theoretical and analytical understanding about gender as a social construction and various approaches to work towards gender equity with in India and from a cross-cultural perspective.

There are many platforms for hands-on experiences related to gender sensitivity which enable students to interface with real life situations such as Role Play under annual fest (PRABANDHAN) celebration, seminars, conferences, guest lectures and the like.

File Description	Document
Upload Additional information	View Document

3.4.2

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

Response:

The faculty and students of the institution have received recognition for their contributions to education,

community development, and social work in the last five years (i.e.2018-2023). Awards and honours have been received for outstanding works and participation in extension and outreach programs. These achievements have established the college's reputation as a centre of academic excellence and community service, reflecting its commitment to promoting social work and community development.

1. The National Service Scheme (NSS) Unit of UIM (United Institute of Management) organized a Blood Donation Camp during the academic session on 29/03/2023. The camp aimed to create awareness among students and staff about the importance of donating blood and to encourage them to participate in the voluntary blood donation drive. The NSS unit collaborated with Naini Blood bank, Prayagraj District, to organize the program.

2. During the academic session 2022-23, on 09-05-2023, UIM (United Institute of Management) received Certificate of appreciation for active participation in the 10 hours session of the program “Financial Literacy for Youth”, conducted by National Institute of Securities Markets (NISM) under the aegis of CSR program of Axis Bank Ltd.

File Description	Document
Upload 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: 7

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
7	0	0	0	0

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

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: 3

File Description	Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

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

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

Response:

Response:

United Institute of Management occupies 1.33 acres of land utilized for both academic and co-curricular activities. The college has sufficient physical infrastructural facilities and is well equipped to support the teaching and learning process that serves as a foundation for guiding students at various levels and upholds the idea of the students' holistic development.

Classrooms: There are 26 well-furnished, well ventilated, air conditioned and spacious classrooms equipped with computer systems, 31 projectors and writing boards. Floor wise classroom description is given below:

Ground Floor: 5 Classrooms

First Floor: 7 Classrooms

Second Floor: 8 Classrooms

Third Floor: 6 Classrooms

Computer Labs: Our College has 2 computer labs with 110 desktop computers of Intel-i3, Intel Dual Core with the latest upgraded configuration. Both labs are fully functional and have 3 online UPS backup for consistency. Floor wise lab details are mentioned below:

Ground Floor: 60 desktop computers having Dual Core 3.30 GHz, 4GB RAM, 320 GB Hard Disk, Windows 10, 64 Bit and 2 online UPS.

First Floor: 50 desktop computers having I3, 3.30 GHz, 4GB RAM, 320 GB Hard Disk, Windows 10, 64 Bit and 1 online UPS.

ICT Facilities: Our college has 20 more desktop computers apart from computer labs, 62 web cameras, 7 printers out of which three printers are 3 in 1 printer, 1 Bar code printer, 1 scanner, 26 projectors including projectors in seminar hall and class assembly room, 4 extendable Wi-Fi access points, 161

Desktops are provided to all the labs, Library, Classes, office, faculty rooms, seminar hall, class assembly room, admission cell and placement cell with configurations of Intel Dual Core 3.30 GHz, 4GB RAM, 320 GB Hard Disk, Windows 10, 64 Bit; I3, 3.30 GHz, 4GB RAM, 320 GB Hard Disk, Windows 10, 64 Bit; Intel Dual Core, 2.70 GHz, 2GB RAM, 80 GB Hard Disk, Windows 7 with LAN connectivity.

Seminar Hall: Our College has one seminar hall equipped with ICT facility, writing board and well equipped audio system. The seminar hall is used for teaching, seminars, workshops and different cultural activities.

Meeting Room: Our College has a meeting room equipped with smart TV.

Class Assembly Room: One room is dedicated for Students Skill enhancement activities well equipped with desktop, writing board, projector and audio system.

Cultural Activity Room: Our College has 1 room especially for cultural events where different musical instruments are kept.

Smart Classroom: Our College has one smart classroom equipped with smart TV.

Library: Our College has well stocked library enriched with 42,231 books, 17 Journals and 6 newspapers of which 1 is Hindi and 5 are English. UIM library is air-conditioned and has a total seating capacity of 40 students at a time.

Sports Facility: Our College has grounds at front, both sides and at the back of the building where various Sports activities are conducted.

Transport and Parking Facility: Our College has transport facility for faculty, staff and students. We have a dedicated parking space for faculty, staff and students.

Other facilities: Our College has canteen; medical facility; mess, boy's hostel, girl's hostel and an auditorium.

File Description	Document
Upload Additional information	View Document

4.1.2

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

Response: 16.48

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
83	90.911	97.7	65.46	101.78

File Description	Document
Institutional data in the prescribed format	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:

Library is automated using Digital Dream System (DDS)

Library is partially automated using iCAMPUS ERP for UIM powered by Digital Dreams System. iCAMPUS ERP for UIM through which Library books are searched by the Author's Surname, Title, Accession Number, Publisher name since academic year 2023-24. It has a sufficient number of textbooks, reference books, social welfare books, National and International Journals/Periodicals to satisfy the requirements of the syllabus of the university.

iCAMPUS

iCAMPUS is a versatile campus management system that aims toward enhancing the efficiency of educational institutes by making all campus operations digital and creating systems for managing them. With iCAMPUS, colleges can manage teacher and faculty academic and professional data, along with scheduling their timetables, viewing workload, performance and research & development activities. It provides campuses with the ability to streamline their processes and make them manageable. It also has cloud storage and data security to ensure the proper accessing of data to authorized users.

Amount spent on purchase of books

The amount spent for the purchase of books this fiscal year is Rs. 25352 which includes the category of computer (BCA) and management (BBA). This substantial financial commitment reflects the institution's dedication to providing its patrons with a comprehensive and up-to-date collection of educational resources. The funds will be judiciously disbursed to acquire a wide range of books and academic journals, catering to diverse fields of study and research interests, ensuring that our library remains a valuable and enriching resource for both students and faculty alike.

Newspapers and Journals

The library offers a rich and diverse collection of newspapers and journals that cater to a wide range of interests and informational needs. Our extensive collection includes Dainik Jagran, Times of India, Hindustan Times, The Hindu, Economic Times and Business Standards newspapers providing up-to-date news on a variety of topics, from current events to business and Journal of Management, Indian Journal of Marketing, International Journal of Business Policy and Economics, Vikalpa the Journal for decision makers and many more, making them valuable resources for research and academic pursuits.

Per day usage of Library

The library is a bustling hub of knowledge and learning, welcoming both students and faculty throughout each day. On average, 40 students are the library's most frequent visitors, with a significant portion utilizing its resources and spaces for an average of four to six hours per day. On an average 10 faculty members, often spend their mornings or afternoons in the library, engaged in scholarly pursuits or grading papers.

Library book arrangement method or classification

Implementing an alphabetic order classification system within a library management system is a strategic and efficient approach to enhance the organization of a library's collection. In this method, books of courses BBA-BCA are systematically arranged based on the alphabetical sequence of their titles or authors, providing a user-friendly and intuitive system for both librarians and patrons. The system can automate the sorting and shelving processes, ensuring consistency and accuracy in the placement of books.

File Description	Document
Upload 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:

Response:

The Technological advancement is the need of the current generation and this need is supported and fulfilled by the means of high-speed internet facility and the availability of advanced equipment's

needed for enhancing the teaching and learning capabilities. Our Institution has full Wi-Fi enabled campus including the library along with the well-equipped labs with high speed of internet connectivity through high-speed LAN implementation. Fulltime high speed internet accessibility and connectivity is the main backbone of the institution for providing various IT Facilities in the campus domain. Institutions time to time enhance its IT facilities and modernized its digital platforms for students as well as teachers to enhance the teaching and learning experience.

In this current year, the student registration is increased from 1300 to nearly 1500 now, for fulfilling the current changing demands there is regular updation of IT facilities which includes the increasing the number of systems, Wi-Fi facility over the campus and providing the high-speed bandwidth with latest workstations.

- Institution has well equipped labs for effective working as well as for workshops and examination.
- All the computer systems are connected through high-speed LAN connectivity with the speed of 100 MBPS.
- Computers with the configuration of i3 Intel core as well as dual core processors along with 4 GB internal RAM and 500 GB Hard Disk are available inside the campus.
- The number of Computer Systems available for the students is 110.
- Computer Systems used by the faculty and administrative purposes is 24.
- For supporting the computer aided teaching in the class room there are total 29 computer systems are allotted.
- There are total 26 Projectors are available in the class room and seminal Hall for enhancing the teaching and learning environment.
- The total number of computers system available inside the campus is 163.
- Printers with the older configuration like Dot matrix type is replaced with the Laser-jet printers.
- Old scanners are updated to the latest high-speed scanning machines.
- Our Institution has well equipped labs situated at different floors for enhancing the practical knowledge and project related works among the students. This also enhanced learning of the students and facilities are sufficient to conduct various online coding event.
- Configuration of the computer systems are updated every year. Old systems are replaced by the new ones. Number of systems is also increasing every year according to the requirement. Operating systems are also upgraded time to time to support new features and functionalities.
- Wi-Fi campus with high speed LAN connectivity helps the students to attend online lectures, video tutorials (NPTEL, YouTube) for competitive preparation and they can join online webinars for enhancement of knowledge.
- This high speed network connectivity also helps the final students to join online placement drives conducted virtually on online platform for better career opportunity.
- Our institution has projectors and smart board that facilitate teachers to deliver the notes during lecture sessions & students to have easy comprehensive & understanding.

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:** 11.55**4.3.2.1 Number of computers available for students usage during the latest completed academic year:**

Response: 138

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

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:** 58.59**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
367.6616	312.5333	272.52	317.26	290.63

File Description	Document
Institutional data in the prescribed format	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: 31.84

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
617	623	283	284	240

File Description

Document

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

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

5.1.2

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

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

Response: A. All of the above

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

5.1.3

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

Response: 33.41

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
750	737	250	221	190

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

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: 36.7

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
164	128	152	99	97

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
403	443	330	325	243

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

5.2.2

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

Response: 1.63

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
18	0	0	0	0

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

5.3 Student Participation and Activities

5.3.1

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

Response: 45

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

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

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

5.3.2

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

Response: 39.6

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
46	41	41	28	42

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 Institute has an Alumni Association for building strong bond between alumni and present students. The alumni give support to the students through interaction, guidance and placement. The Alumni Association of the Institute is called the UIM Alumni Association . The Alumni association is run and governed by a team known as UIM Alumni Association. The mission of the Alumni Association is to foster a mutually beneficial relationship between the Institute and its alumni. Alumni meet is arranged usually in the month of March every year.

Objectives of the Alumni association:

- To encourage and promote close relations between the Institution and its alumni and among the alumni themselves.
- To promote and encourage friendly relations between all members of the alumni body, an interest in the affairs and well-being of the Institution.
- To provide and disseminate information regarding their Alma Mater, its graduates, Faculties and students, to the alumni.
- To initiate and develop programs for the benefit of the alumni.
- To serve as a forum through which alumni may support and advance the pursuit of academic excellence at the Institution.
- To guide and assist alumni who have recently completed their courses to obtain employment and engage in productive pursuits useful to society.
- To organize and coordinate reunion activities of the Alumni and let the Alumni acknowledge their gratitude to their Alma Mater.
- To collect, publish and distribute such information as may be useful to the alumni and their Alma Mater.

Activities and Contributions:

Alumni are included as guides for all currently enrolled students from time to time. They are invited for meetings at the college and they interact with their teachers and express their suggestions on curriculum revision.

Few Alumni gave Guest lecturers to the existing students on some contemporary technological developments and career guiding focuses.

The UIM Alumni Association was established in 2018 and it is in the process of registering under the Societies Registration Act 1960. All students who have graduated are eligible to join the alumni association. The following are some of the ways our alumni help their alma mater:

- Alumni serve on IQAC and give valuable suggestions for the development of the institution.
- Alumni help in getting HR managers from MNC's through their contacts for campus placements.
- Alumni have delivered guest lectures and motivate current students. Alumni provide support for conducting Co-curricular and extra-curricular activities.
- There are various events organised under UIM Alumni Association such as Alumni Meet known as Retrospect
- UIM Talks in which some selected Alumni deliver lectures on a topic that helps the students

currently pursuing their course in getting assistance and challenges in finding a job.

- The UIM Alumni Association also hosts Alumni Entrepreneurs Meet on regular basis and invites speakers that are Alumni and are doing well in their own establishments, Family businesses and startups.

File Description	Document
Upload Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

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

Response:

RESPONSE:

1. VISION AND MISSION OF THE INSTITUTE:

United Institute of Management has acquired an organized and disciplined governance, leadership and management over the past years. UIM is heading towards overall development of students as well as teaching and non-teaching staffs to make them aligned with all the roles and responsibilities of the institution and to develop skills in them to face the challenges at global level.

The institutional Vision and Mission focuses on the propagation of the education in terms of hard skills and soft skills and ethical standards so that students are developed as a whole and are capable to make them identify in this competitive environment and face the challenges effectively and efficiently.

VISION OF THE INSTITUTE

“To create a workforce of professionals who possess management and analytical skills and develop creativity of transforming the dream into reality.”

MISSION OF THE INSTITUTE

1. We envisage that high quality education using interactive methodologies will equip students to excel as a professional.
2. We aspire to reassert the significance of high-quality education by producing competent professionals who can shape the destiny of our nation into a stronger and developed stature.
3. The values instilled among students while imparting education, will strengthen the moral and ethical fabric of the nation and revive the human spirit.

GOVERNANCE AND LEADERSHIP

- The management chalks out a perspective/ strategic plan that aligns the vision and mission of the Institute, with its practices and policies, to have a goal-oriented approach.
- Vision, Mission, policies and plans are kept open to all stakeholders for their suggestions.
- The participatory role of the management encourages the involvement of all, ensuring effective governance.
- The main objective of the strategic plan was to enhance the employability quotient of the students

with Holistic Development.

- Towards this objective, the institute introduced Student Empowerment and Skill Development Cell along with certificate courses, and project-based learning, started student connect initiatives, etc.
- The institution follows a democratic and participatory mode of governance with all stakeholders participating actively.
- The Governing Body delegates authority to the Principal and Administrative Heads, who- in turn- share it with the different levels of functionaries in the college. The Heads of Departments, Coordinators of various committees along with staff representatives on higher decision making bodies, play an important role in determining the institutional policies and implementing the same.

1. INSTITUTIONAL PRACTICES:

• **Decentralization and Participation –**

- The institution’s practices of collective leadership and democratic traditions are reflected in its practices. The hierarchical structure makes sure of delegating the power and allocation of responsibilities for the smooth functioning of the Institute.
- The Management enlists the talents of the teaching and non-teaching members in shouldering various administrative responsibilities and appoints them as officials that includes Governing body (Society members), Management committee, Principal, IQAC, Academics (HOD, course Coordinator, Academic coordinator, faculty, support staff and various cells & committees), Administration (Office Superintendent, account section, Scholarship Section, Student section), Training and Placement Cell, Computer Lab, Library and Examination Cell.
- Teachers play an important proactive role in implementing the vision and mission of the college.
- E-governance is incorporated in areas of administration, student admission, and support, library, and examination.
- The feedback system for the students, teachers, alumni, and employers adopted by the College helps effective evaluation and solutions of the teaching and other practices

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:

UIM has a well-defined organizational structure that supports both academic and administrative functions, promoting participatory management and decentralization. Here's a breakdown of how this structure seems to support holistic development and effective operations:

1. Organizational Structure:

- **Chairman:** As a key position in institutional governance, the Chairman oversees major administrative functions, including admissions and accounts. This central role ensures strategic alignment across various departments.
- **Principal:** Manages academic activities and various departments, ensuring that academic and administrative operations align with the institution's goals. This role is crucial for maintaining academic standards and implementing the curriculum effectively.
- **Department Heads:** Faculty members report to the department head for guidance and communication regarding academic progress and operations.

2. Decentralization and Participatory Management:

- **Decentralized Reporting:** The structure allows for specialized reporting lines which facilitates focused management and accountability.
- **Participatory Role:** Faculty and staff members are involved in various committees & cell, suggesting a participatory approach to institutional decisions and operations.

3. Committees:

- **Formation of Committees & Cell :** Various committees are established for different functions such as Alumni Co-ordination committee, Anti-Ragging committee, Sports committee, Cultural Cell, Placement Cell, Admission Cell etc., indicating a structured approach to managing specific areas such as curriculum development, extracurricular activities, and other institutional needs.

Overall, this organizational structure emphasizes a balance between central oversight and decentralized execution, supporting both effective management and the holistic development of students. The clarity in reporting lines and the establishment of various committees contribute to efficient operation and foster a participatory environment where different departments and staff members play active roles.

Top-Level Management:

- **Shiv Ramdas Gulati Memorial Society:** It is the parent organization.
- **Governing Body:** Oversees the overall governance of the institution.
- **Institution Management Committee:** Is responsible for implementing policies and managing day-to-day operations.
- **Principal:** The head of the institution, responsible for overall administration and management.

Departments and Sections:

- **Academics:**
 - **HOD/Course Coordinator:** Heads of Departments or Course Coordinators manage academic programs.
 - **Academic Coordinator:** Supports academic operations.
 - **Faculty:** Teaching staff responsible for delivering educational content.
 - **Support Staff:** Assists in various academic activities.
 - **Cells & Committees:** Likely includes specialized groups or committees for various academic and extracurricular functions.

- **Administration:**
 - **Office Superintendent:** Oversees administrative functions.
 - **Account Section (Accountant):** Manages financial records.
 - **Scholarship Section (Clerk):** Handles scholarship-related matters.
 - **Student Section (Clerk):** Manages student records and administrative support.
- **Training & Placement:**
 - **Training & Placement Officer:** Responsible for student placements and training programs.
- **Computer Lab:**
 - **Computer Lab Assistant:** Manages and supports the operations of the computer lab.
- **IQAC (Internal Quality Assurance Cell):**
 - **IQAC Coordinator:** Ensures the quality of academic and administrative activities.
- **Library:**
 - **Librarian:** Manages library resources.
 - **Assistant Librarian:** Assists in library management.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	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
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	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:

Performance Appraisal System.

The institution has introduced performance appraisal system for evaluating the performance of teaching faculty. The objective is not only to evaluate the performance as per the established norms but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the faculty.

1. **Teacher's self-evaluation:** It is mandatory for every teacher to furnish the self- appraisal form which provides questions about annual performance of teachers which include curricular, co-curricular and research activity every year and it is reviewed by the Principal and HOD.
2. **Teacher's evaluation by students taken by Principal:** A feedback form is published through and their evaluation is recorded, consolidated and reported to the Principal in every semester.
3. **Teacher's evaluation by Principal :** here the principal evaluate the performance of the staff on the basis of certain parameters like classroom feedback, other inputs, overall performance, HOD feedback, students feedback, colleagues feedback, publications and write- ups , courses and programs attended, etc. and on the basis of these parameters appraisal is being done.
4. **Teacher's evaluation by HoD:** Head of the department has a structured appraisal form to evaluate each faculty member where he/she gives the details of every faculty's performance and participation in all the activities assigned to him/her by the department/college.
5. **Teacher's evaluation by Management:** After the inputs are gathered from all Random selection of remarks and suggestions, areas of improvement are also given to the faculty members and based on that the appraisal is being done.

The institution has effective welfare measures and Performance Appraisal System for teaching and non- teaching staff.

UGI provides many welfare measures to its teaching staff with the belief that staff and faculty are the most vital components of any organization.

1. **Academic leaves** are provided to staff for pursuing higher education or doing a professional course.
2. **Well-developed labs** are openly accessible for performing research and learning for their professional growth and personal knowledge updates.
3. Participation in different programs is organized by the Institute and also other agencies, for their professional growth.
4. **Maternity leaves** are granted FOR 45 DAYS.
5. **Accommodation** is provided in Staff quarters at very concessional rates for teaching.
6. Institute also provides **transport** to all its employees on concessional rate.
7. UGI is a full Wi-Fi campus and every employee gets **free Wi-Fi** 24*7 on their desktop as well as a personal laptop.
8. All the employees have **library access** as per their timings and ease.
9. There are **indoor games** like Table Tennis, Chess, Gym, and **outdoor games** like Cricket, Basketball, Tennis, etc. for staff which they can play in their free/ spare time within the campus.

These activities aim at developing and facilitating healthy body and healthy soul for the members.
 10. **Canteen Facility** in our campus for employees .
 11. Management organizes **get together and lunches** for all staff.

File Description	Document
Upload Additional information	View Document

6.3.2

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

Response: 0

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
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	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: 29.93

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
41	14	10	11	12

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

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

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

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:

????The major sources of institutional receipts and funding are as follows:

- Admission fee
- Student fees
- Bus fee
- Application and prospectus
- Hostel fee
- Mess fee

The management regularly extends funds for the maintenance of existing infrastructure; landscaping of the campus, office expenses, upgradation of IT Facilities, computer maintenance, payment of salary, electricity bill, water and building maintenance, staff welfare expenses, installation CCTV cameras, Installation of ACs, Installation of Projector, repair works, Expansion of New Sports ground, Seminar, workshops and FDP for faculty and students, funds for academic activities like Industry Visits, H R Conclave etc.

The institution conducts budget analysis each year and the results are compared and analyzed. Proper account and utilization are ensured through financial audit at the end of each financial year. The account department ensures that the expenses fall within the available resources of the institution. The account

department regularly monitors and controls the expenses by maintaining an internal-external audit for the effective and efficient utilization of available financial resources.

- United has a system of auditing as per the statutory requirements. The preliminary audit is done by the Account Manager itself on a monthly basis. The institution has a finance committee composed of the Account Manager, Principal, Assistant Director and two internal auditors. The internal audits are done regularly by two internal auditors.

Internal audit—The primary stage of internal audit is done by the institution itself by its Accounts department headed by Accounts Manager. The secondary stage of audit is independently conducted by the two internal auditors to improve the operational efficiency of the institution.

External audit—The external auditor performs an audit every year in tune with specific laws or rules of the financial statements. The audit report along with income and expenditure accounts, receipts and payment accounts and balance sheet are presented to the District.

Audit report-The entire reports are evaluated by a high core team in the UIM and remedial if any are taken to rectify the mistakes.

Transparency in accounts- Absolute transparency is maintained throughout the financial dealings with all stakeholders.

Mechanism for settling audit objections—The audit objections arising out of routine checking, clerical errors, duplication sets are corrected immediately and documentary evidence is produced. Audit objections in case of explanation required such as errors of principle, short or excess provision of depreciation, valuation of stock or inventory, capital and revenue expenses, wrongly written outstanding expenses, frauds or manipulations are given by the Vice-President and corrected then and thereof.

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:

Response:

UIM always believes in imparting quality through its simple and consistent methodology, quality systems and teaching learning process and governance related deliveries.

Our Institute has formalized the Internal Quality Assurance Cell (IQAC) with effect from 12.07.2021 to carry out academic and administrative audits, assess and monitor academic and administrative performance and to promote measures for institutional functioning towards quality enhancement through internalization of quality culture.

Before the existence of this cell, the institute reviewed its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through different inspection committees/meeting.

3D-Performance Appraisal System-

IQAC has initiated a 3dimensional performance appraisal system:

- From students about faculties
- From HOD about faculties by Management (Principal)
- From Principal & Management about faculties

The above are compiled together to analyze the performance of the Faculty and Staff.

• Feedback Mechanism-

IQAC ensures that academic and ambience feedback is collected from the following stakeholders according to UGC recommendation:

- Students
- Faculties
- Alumni

Abhinandan-

Conducted by the IQAC in coordination with cultural team as a formal event to orient the freshers to the nuances of college and their respective departments. It is conducted to ensure a relatively smooth transition of students into their college life. New comers are welcomed into a friendly atmosphere, to encourage their creative impulses to boost their confidence and advise on how to navigate their college life.

Industrial Visit-Initiated by IQAC co-ordinator for students of both the courses and trying to enhance their practical knowledge, experience and corporate life.

Clubs and Cells-

Various clubs and cells work in the college to guarantee that students get opportunities to explore their innate creativity. IQAC has formulated policies for each which ascertains the trajectory of concerned cells is in tandem with the vision of the club, mission of the college and the goal of the students.

Collaborative Learning and improvement-

As a part of collaborative learning, both Faculty members and students are encouraged to

attend specialized Trainings/FDP/ Conferences/Seminars to gain widened perspective in their fields and their subjects.

Both faculty and students are encouraged to join NPTEL classes and courses of other MOOCs platforms as 'SWAYM' and their examinations as a part of collaborative and enhanced learning system.

Add on certificates course-

The institution reviews the teaching learning process through IQAC committee members.

IQAC conducts academic audit in every semester- Information required from IQAC.

- ERP (LMS)
- Power point Test (PPT TEST)
- Class Assignment
- Note book Assessment
- Tree Plantation initiative
- Kumbh Prayagraj Visit- February, 2019
- Minutes of Meeting

File Description	Document
Upload 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: C. Any 2 of the above

File Description	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

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:

Response:

The United Institute of Management (UIM) is committed to fostering an inclusive environment that values and promotes gender equality. In line with this commitment, women have been actively included in every decision-making body within the college. This deliberate inclusion ensures that women's perspectives and voices are integral to the governance and operations of the institution. The formation of the **Women Development Cell** further underscores UIM's dedication to supporting the growth and development of women within the college community.

The Women Development Cell at UIM plays a pivotal role in addressing the unique needs and aspirations of women students and staff. This cell is not just a symbolic gesture but a functional body designed to empower women through various programs and initiatives. It serves as a platform where women can discuss issues pertinent to their academic and personal lives and work towards finding solutions. By providing women with equal representation in key bodies like **Anti-Ragging Cell, Grievance Redressal Cell, Sexual Harassment Committee, and Internal Compliance Committee**, the college ensures that gender equality is not just a policy but a practice embedded in its operations.

UIM's commitment to gender equality extends beyond administrative inclusivity to the everyday experiences of women on campus. There is a firm policy of non-discrimination in both placement opportunities and the admissions process. This ensures that all students, regardless of gender, have equal access to the resources and opportunities needed to succeed in their chosen fields. The college recognizes that true equality goes hand in hand with providing a safe and supportive environment. To this end, the campus is **fully equipped with CCTV cameras**, ensuring the safety of all students, with particular attention to the security of women. Additionally, there are **separate toilet facilities for women**, which cater to their specific needs and contribute to a more comfortable and respectful environment.

The Women Development Cell organises activities to educate and increase awareness of women's concerns inside and beyond the college. These programs generally include guest speakers, workshops, and seminars on women's rights, gender equality, and leadership. Recently, **UIM Talk** hosted a female entrepreneur who discussed her experiences and thoughts on women empowerment, inspiring and advising budding female entrepreneurs. These activities promote empowerment by encouraging women to pursue their goals and contribute to society.

Additionally, UIM takes great delight in celebrating **International Women's Day**, which is a day that is

explicitly devoted to recognising and honouring the accomplishments of women. The day is commemorated by a number of activities and events that bring attention to the achievements that women have made to the college and the society at large. In our college, we take great pride in celebrating the achievements of our alumni through a special initiative titled "**Our Student, Our Pride.**" This promotion frequently highlights the remarkable accomplishments of our female alumni, showcasing their successes across various fields.

File Description	Document
Upload 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

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: C. Any 2 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

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:

Response

The college is deeply committed to maintaining an inclusive and harmonious environment where students, faculty, and staff from diverse backgrounds can coexist and thrive. Despite differences in caste, religion, region, language, and socio-economic status, the college strives to create a space where everyone feels respected, valued, and included. To achieve this goal, the college has implemented several initiatives and policies that collectively contribute to a cohesive and supportive atmosphere.

The college's admittance policy promotes inclusivity. The policy guarantees equal opportunity for all students, regardless of background. Admitting students from all backgrounds creates a diverse and lively community at the college. All college members value this diversity because it enhances learning and broadens viewpoints.

College festivals and cultural events foster peace. The college hosts festivals throughout the year to showcase its diverse student body. Students can share their customs and traditions at these activities, encouraging cultural awareness and appreciation. Festivals like Diwali, Eid, Christmas, and Holi bring students together in joy and unity, strengthening the college's inclusivity.

The college has Anti-Ragging and Grievance Redressal Cells for safety and support. These groups handle campus harassment, discrimination, and misbehaviour. The Anti-Ragging Cell is dedicated to preventing ragging and making incoming students feel safe. The Grievance Redressal Cell lets students and staff voice their issues and get fair and transparent resolution. These cells are essential for campus peace and respect.

Induction is another key college initiative that promotes inclusivity. An orientation program introduces incoming students about the college's policies and expectations at the start of each semester. The college's ideals of inclusivity, mutual respect, and social responsibility are taught in this program. New students learn the value of contributing to a harmonious campus culture from this early encounter.

The college's Annual Sports Meet exemplifies its communal spirit. Students from diverse religions, castes, regions, and socioeconomic categories play sports at this event. Students compete and cooperate together at the sports competition, overcoming their differences. The event reminds us that we enjoy sports and competition regardless of our backgrounds.

In addition to fostering inclusivity among students, the college also focuses on instilling a sense of civic responsibility and respect for the Constitution among its faculty and staff. Various programs are organized throughout the year to promote these values, including flag hoisting ceremonies, traffic rules awareness campaigns, blood donation camps, and youth parliament sessions. These initiatives encourage

teachers and staff to understand their roles as responsible citizens and to actively contribute to the betterment of society. By participating in these activities, the college community reaffirms its commitment to social values and the principles enshrined in the Constitution.

Overall, the college's inclusive and harmonious efforts are extensive. The college embraces diversity through its inclusive admittance policy, cultural festivities, supportive cells, induction programs, and civic participation. The college promotes mutual respect, understanding, and cooperation to help its community prosper and have a good education.

File Description	Document
Upload 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:

Title of the practice: Management Professional Clubs / Technical Professional Clubs

Objective of the practice

The club system aims to foster skill development and specialization, offering students a platform to explore interests, gain practical experience, and build expertise beyond academics. By promoting holistic education and community, the clubs enhance knowledge, personal growth, and career readiness, preparing students for success in their chosen fields.

The Context

Designing the club system required addressing several challenges: accommodating diverse student interests, fostering engagement through promotion and rewards, ensuring long-term sustainability with clear leadership and succession plans, balancing academics with extracurricular activities through flexible scheduling, promoting inclusivity for all students, and regularly evaluating club effectiveness for continuous improvement. These efforts were essential to creating a successful and engaging club system for the college.

The Practice

The club system at our institution is a vibrant and unique component of the academic experience, fostering growth, leadership, and well-rounded development. It allows students to explore their passions,

refine their skills, and engage in self-discovery. Club sessions, held three times a week for one hour, are student-led by dedicated captains and vice-captains, instilling responsibility, and leadership.

Each club specializes in areas like Personality Development, Marketing, FinServ, Android, and Artificial Intelligence, ensuring activities align with students' interests and expertise. These sessions integrate seamlessly with the learning process, serving as continuous assessments where students apply classroom knowledge and develop practical and soft skills.

A highlight of this system is the "SAARTHI" competition, an inter-club event where students showcase their talents, teamwork, and expertise. The winning club earns the title of "Best Club," gaining recognition and a sense of achievement.

Overall, our club system goes beyond traditional education, providing a collaborative environment where students grow, learn, and support one another, preparing them for the challenges of the real world. It is a cornerstone of their holistic education, nurturing leaders and fostering lifelong friendships.

CLUBS UNDER EACH DEPARTMENT:

Management Professional Clubs (BBA)

- Personality Development
- Human Resource Management
- Marketing
- Finance (Finserv)
- Cultural
- Psychology (Chetna)
- Case Study
- Startup

Technical Professional Clubs (BCA)

- Android
- Coder
- Artificial Intelligence
- Web Development
- Personality Development

Evidence of Success

The Management and Technical Professional Clubs at the United Institute of Management have been highly successful in preparing students for modern industry demands. By focusing on skill development, these clubs have equipped students with practical, industry-relevant knowledge, leading to impressive job placement rates. Graduates have excelled in roles like marketing managers, HR professionals, financial analysts, web developers, and AI specialists, thanks to hands-on experience gained through club activities. The clubs' alignment with industry needs has enhanced employability and empowered students to pursue entrepreneurial ventures, effectively bridging the gap between academic learning and real-world application.

Problems encountered and resources required

A challenge in running the clubs is that senior students, serving as captains and vice captains, are still in the learning process themselves, which can lead to gaps in teaching effectiveness. However, their expertise grows over time. To address this, additional resources like mentoring from industry professionals, supplementary learning materials, and workshops are needed to enhance their knowledge and leadership skills, ensuring effective club management.

Best Practice 2:**Title of the practice: Class Assembly****Objectives of the Practice**

The Class Assembly aims to foster team building, develop leadership abilities, and enhance communication skills through collective presentations and diverse formats like drama and debates. It promotes creative expression and prepares students for future careers by equipping them with essential practical skills such as teamwork and leadership.

The Context

Key challenges include ensuring active participation by addressing varying confidence levels, balancing academic content with creative formats, and managing logistical issues like scheduling and resource allocation. It is also crucial to ensure inclusivity by reflecting diverse interests and backgrounds, and to maintain student engagement by developing strategies to motivate all students, especially those who are less confident or introverted.

The Practice

The Class Assembly practice in our college is a unique initiative in the Indian higher education system, moving beyond traditional lecture-based learning to incorporate experiential, student-led presentations. This practice encourages students to take ownership of their learning, fostering responsibility, creativity, and a deeper understanding of subjects through various formats like drama and debates. It emphasizes peer learning, where students collaborate, share perspectives, and develop essential soft skills such as teamwork, leadership, and communication. The rotating leadership model ensures that every student has the chance to lead, building confidence and preparing them for diverse professional environments.

However, the practice has some limitations. Student engagement can vary, with more introverted students potentially finding it challenging to participate actively, leading to unequal learning experiences. Additionally, organizing these assemblies requires significant time and effort from both students and faculty, which can be demanding alongside regular academic responsibilities. Assessing the outcomes, particularly soft skills, can also be difficult, making the success of the initiative somewhat subjective. Despite these challenges, the Class Assembly remains a valuable and innovative part of our college's educational approach, offering unique growth opportunities.

Evidence of Success

The success of the Class Assembly at the United Institute of Management is evident through the

significant outcomes achieved by our students. By participating, students have honed essential skills like team building, leadership, and communication, making them more job-ready and successful in competitive arenas. Many have secured internships and job offers from top companies, and excelled in inter-college competitions, winning top positions in debates, presentations, and other competitions. These achievements highlight the effectiveness of the Class Assembly in preparing students for professional careers and competitive environments, solidifying its importance in their educational experience.

Problem Encountered and Resources Required

A key challenge with the Class Assembly is balancing it with the academic syllabus, which can lead to postponements due to prioritizing important topics. This disrupts continuity and consistency. To address this, a flexible timetable is needed, along with faculty support and necessary resources like presentation tools. Despite this, the program ensures at least two assemblies per month, maintaining its benefits for students.

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:

In the ever-changing environment of higher education, United Institute of Management has made it a point to continually try to be a leader in the development of students in all aspects of their existence. This commitment is centred on the **Student's Empowerment and Skill Development Cell**, which is a pioneering project meant to establish a robust ecosystem for students to flourish not only academically but also in cultivating key life skills. This cell is at the heart of this commitment.

Student's Empowerment and Skill Development Cell - Objectives

(A vision for the all-encompassing improvement of students' development objectives)

1. Establishing Opportunities for Individual Self-Education: The United Institute of Management is adamant in its belief that independently acquiring knowledge is the foundation of academic distinction. The purpose of this endeavour is to create an atmosphere that encourages inquisitiveness, self-motivation, and a proactive attitude to the process of learning.

2. Facilitating Collaborative Learning: One of the primary goals is to encourage and facilitate a learning process that involves collaboration. It is acknowledged by the educational establishment that the

synergy that is produced when students assist one another leads to the development of the whole person.

The institution encourages students to take an active role in the planning of their academic path by providing them with the ability to actively participate in the process. Students are able to contribute to the development of an academic environment that is congruent with their goals by working in conjunction with faculty members and others in the teaching profession.

3. Understanding the value of managing and leadership abilities, the institution provides specialised platforms and programmes to build these competencies, thereby preparing students for leadership roles in their future jobs. These platforms and programmes are designed to help students develop their managerial and leadership skills.

4. Developing Professional Skills: Beyond traditional academics, the focus is on developing professional skills that are important for success in the present professional world.

Major initiatives: laying the groundwork for future success

A. Management Professional Clubs and Technical Professional Clubs: These clubs are designed to cater to the special requirements of students pursuing a Bachelor of Business Administration or Bachelor of Computer Application degree. They act as incubators for students to do in-depth study on their areas of interest. Through the provision of a platform, they facilitate collaborative learning, community building, and shared learning.

B. Weekly Class Assembly: Students are encouraged to engage in regular engagement with one another through the weekly class assembly, which is a distinctive aspect of the students' educational experience. The purpose of this forum is to facilitate conversations on academic and non-academic topics, with the goal of building a sense of belonging and shared responsibility among its participants.

C. Internal Internship chances: The college recognises the significance of practical experience and so offers chances for interns to gain practical experience within the institution. The students are more prepared for the issues that they will face in the professional arena as a result of these experiences, which bridge the gap between academic knowledge and real-world application.

Works of a pioneering nature carried out: paving the way for quality and excellence

Academic Enhancement and Capacity Building (AECB) Committee:

The Academic Enhancement and Capacity Building (AECB) Committee is a central initiative at the United Institute of Management, reflecting the institution's unwavering commitment to academic excellence. The committee's main objectives are to elevate the level of academic rigor across all programs and to cultivate a supportive and innovative learning environment. By focusing on these areas, the AECB Committee ensures that students receive a high-quality education that challenges them intellectually and prepares them for future success. The committee also plays a crucial role in continuously improving academic standards, promoting best practices, and encouraging faculty and student engagement in scholarly activities.

Certification Courses:

The institute offers a range of Certification Courses that are delivered by our talented students. These courses serve as a valuable supplement to the traditional academic curriculum, providing students with practical knowledge and insights from industry professionals. By participating in these courses, students gain access to specialized training and skills that are directly applicable to their chosen fields. This initiative not only enhances students' employability but also bridges the gap between academic theory and real-world practice, ensuring they are well-prepared for the challenges of the professional world.

Samvardhan Sanchar:

Samvardhan Sanchar is a flagship event designed to promote the development of extracurricular activities at the institute. This dynamic platform allows students to showcase their talents in various areas, from arts and culture to sports and leadership. Through participation in Samvardhan Sanchar, students develop essential life skills such as creativity, teamwork, and leadership. This event is integral to the holistic development of students, providing them with opportunities to grow beyond the classroom and prepare for the diverse demands of their future careers.

Developing Future Leaders with Care and Attention

In conclusion, United Institute of Management is a shining example of progressive education. It is committed to developing individuals who are not just academically competent but also well-rounded, self-assured, and socially responsible citizens. Continuing to construct a route where students develop into capable leaders who are prepared to face the problems of the future head-on, the college continues to forge this path through the implementation of strategic initiatives and aspirational objectives. The college's unwavering dedication to cultivating an atmosphere that enables students to thrive not just in their academic pursuits but also in other aspects of life is demonstrated by the Student's Empowerment and Skill Development Cell, which acts as a tribute to this commitment. It is not only a cell, but rather a catalyst for transformation, directing students towards a future that is characterised by success, leadership, and ongoing learning.

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

5. CONCLUSION

Additional Information :

The students admitted in the college come from different socio-economic background. They face different challenges. The college is focusing on training as well as industry interaction so as to impart knowledge and prepare competent employees. The college has well planned academic schedule, curricular delivery and monitoring. This is reflected in examination results and students progression. The college has initiated capacity building program to assist the students to rise to their fullest potential. The holistic development approach will help us in addressing challenges due to different socio-economic background of students and empower them.

Safety and security of girl students is considered at highest priority. With the support of faculty and students, we will strive for continuing women empowerment. Our focus is on imparting holistic Education, develop a community of scholars with talent and expertise that will participate in excellence and national development. Our students will Come forward to learn, go forth to serve and excel into the world with great strength, not only to do job but to remain beautiful human beings.

Concluding Remarks :

The United Institute of Management (UIM) has embarked on a comprehensive journey of self-reflection and quality enhancement, aligned with the vision and mission of the institution. Over the years, UIM has consistently worked towards fostering a student-centric learning environment, promoting research and innovation, and engaging in community outreach activities. These efforts are underpinned by our commitment to holistic education, ethical practices, and inclusive growth.

The college offers a venue for co-curricular, extracurricular, and curricular activities for the benefit of students' entire growth. Awards in prestigious cultural competitions have been given to our college students. The college makes sure that students have the chance to receive practical training by having them take part in internship activities.

Realizing the importance of skill development of students, the college has offered value-added / certificate programs continuously every year. The college has plans to get associated with the industry to provide job/skill oriented courses to improve the placement to 100%. The college has continuously upgraded its services and infrastructure to respond to the changing educational environments.

UIM stands at a pivotal moment in its journey towards excellence. The insights gained through the self-study process have reaffirmed our strengths and provided clarity on areas that require further attention. As we move forward, UIM is dedicated to fostering an environment of excellence, innovation, and inclusivity, ensuring that our students, faculty, and stakeholders continue to thrive. The college is eager to continue improving and is in line with national goals by giving students the required education and training to turn their project ideas into products that will benefit society and launch start-ups.