YEARLY STATUS REPORT - 2021-2022

Part A	
Data of the Institution	

1.Name of the Institution	NSHM KNOWLEDGE CAMPUS, KOLKATA – GROUP OF INSTITUTIONS
• Name of the Head of the institution	Prof. (Dr.) Subhasis Maity
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	03324033424
• Mobile no	9903250735
• Registered e-mail	subhasis.maity@nshm.com
• Alternate e-mail	drmaity61@gmail.com
• Address	124 B L Saha Road, Tara Park, Behala, Kolkata-700053
• City/Town	Kolkata
• State/UT	West Bengal
• Pin Code	700053
2.Institutional status	

• Affiliated /Constituent	**Affiliated**
• Type of Institution	**Co-education**
• Location	**Urban**
• Financial Status	**Self-financing**
• Name of the Affiliating University	**Maulana Abul Kalam Azad University of Technology**
• Name of the IQAC Coordinator	**Prof. (Dr.) Shampa Chakraberty**
• Phone No.	**03324032300**
• Alternate phone No.	**03324032301**
• Mobile	**9903250722**
• IQAC e-mail address	**shampa.chakraberty@nshm.com**
• Alternate Email address	**shampa.chakraberty@nshm.com**
3.Website address (Web link of the AQAR (Previous Academic Year)	**https://goikol.nshm.com/pdf/AQAR%202020_2021.pdf**
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	**https://goikol.nshm.com/pdf/NSHM%20Academic%20Calendar%202021-22.pdf**

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B++**	**2.82**	**2018**	**30/11/2018**	**29/11/2023**

6.Date of Establishment of IQAC	**31/01/2017**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	Nil	Nil

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**
• Upload latest notification of formation of IQAC	**View File**
9.No. of IQAC meetings held during the year	**4**
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	**Yes**
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

11.Significant contributions made by IQAC during the current year (maximum five bullets)

Greater emphasis on the approach and initiatives undertaken for effective Career Guidance and Placement towards better consolidation.
Providing necessary technical support to all departments for conducting online classes through Microsoft Teams
Online Feedback System is further streamlined by the initiative of IQAC enabling a smooth and convenient feedback process from the students.
IQAC regularly involves in planning the need for upgrading infrastructures and research facilities every year to promote or to enhance the quality research in the emerging areas, and curriculum enrichment. IQAC advises the institution, HOD's, librarian to procure books and research oriented equipment.
Restructuring, reorganizing, and further improvisation of Students Mentoring system policies

12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

Plan of Action	Achievements/Outcomes
Maintenance of Students Mentoring system policies	Post implementation monitoring of the process, and clarifications of any queries
Better management of Online Feedback System	Through the initiatives of IQAC a smooth and convenient feedback process from the students is further facilitated.
Constant availability of necessary technical support to all departments for conducting online classes through Microsoft Teams	Online classes using MS Team stabilized with due satisfaction of the student and faculty team
To carry out online Continuous Assessment for students	Online assessments were carried out through uploading question papers and instructing the students to upload their answers in Google Drive
Encourage and Motivate the faculty members to attend relevant webinars	Faculty members attended a large number webinars conducted by different institutions, namely UGC, and others
Organizing events of national importance in the online mode	There overwhelming response from the students and faculty members in all of these events
Ensuring the effectiveness of online conferences	There was adequate participation in the online in the conferences organized by the institution
Tuition fees waiver for students whose financial conditions were effected due to COVID-19 pandemic	Students whose financial condition were effected by the pandemic situation got benefit

13.Whether the AQAR was placed before statutory body?	No	

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14.Whether institutional data submitted to AISHE	

Year	Date of Submission
2020 - 2021	12/04/2022

15.Multidisciplinary / interdisciplinary

There is continued emphasis on development of multi-disciplinary approach in the learning system. Due to the restrictions of pandemic, the activities have been undertaken in the virtual mode. The students have responded spontaneously to make themselves available in those sessions. In line of NEP 2020, NSHM has put in best efforts to recognize, identify and foster the unique capabilities of each student by sensitizing the faculty members as well as the parents. Instead of rote-learning, there has been added focus on conceptual understanding of the subjects being taught. In the post pandemic periods, various events organized by all these departments, for example, art and painting, in the areas of sports and entrepreneurship, soft skill development, have been commendable in involving the students.

16.Academic bank of credits (ABC):

With respect to the best practices regarding implementation of Academic Bank of Credit, there is continued association with HBS on-line and there has been very good response from the students and the students have performed well in the program. The knowledge leveraged through HBS online courses have enhanced the performance of the students during their internship and also in the final placement sessions. Apart from this, adhering to the scope of the syllabus of the university (MAKAUT), the faculty members are encouraged to design their teaching contents those are uploaded in the LMS repository. The internal assignments, for example, case studies, MCQs are also developed by the faculty members and given to the students for working out.

17.Skill development:

NSHM Center for Innovation and Incubation inspires, motivates, and cultivates the innate human curiosity to bring out the talents in our students, leading them ahead of the path of creation, innovation, entrepreneurship. This initiative in turn has transformed many of our students as entrepreneurs. Over and above, the MBA program also in the past inducted students who are entrepreneurs of mid-size industries and they have contributed their experience in the learning system. Besides, the alumni visit the campus periodically and interact with the students sharing their experience in entrepreneurship and industry.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

Although the medium of instruction in the teaching and learning process is strictly English language, it has been observed that some sections of the students often find it difficult to follow due to their weaker exposure to the language. The students studying in NSHM Knowledge Campus Kolkata hail from different states of India. Although a large majority of the students domiciled in Kolkata and other districts of West Bengal, and are conversant in Bengali. For students hailing from other states find themselves comfortable in Hindi language. However, the faculty members take the initiative to identify those students and take

separate session either in Hindi or Bengali to clarify their doubts.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

Despite the constraints posed by the pandemic environment, NSHM Kolkata exerted all out drive to ensure the principles of outcome based education. Digital Learning platform integrates Learning Management System LMS), Collaboration and Communication to facilitate experiential learning for improved learner outcomes. Academic achievement is commonly measured through examinations or continuous assessments of the students by the University (MAKAUT), and the respective faculty. Performance indicators, such as academic grades, quality of project reports, CTC commanded in the job market, are a means to focus on specific expectations of a program in terms of student outcomes. These performance indicators are analyzed by a committee of faculty members, and these help in designing curriculum delivery strategies, and assessment procedures. These are usually communicated to students in the program description, and are stated in terms that inform the students about the general purpose of the program and expectations of the faculty. Clear communication of the teachers' expectations from students has gone a long way in improving the academic performance of the students. In the last five years, not only the overall academic performance of the students has been improving, but also the percentage of weak students has been declining. Through proper analysis of the links between educational outcomes and the Institution's physical resources, teacher quality and the students demographic and family background, the Institution endeavors to improve the input factors. Considerable focus has been put on the "softer" classroom process factors that might be seen as important, such as teaching style, the quality of teacher-student interactions and student academic engagement.

20.Distance education/online education:

In the pandemic environment the university (MAKAUT) initiated digital mode of conducting the examinations with a deeper and broader involvement of the faculty members. In the university, initiative of digital mode of examination, questions banks prepared by the faculty members, answer scripts transmitted to the faculty member in the online mode and corrected by them in online mode, the entire cycle of activities resulted in enhanced efficiency in result compilation and declaration. NSHM faculty members have contributed immensely in making this process a grand success.

The participation of the students and faculty members in On-line courses have been encouraging and with time there are more contents in the on-line portals. A large number of students from both Pharmacy and Management departments have successfully completed many of the modules of on-line courses resulting in enrichment of their knowledge. Besides, MOOC offerings are so varied that the students and faculty members find them abundantly

interesting and enriching. A sizable number of students have cleared the courses of NPTEL and SWAYAM as well as HBS Online.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	254

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	614

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	30

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	173

File Description	Documents
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	48

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	48

File Description	Documents

Data Template	View File

4.Institution	
4.1 Total number of Classrooms and Seminar halls	18
4.2 Total expenditure excluding salary during the year (INR in lakhs)	70
4.3 Total number of computers on campus for academic purposes	227

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

NSHM Kolkata has in place the time tested approaches of academic delivery. However, the mechanism adopted by both pharmacy and management departments isto ensure organized academic delivery begins right from the beginning of the Academic year when the teachers prepare the teaching plan of their respective subjects. The teaching plan is verified by the batch co-ordinator as well as director. There is sufficient flexibility in the teaching plan, so as to adopt the changes if any. The evaluation of the students is carried out periodically as per the norms of the University.

File Description	Documents
Upload relevant supporting document	**View File**
Link for Additional information	**https://www.nshm.com/who-we-are/**

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The academic calendar is prepared by the portal head of both pharmacy and management departmentsin consultation with the faculty members and looks into the maximum delivery options so as to benefit the students. The teachers prepare their individual Academic and Teaching plan for their respective subjects which is included in the Academic calendar. The teaching plan is verified by the batch co-ordinator as well as director. There is sufficient flexibility in the teaching plan to incorporate new ways of teaching the academic calendar is based on the teaching plans of teachers. The academic calendar follows the MAKAUT University

class schedule, holiday schedule, the internal examination schedule and the final examination schedule in totality.

File Description	Documents
Upload relevant supporting document	**View File**
Link for Additional information	**https://www.nshm.com/who-we-are/**

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	**B. Any 3 of the above**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	**View File**
Any additional information	**View File**

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

0

File Description	Documents
Any additional information	**View File**
Minutes of relevant Academic Council/ BOS meetings	**View File**
Institutional data in prescribed format (Data Template)	**View File**

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

1	
File Description	**Documents**
Any additional information	**View File**
Brochure or any other document relating to Add on /Certificate programs	**View File**
List of Add on /Certificate programs (Data Template)	**View File**

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

38	
File Description	**Documents**
Any additional information	**View File**
Details of the students enrolled in Subjects related to certificate/Add-on programs	**View File**

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The program curriculum of both the pharmacy and management departments effectively integrates cross-cutting issues relevant to gender, environment and sustainability, human values and professional ethics and leads to a strong value-based holistic development of students. Various activities are organized throughout the year as part of the curriculum that help in this endeavour. These cover the areas of gender sensitivity, environment & sustainability, and professional ethics and values

File Description	**Documents**
Any additional information	**View File**
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	**View File**

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

168	
File Description	**Documents**
Any additional information	**View File**
Programme / Curriculum/ Syllabus of the courses	**View File**

Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	**View File**
MoU's with relevant organizations for these courses, if any	**View File**
Institutional Data in Prescribed Format	**View File**

1.3.3 - Number of students undertaking project work/field work/ internships

34

File Description	Documents
Any additional information	**View File**
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	**View File**

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	**A. All of the above**

File Description	Documents	
URL for stakeholder feedback report	**https://goikol.nshm.com/naac.phphttps://goikol.nshm.com/na**	
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	**View File**	
Any additional information	**View File**	

1.4.2 - Feedback process of the Institution may be classified as follows	B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	**View File**
URL for feedback report	**https://goikol.nshm.com/naac.php**

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

190

File Description	Documents
Any additional information	**View File**
Institutional data in prescribed format	**View File**

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

47

File Description	Documents
Any additional information	**View File**
Number of seats filled against seats reserved (Data Template)	**View File**

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

At the commencement of every academic year, the college conducts counselling sessions/induction programmes for newly admitted students.NSHM assesses the learning levels of the students through four continuous assessments and two practical continuous assessments per semester, end-semester exam, assignments, presentation, viva-voce exam etc. on regular basis. Moreover, tutorial classes are held by the departments for the slow learners.

File Description	Documents
Paste link for additional information	**www.nshm.com**
Upload any additional information	**View File**

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
614	48

File Description	Documents
Any additional information	**View File**

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

- **Outcome-based Learning (OBL)**
- **Student-Centered Learning (SCL)**
- **Case Study (CS)**
- **Research based –project**
- **Problem-based learning (PBL)**

File Description	Documents
Upload any additional information	**View File**
Link for additional information	**https://goikol.nshm.com/naac.php**

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The academic year 2021-2022 was alsoaffected by COVID-19 pandemic although its intensity was milder than the previous year. As the classes were conducted in the blended mode, the faculty members continuted with their practice of usingthe Information and Communication Technology (ICT) enabled tools.for teaching and learning using MS Team and this has been very effective.

File Description	Documents
Upload any additional information	**View File**
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	**View File**

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

48

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	**View File**
Circulars pertaining to assigning mentors to mentees	**View File**

Mentor/mentee ratio	**View File**

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

48

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	**View File**
Any additional information	**View File**
List of the faculty members authenticated by the Head of HEI	**View File**

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

21

File Description	Documents
Any additional information	**View File**
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	**View File**

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

403

File Description	Documents
Any additional information	**View File**
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	**View File**

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

For both pharmacy and management departements of NSHM Knowledge Campus, Kolkata,the effectiveness of instruction and learning is evaluated internally using the four-part, time-divided continuous assessments CA1, CA2, CA2, and CA4. First and foremost, it is made sure that each student receives a fair, reasonable, distribution of marks. The assessments are based on case studies, MCQs, descriptive and short questions, appraoch towards problem solving.

Complete transparency is maintained in the evalaution process and the students whose performance is not as per the expectations, are specially taken care by the respective faculty memeber enabling them to be at par with rest of the group members.

File Description	Documents
Any additional information	**View File**
Link for additional information	**https://goikol.nshm.com/naac.php**

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

The faculty member in charge of the Central Examination Cell is a member nominated by the authorities. When conducting Continuous Assessment (CA) for theory, Practical Continuous Assessment (PCA), and Semester Exams, the Institute carefully complies with the requirements of the affiliating University. All CA and PCA marks, as well as Sessional, are uploaded into the University portal, where students can access them by logging in with their own login IDs. A student may submit an application for post-publication scrutiny (PPS) and post-publication review (PPR) after the results are published.

File Description	Documents
Any additional information	**View File**
Link for additional information	**https://goikol.nshm.com/naac.php**

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

All regulatory organisations, including the UGC, NAAC, and others, have mandated Outcome Based Education (OBE), a student-centered learning strategy, for higher education institutions. It aids in accommodating a preconceived set of required knowledge, abilities, values, or traits. Programme outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) are required for the flexibility and innovation in programme design, syllabi production, the teaching-learning process, and the assessment of student learning levels. The college's curriculum takes into account the many interests of the student body while also fostering the development of the human capital required for society and the country. The main goals of the POs and COs are to teach students the knowledge and abilities that are necessary for developing their competence and personalities.

File Description	Documents
Upload any additional information	**View File**
Paste link for Additional information	**https://goikol.nshm.com/naac.php**

Upload COs for all Programmes (exemplars from Glossary)	**View File**

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Assessment of Course Outcomes through University Examinations

Internal Assessments for Measuring CO Attainment

Total Attainment of Course Outcomes:

Achievement of Programme Goals and Program-Specific Goals

Indirect Evaluation

File Description	Documents
Upload any additional information	**View File**
Paste link for Additional information	**https://goikol.nshm.com/naac.php**

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

45

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	**View File**
Upload any additional information	**View File**
Paste link for the annual report	**https://goikol.nshm.com/naac.php**

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://goikol.nshm.com/naac.php

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 year (INR in Lakhs)

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

4,67,000

File Description	Documents

Any additional information	**View File**
e-copies of the grant award letters for sponsored research projects /endowments	**View File**
List of endowments / projects with details of grants(Data Template)	**View File**

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

1

File Description	Documents
Any additional information	**View File**
Institutional data in prescribed format	**View File**

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	**View File**
Any additional information	**View File**
Supporting document from Funding Agency	**View File**
Paste link to funding agency website	**www.nshm.com**

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The MAKAUT paper on Entrepreneurship has contributed to greater understanding of the idea. The subject covers the concepts of evolution of entrepreneurship, typicals characteristics of an entrepreneur, and besides, threre a dedicated cell on skill and entrepreneruship development headed by an experienced faculty member who guides the students using the principle named 'TAG' that stands for 'Think, Act and Grow'.

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	**https://goikol.nshm.com/naac.php**

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

0

File Description	Documents
Report of the event	**View File**
Any additional information	**View File**
List of workshops/seminars during last 5 years (Data Template)	**View File**

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

6

File Description	Documents
URL to the research page on HEI website	**https://goikol.nshm.com/naac.php**
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	**View File**
Any additional information	**View File**

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

13

File Description	Documents
Any additional information	**View File**
List of research papers by title, author, department, name and year of publication (Data Template)	**View File**

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

3

File Description	Documents
Any additional information	**View File**
List books and chapters edited volumes/ books published (Data Template)	**View File**

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

'Outreach', also known as the NSHM Centre for Social Action, is a special cell within NSHM. By organising student volunteers to take part in various outreach initiatives, frequently in cooperation with charitable organisations and NGOs.

File Description	Documents
Paste link for additional information	**https://www.nshm.com/campus-life/events-calendar/**
Upload any additional information	**View File**

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

0

File Description	Documents
Any additional information	**View File**
Number of awards for extension activities in last 5 year (Data Template)	**View File**
e-copy of the award letters	**View File**

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

0

File Description	Documents
Reports of the event organized	**View File**
Any additional information	**View File**
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	**View File**

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

0

File Description	Documents
Report of the event	**View File**
Any additional information	**View File**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	**View File**

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

34

File Description	Documents
e-copies of related Document	**View File**
Any additional information	**View File**
Details of Collaborative activities with institutions/industries for research, Faculty	**View File**

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

8

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	**View File**
Any additional information	**View File**
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	**View File**

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning. viz., classrooms, laboratories, computing equipment etc.

The institution since its inception has maintained high standards of infrastructural facilities and pedagogy,which are constantly reviewed and upgraded to reflect the latest trends and developments in higher education and meet the regulatory requirements. The classrooms are well furnished, seminar room with multimedia and audio-visual equipment to facilitate effective teaching/learning is made available. Facultyand administrative staff have been provided with adequate office space. The Institute premises also houses conference room, seminar hall, and auditorium. Sufficient ventilation is provided to the classrooms and laboratories ensuring the safety of the students.

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	**https://goikol.nshm.com/mandatory-disclosure.php**

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

The institute has been organizing various events, cultural activities over the time and invites eminent personalities from sports, cultural domain enlightening the students in the areas of extra-curricular activities.

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	**https://www.nshm.com/campus-life/events-calendar/**

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

11

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	**https://goikol.nshm.com/mandatory-disclosure.php**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	**View File**

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

146.22

File Description	Documents
Upload any additional information	**View File**
Upload audited utilization statements	**View File**
Upload Details of budget allocation, excluding salary during the year (Data Template	**View File**

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

In the 2021-2022 academic year the library is planning to implement the "Koha" an integrated Library management software to facilitate all the library operations.

File Description	Documents
Upload any additional information	**View File**
Paste link for Additional Information	**www.nshm.com**

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	C. Any 2 of the above

File Description	Documents
Upload any additional information	**View File**
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	**View File**

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	**View File**

| Audited statements of accounts | **View File** |
| Details of annual expenditure for purchase of books/e-books and journals/e-journals during the year (Data Template) | **View File** |

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

45

File Description	Documents
Any additional information	**View File**
Details of library usage by teachers and students	**View File**

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Hardware Infrastructure

1. **There are 2 nos. of Computer laboratories with 70 PCs and 56 PCs respectively. All the PCs are having original Microsoft OS and are under Microsoft Open Value Subscription-Education Solutions.**

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

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

Additional Information has been uploaded

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	**https://goikol.nshm.com/mandatory-disclosure.php**

4.3.2 - Number of Computers

227

File Description	Documents
Upload any additional information	**View File**
List of Computers	**View File**

4.3.3 - Bandwidth of internet connection in the Institution	**A. ≥ 50MBPS**

| File Description | Documents |

| Upload any additional Information | **View File** |
| Details of available bandwidth of internet connection in the Institution | **View File** |

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

283.81

File Description	Documents
Upload any additional information	**View File**
Audited statements of accounts	**View File**
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	**View File**

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

The institute has Administration Department headed by Manager to take care of the day to day operationsapart from contractual staff to assist. The Admin. Dept. is provided with separate cubicles & computer foreach staff.

Additional Information has been uploaded

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	**www.nshm.com**

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

89

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	**View File**

Upload any additional information	**View File**
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	**View File**

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

89

File Description	Documents
Upload any additional information	**View File**
Number of students benefited by scholarships and free ships institution / non-government agencies in last 5 years (Date Template)	**View File**

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	**A. All of the above**

File Description	Documents
Link to Institutional website	**www.nshm.com**
Any additional information	**View File**
Details of capability building and skills enhancement initiatives (Data Template)	**View File**

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

80

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

80

File Description	Documents
Any additional information	**View File**

Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	**View File**

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees	**A. All of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	**View File**
Upload any additional information	**View File**
Details of student grievances including sexual harassment and ragging cases	**View File**

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

25

File Description	Documents
Self-attested list of students placed	**View File**
Upload any additional information	**View File**
Details of student placement during the year (Data Template)	**View File**

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

50

File Description	Documents
Upload supporting data for student/alumni	**View File**

Any additional information	**View File**
Details of student progression to higher education	**View File**

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

7

File Description	Documents
Upload supporting data for the same	**View File**
Any additional information	**View File**
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	**View File**

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 year

5.3.1.1 - 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 year.

0

File Description	Documents
e-copies of award letters and certificates	**View File**
Any additional information	**View File**
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	**View File**

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

The institution encourages participative managements by the students to be receptive to suggestions and advice from different stakeholders to ensure wide ranging inputs to the decision making process and its subsequent implementation.

File Description	Documents

Paste link for additional information	**https://www.nshm.com/campus-life/events-calendar/**
Upload any additional information	**View File**

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

4

File Description	Documents
Report of the event	**View File**
Upload any additional information	**View File**
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	**View File**

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

The Alumni Association has made significant contributions to the development of the Institution through non-financial means over the years.

File Description	Documents
Paste link for additional information	**www.nshm.com**
Upload any additional information	**View File**

5.4.2 - Alumni contribution during the year (INR in Lakhs)

E. <1Lakhs

File Description	Documents
Upload any additional information	**View File**

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

VISION OF NSHM

"To be a Knowledge Hub of Global Excellence"

MISSION OF NSHM

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

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

ORGANIZATION VALUES

The values of an organization are its pillars which help in its overall growth and enhancement. They establish a foundation onto which expectations and trust is built.

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

CORE VALUES

1.Nation and Society

2. Heritage

3.Trusteeship

4. Human Resource

5.Quality

6. Innovation

7. Ethics

File Description	Documents
Paste link for additional information	**https://www.nshm.com/who-we-are/**
Upload any additional information	**View File**

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

As part of a larger effort to change public management systems, education is being decentralised in a number of different countries. Decentralisation, which is the process of distributing or dispersing functions, powers, and personnel away from a central location or authority, has been practised by the NSHM Group of Institutions, however, right from its establishment. NSHM is aware

that governance structures have a significant impact on how well the constituent institutes offer services. Decentralisation also promotes accountability, teamwork, attentiveness, and lessens alienation in the Institution's governance.

File Description	Documents
Paste link for additional information	**https://www.nshm.com/who-we-are/**
Upload any additional information	**View File**

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Over the time, the NSHM ERP system which is a product of TCS named IoN has been exhaustively customized depending on the needs of the user departments. The institute has adopted ERP system on development of organizations management system which will provide a platform for various administrative procedures including accounts and HR management, academics and examination, student and faculty attendance. The library has been upgraded by the use of digitalization allowing quick entry of accession numbers of book, title availability and author index. Every department and faculty members are provided with computer with internet facility through LAN connection for the ERP software which allows to enter academic details like timetable, student attendance, lesson plan, list of experiments. College has allotted individual organizational email id to every faculty member, staff and student through which important communications and student related circulars like examination, academic calendar, sessional examination are circulated periodically. The institute has a well-developed website www.nshm.com, which is updated regularly, various co-curricular activities like seminars, conferences, fresher's welcome, alumni meet are communicated to the stakeholders through website and institute coordinated social media updates like Facebook, WhatsApp and tweeter. However, all these events, because of the pandemics were conducted in the virtual mode and there had been widespread response to each and every event conducted during the lock down and post lock down period.

File Description	Documents
Strategic Plan and deployment documents on the website	**View File**
Paste link for additional information	**www.nshm.com**
Upload any additional information	**View File**

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

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

manual. Other operational policies and procedures are framed in the meeting of the board of trustees. These policies govern the regular work practices of the NSHM Knowledge Campus, Kolkata-Group on Institutions.

File Description	Documents
Paste link for additional information	**www.nshm.com**
Link to Organogram of the institution webpage	**https://assessmentonline.naac.gov.in/storage/app/hei/SSR/100825/6.2.2_1515512136_818_.pdf**
Upload any additional information	**View File**

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	**A. All of the above**

File Description	Documents
ERP (Enterprise Resource Planning)Document	**View File**
Screen shots of user inter faces	**View File**
Any additional information	**View File**
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	**View File**

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. he welfare measures are not in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions and creation of harmony.

SPECIAL FACILITIES DURING COVID

- **On relaxation of COVID norms by the Government during this period, the teaching staff members continued to work from home and attended office three days a week**

- Employees affected by COVID were granted fortnight's leave with pay

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

1. Health Checkup Policy

2. Relocation Policy

3. Work Anniversary Celebrations

4. Birthday Celebrations

5. NSHM People First ™ – An HR Initiative

6. NSHM Fit 4 Life ™ - An HR Initiative, to start in 2018

7. Picnic

8. Cultural Events like Tak-Jhal- Misti

9. Sabbatical Policy

10. Mediclaim

11. Accidental Insurance

12. PF

13. ESI wherever applicable

14. Declared holidays

15. Marriage policy (special marriage allowance)

16. Special tie-up with hospitals

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

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

19. Maternity and Paternity leave

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

requirements

File Description	Documents
Paste link for additional information	**www.nshm.com**
Upload any additional information	**View File**

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

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

0

File Description	Documents
Upload any additional information	**View File**
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	**View File**

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

15

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	**View File**
Reports of Academic Staff College or similar centers	**View File**
Upload any additional information	**View File**
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	**View File**

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

16

File Description	Documents
IQAC report summary	**View File**
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	**View File**

Upload any additional information	**View File**
Details of teachers attending professional development programmes during the year (Data Template)	**View File**

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

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

File Description	Documents
Paste link for additional information	**www.nshm.com**
Upload any additional information	**View File**

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The financial resources are managed in an effective and transparent manner. Each andevery transaction is supported by bills and voucher. All the expenditures, recurring and non-recurring are incurred through cheques, demand drafts or on-line transaction. For effective verification of accounts, internal and external audits are doneperiodically. There is a maker checker mechanism built into the system where every financial data is checked and verified before it is entered into the system. Approval levels are well defined as per hierarchy and adhered to.

File Description	Documents
Paste link for additional information	**www.nshm.com**
Upload any additional information	**View File**

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

2	

File Description	Documents
Annual statements of accounts	**View File**
Any additional information	**View File**

Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	**View File**

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

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

File Description	Documents
Paste link for additional information	**www.nshm.com**
Upload any additional information	**View File**

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

IQAC team of NSHM always focusfor substantial and effective improvement of the quality of education along with its process and techniques of delivery to the students' community. This approach not only fosters global competencies among the students and enable the stakeholders to make a quest for excellence, it sets a benchmark establishing the quality of education.

This quality centric approach was conceived through radical change in the conventionallearning processes. The institute took up challenge of 'Learning Process Reengineering' where IT played a key role in bringing about the coveted change. Academic ERP provided by Tata Consultancy Services (TCS IoN) has been of great benefit in delivering the aspired quality of education to its stakeholders. However, the following areas of IQAC contribution, often relevant to the pandemic scenario, can be highlighted:

a. Hygiene and Safety of Student, Teaching and Non-teaching staff

b. Attendance Recording and Monitoring System

c. Learning Management System

File Description	Documents
Paste link for additional information	**https://goikol.nshm.com/iqac.php**
Upload any additional information	**View File**

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

With an objective of holistic development of students both morally as well as academically for survival in the professional field, it is the duty of the institute to implement, follow up and monitor systematic upgradation of facilities for the students. This effort may require additional guidance and moral mentoring to average and weaker groups of students so that survive and flourish later in the profession along with the prescribed curriculum.The result of systematic upgradation of the teaching-learning process has developed in the lastfive years improved student-teacher relationship

Academic upgradation

Troubleshooting and resolving student-related issues by personal counseling, particularly during the COVID period when some of our students faced mentaldepression

File Description	Documents
Paste link for additional information	**https://goikol.nshm.com/iqac.php**
Upload any additional information	**View File**

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	**https://assessmentonline.naac.gov.in/public/index.php/he** **part=2**
Upload e-copies of the accreditations and certifications	**View File**
Upload any additional	**View File**

information	
Upload details of Quality assurance initiatives of the institution (Data Template)	**View File**

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Our institution shows gender sensitivity in providing facilities such as:

Safety & security:

- Institute maintains gender equality in all aspects.
- Healthy atmosphere is maintained by celebrating various activities like Fresher's Day, Teachers Day, Independence Day, Republic Day, Pharmacists' Day, etc.
- Seminars conducted on Women empowerment, sexual harassment, Breast cancer awareness Programme etc.
- Contractual women for security and women house-keeping staff for daily cleaning activity and are posted in front of female washrooms.
- For disabled students' PH toilet, wheel chair etc. are provided
- Internal complaint and Anti ragging committee for students' grievances.
- Blood donation camp organized on the occasion ofNational Pharmacy week, for the benefit of the public.
- Our campus is smoke-free.

Counseling:

- All kinds of academic help are provided foreconomically and socially weaker students. As per State Govt. directive, Full free & half free studentship, TFW admission are implemented.
- Women Grievance Redressal Cell for the benefit of the women employees and girl students.
- Career counselling for Higher Education as well as Training and Placement activities are regularly undertaken, if necessary along with Parents' counselling.
- Faculty members were constantly in touch with students virtually to help them in times of need.

Common room:

- Separate Common room for Boys and Girls.

- **Separate hostel facilities**
- **Indoor games like Carom, Table Tennis have been provided as gender equity initiatives.**
- **Gymnasium equipment are provided for Boys.**
- **Stress relieving activities like Yoga classes for women.**
- **Foreign Language teaching was undertaken as skill development programme.**

File Description	Documents
Annual gender sensitization action plan	**https://www.nshm.com/wp-content/uploads/2021/04/internal-complaint-committee-kolkata.pdf**
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	**www.nshm.com**

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	**D. Any 1 of the above**

File Description	Documents
Geo tagged Photographs	**View File**
Any other relevant information	**View File**

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

For Solid Waste Management the Institute has tied-up with Kolkata Municipal Corporation (KMC) and also pays KMC for the service.The institute has tied-up with Hulladek for E-waste Management.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	**View File**
Geo tagged photographs of the facilities	**View File**

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	**View File**
Any other relevant information	**View File**

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. Restricted entry of automobiles 2. Use of bicycles/ Battery-powered vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping	B. Any 3 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	**View File**
Various policy documents / decisions circulated for implementation	**View File**
Any other relevant documents	**View File**

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus	A. Any 4 or all of the above

environmental promotional activities

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	**View File**
Certification by the auditing agency	**View File**
Certificates of the awards received	**View File**
Any other relevant information	**View File**

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**A. Any 4 or all of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	**View File**
Policy documents and information brochures on the support to be provided	**View File**
Details of the Software procured for providing the assistance	**View File**
Any other relevant information	**View File**

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

To develop the emotional and religious feelings among the students and the faculty,commemorative days are celebrated on the campus with the initiative and support of the management for not only recreation and amusement but also to generate the feeling ofoneness and social harmony. Both teaching and non-teaching staff members jointly celebratethe cultural and regional festivals, like New-year's day, Fresher Welcome, teacher's day,orientation and

farewell program, Induction program, rally, plantation, Yoga day, festivals like Diwali Mela celebration, Holi Milan celebration, New Year celebration etc. religiousritual activities are performed in the campus. Motivational lectures of eminent persons of thefield are arranged for all-round development of the students for their personality developmentand to make them responsible citizens following the national values of social and communal harmony and national integration.

Besides academic and cultural activities, we have built up many strong infrastructures for a variety of sports activities for the physical development ofthe students. In this way the institute's efforts/initiatives in providing an inclusive environment for everyone with tolerance and harmony towards cultural, regional, linguistic,communal socio-economic, and other diversities.By providing a barrier-free environment, needed facilities, and human and technological assistance, the department takes continuous efforts to make the differently-abled feel included in every part of the activity of the college. The department has revised the curriculum with the inclusion of topics related to human rights, peace, tolerance, love, compassion, harmony, promotion of social values, awareness of environmental protection, and ethics.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	**View File**
Any other relevant information	**View File**

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

NSHM encourages the students to participate very enthusiastically in activities related to value education, knowledge centric activities The College celebrates the Independence Day Camp; Republic Day vigorously. In these events faculty members of all departments, along with students organize various academic and co-curricular activities for the propagation of the awareness of the duties as citizens. Guest speakers on these occasions are invited from the Indian Armed Forces who enlightens the audience of students and faculty members on theroles and responsibilities of Indian Citizen. The students under the guidance of the faculty members put up performances of patriotic songs, dances and these are appreciated by the gathering. The students of Pharmacy department actively participated with the faculty mebers for successfully organizing the COVID vaccination camp with Medica Superspeciality Hospital. The students also participated in webinar on the challenges of healthcare sector in the COVID situation held on August 21, 2021

File Description	Documents
Details of activities that inculcate values; necessary to render	**https://www.nshm.com/event/inauguration-of-vaccination-center-at-nshm-knowledge-campus/**

students in to responsible citizens	
Any other relevant information	https://www.nshm.com/event/challenges-of-the-healthcare-sector-in-the-covid-situation/

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff   4. Annual awareness programmes on Code of Conduct are organized

File Description	Documents
Code of ethics policy document	**View File**
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	**View File**
Any other relevant information	**View File**

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

In view of the relatively relaxed environment prevailing from the end of 2021, there were gathering but with adequate precautions and retractions. As usual, the institute takes sincere initiatives to celebrate the national holidays, for example, Independence Day (15th August),which was celebrated in the virtual mode, Republic Day (26th January) with participation from the students and the faculty members. National flag hoisting followed by patriotic songs, plays are put up by our students under guidance of our faculty members. Apart from these, the students of the institute also celebrate Teacher's day every year on 5th September to commemorate the birthday of former President of India Dr S Radhakrishnan. Gurudev Rabindranath Tagore's birthday on 25th Baisakh is celebrated through rendition of his songs and poems by the students and faculty members. World Health Day on 4th April is

observed through health awareness programs like posters campaigns, health check-up camps etc.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	**View File**
Geo tagged photographs of some of the events	**View File**
Any other relevant information	**View File**

7.2 - Best Practices

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

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

1. Regular conduction of student centric activities

2. Encourage Faculty and Student Research

  1. Regular Conduction of Student Centric Activities
     1. Outcome:
         1. Orientation programme for UG, and PG programs
         2. Organization of workshops, seminars, guest lectures
         3. Festivals, special days
  2. Encourage Faculty and Student Research
     1. Outcome:
         1. Faculty and student development programmes, increase in articles, seminars, conferences, workshops, research activities

File Description	Documents
Best practices in the Institutional website	**www.nshm.com**
Any other relevant information	**www.nshm.com**

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

One of the major objectives of the institute is to groom and develop students who would be industry ready and meeting this objective is a bigger challenge in view of the constraints posed by the pandemics. Nevertheless, NSHM had dedicated sessions with the students invirtual mode to develop the potential of the students. To achieve this, the needs of market must be understood and shared with the students through grooming activities and other related functional tasks that would enrich their leadership quality coupled with the knowledge of the subject matter as well

as industry scenario. All these together would contribute immensely to instil in them the skill based leadership. Because of the constraints of pandemic, the students attended many online sessions conducted by professionals of management domain as well as other walks of professions.

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

7.3.2 - Plan of action for the next academic year

In view of the prevailing normal scenario, the following activities can be planned for the future, namely

i) Strengthening the interface withthe industry bodies namely CII, and FICCI apart from the routine visits.

ii) More attention in propagating entrepreneurship skills among the students so that they become self-reliant and become successful entrepreneurs.

iii) Protection of the environment is the buzzword of the day. The usage of led lights, waste management, and the green campus is already in place.

iv) To promote the spirit of research and development among the faculty members and take the students for collaboration. This would nurture the potential for innovation. The Institute can undertake projects in such areas,

v) More emphasis on yoga and meditation for a healthy mind and body. Full-fledged initiative for its implementation is ongoing
vi) Leveraging information and communication technology to access global resources is important and how best the students and faculty members can have greater access to those resources more and more needs to be explored.

vii) To undertake social projects through 'Outreach" to generate social awareness.

viii) Organize collaborative sessions to spread awareness of ethics and human values.