SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

BORA INSTITUTE OF MANAGEMENT SCIENCES

BORA INSITITUTE OF MANAGEMENT SCIENCES, NH-24, NEAR SEWA
HOSPITAL, SITAPUR ROAD LUCKNOW
226201
www.bims.org.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Bora Institute of Management Sciences, Sitapur Road, Lucknow is run by Sri Krishna Educational Society founded by Late Shri D.P. Bora, a outstanding Politician, Social Worker and two time member of UP State Assembly, who transformed their spirited vision and dream to reality in the shape of Bora Institute of Management Sciences, Sitapur Road, Lucknow. Started with only one course, at present, Institute associated with University of Lucknow, Lucknow, the only A++ NAAC Graded state university of Uttar Pradesh for B.Ed., B.El.Ed., BBA and B.Com. courses at undergraduate level. The institute is known for excellence in academics, sports and all others aspects of students' life. Bora Institute of Management Sciences from the of inception, committed to promoting the culture that inculcate the human values in students. Spread over many acres of land, near NH-24, Near D.P. Bora Superspeciality Hospital, Institute have well developed Infrastructure with all facilities.

The management of Institution is always committed to creating an open, welcoming and inclusive community that set high standard for achievement in a creating, dynamic and supporting environment. For the fulfillment of the objectives, Institution provides more and more practical exposure to the students, live projects, interaction with expert, Internship, throughout the duration.

Institution was Accredited Grade 'B' by NAAC at 2017 and under the process of cycle-2 the IQAC of the Institution always monitor the activities of the institution and promote all the measures academic as well as administrative for improvement in quality. Institution is well known for very high standard of rigor and upcoming quality shown by the faculty member and authorities in faciliting and imparting education. The institution always focuses on fusion of tradition and technology.

Vision

Bora Institute of Management Sciences, have tried to established itself as a prominent institute in dispensing knowledge and skill development of the students, which is also mentioned in our vision as, ***"The vision of institute is to foster youth empowerment by incorporating revolutionary step in academic program. Collaborative efforts shall be taken to attain academic excellence rooted with values so as to develop a fine human resource for serving the nation and society. All stakeholders should actively work to achieving the excellence for the institution and students."*** We strive to accomplish this vision by ensuring proper planning till execution. By cohesive efforts of all individuals we have tried to bring academic excellence in our students and by inculcating righteous values in individuals we made a significant contribution in our society.

Mission

 "Creating an innovative and intellectual environment in the campus with focus on practice oriented learning driven by strong corporate interface in a technology-rich, national market place." To achieve this, the institute has always put forward step in implementing the best practices for overall growth which is also mentioned in our aims as followed:-

• To consistently upgrade teaching-learning policy, methods and apparatus in accordance with the prescribed standards.

• To incorporate value-added, vocational and professional courses in its curriculum.

• To continue to enhance its extension activities and outreach programmes.

• To expand the range of disciplines/subjects available to students at the under-graduate level.

• To introduce post-graduate programmes in a phased manner.

MOTTO-
BHAUTIK UNNATI, SHIKSHA KE BADHTE KADAM (????? ?????, ????? ?? ????? ???)

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

• The Institution is situated on nearby NH-24(Sitapur Road Lucknow). The location of institution and good accessibility is our strength which gives an edge to institution. We have well developed Infrastructure, Green and Clean campus with natural light, air and proper ventilation in classroom, Lab and other place of activities. Based on the educational thinking of our founder Late Sri D.P. Bora, that the learning environment need to be clean, calm and the institution provide its students best possible exposure in various filed.

• More than three fourth of the staff members are Ph.D Degree holder, NET qualified or enrolled Ph.D Programme on average of the past 5 years. This self speaks for the credentials of the college. It is perhaps one of the best amongst all the self finance degree colleges in the city.

• For providing better education to all students both online and offline medium of education is provided. Campus is Wi-Fi enabled with proper computer labs, well trained and technological skilled faculty members easily blend their online & offline classes. Other value additions are our smart board classes and ICT labs too.

• Institute provides best possible exposure in various fields, to make the students understand what they are learning particularly. The college organizes industrial visits, summer training session, experiments, seminars, internship and debates, training and workshop programs. When the students complete their course, they have practical experience and theoretical knowledge both.

• One of the major strength is that college emphasis on the holistic development of the students. Students can be trained for practical world. We conduct regular activities like prayer sessions, community engagement programs, and social welfare activities for overall development of the students

• We are effectively implementing the curriculum provided by the university. All theoretical, practical and sessional scholastics activities are followed according to the guidelines of the university. We provide maximum optional papers to facilitate our students for better selection of papers according to

their choices & interest.

- Institution is co education institution. The institution environment is very safe and good, therefore near about three fourth students are girls, out of total strength in all sessions. College management lays special emphasis on gender equity and has a policy to promote women education. Therefore, we have majority of girls studying in institute. Students are under strict supervision of CCTV camera. Providing all facilities to student on the top priority basis.

Institutional Weakness

A weakness is a factor requiring improvement internally. These factors result in making the institution unable to take advantage of an opportunity.

- Though the institute imparts high quality learning in branches of knowledge but the institute close down the masters programmes like MBA and M.Com. because the allotted seats for the above mentioned courses by the AKTU and LU were never able be filled up completely.

- Institute always try to implement new government scheme and policies from time to time in our institution but could not utilize the potential to the fullest extent in terms of National Service Scheme. Therefore, the institutes discontinue the NSS.

- Most of the students of different courses are from outside district and because of that they are paying high amount for residential purpose therefore due to paucity of funds, the college is not having any residential for the staff or students.

- The institution is running under self finance scheme that is why the teaching staff those who are looking for development in career are moving forward. This leads to frequently abandon of teaching & non-teaching staff.

- The allotted seats are vacant in BBA & B.Com. course that leads to deflation which affects the availability of financial resources for development.

Institutional Opportunity

- The institute provides the opportunity to join, short term courses like CCC, Yoga Courses for our under graduate scholars.
- The institute provides an opportunity to the students to attend actively one day awareness activities on various social issues which help them in better understanding and serving the society.
- Various Faculty Development Programs provide teachers an opportunity to have new skills and update their knowledge which is an important pre requisite for improving their efficiency and maintaining relevance in change times.
- The institutes organize national & international level seminar/workshops & conference where the students as well as teachers get opportunities to interact with experts in their respective fields, as also with their seniors in the subjects.
- The institutes always strive for the bests therefore the institute always provide opportunities to empower research mindset in faculty members who can get their research papers & articles published in UGC

care listed journals and can get their books published for academic excellence.

- Skill based and industry relevant education and training, beyond the syllabus is undertaken by the institution on regular basis. There is, however, still a large scope to expand this initiative and launch their own startup.

- As the modern era is regarded as age of collaboration with this context, the institute provides an opportunity to collaborate & share of its resources with other institute to develop an efficient ecosystem for the development of self & society.

- The institute is continuously producing young and learned professionals through various courses (B.Com. & BBA) and teacher education courses (B.Ed. & B.El.Ed.) by seeking advice from the career counseling and placement cell.

- The institute promotes a gender sensitive environment by conducting gender related programmes in the institute of women studies regularly.

- The institute act as an bridge between the student who are looking for job and job provider companies by updating them with various placement opportunities and as well as organizing various job fare for our students within the campus.

Institutional Challenge

- The learner is the central point of all academic activities. As we receive admissions from village, small towns and big cities so there is heterogeneity in the classroom. To overcome this economic, social, regional and linguistic diversity, sometimes it proves to be a challenging task for teachers.

- Students chiefly receives the government aided scholarship. The institute wants to overcome this dependency as it sometimes gets delayed due to some unavoidable circumstances. The learner of low economic background faces hard time due to delayed receiving of such scholarships.

- The institute though offers admission on part-payment or installment basis system but procuring the remaining fee amount in scheduled time becomes delayed due to certain conditions at the part of students as it increases after covid pandemic.

- The institute recruits the qualified professionals which offer their fine services at their part. But, sometimes it becomes challenging to retain few professionals in long run due their own personal causes and circumstances.

- For promoting innovation practices there is need of high degree of creativeness. To develop

entrepreneurship skills, first mindset has to become in accord with the realization of self-interest, deciding the workable problem and overcoming the hurdles of risk management is quite necessary. Such mindset of learners is difficult to prepare as most of the youth is focused in getting a government or highly paid salaried jobs in corporate. For nurturing such entrepreneurial mindset is quite challenging in various aspects.

- To admit students on total approved intake strength in BBA & B.Com. courses. It provides institution more financial resources that speedup development of Infrastructure and instructional facilities and offer better package to teaching and non teaching staff.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The success of any academic institution is implicit in its ability to deliver effectively the goals and objectives of its adopted curriculum though a proper and well-planned mechanism. The Institution has developed a mechanism for curriculum delivery and documentation. For effective curriculum delivery, IQAC of our college, under the direction of the Principal, prepares an academic calendar prior to the start of the academic year with tentative dates for major academic and other activities to be held during the academic year in accordance with the university schedule. Heads of Departments hold departmental meetings with faculty members in the first week of July to assign work load connected to teaching and other administrative obligations of the department for the academic session. Preplanning of the pedagogy by concerned faculty is used for every single session by means of a Lecture Plan and schedule. Time-table is well prepared before the commencement of each semester sticking to the University stipulation. The faculty members are required to prepare a lesson plan including course outcomes, course objectives, content topics, reference books etc. and lecture schedule for their subjects, on the basis of the academic calendar. Faculty orientation is given by Senior Management and experienced faculty members as to what is expected and the way to go about the completion of the different topics. At the beginning of each semester or term, the Board of Studies chaired by the Principal reviews the course plan and its delivery before putting it into practice. Faculty members are reinvigorated to impart the curriculum through groundbreaking teaching methods such as presentations, coursework, workshops, seminars, Real-time Simulations and industrial visits besides the regular chalk and talk methods by setting self as model example Various co-curricular and extra-curricular activities to be conducted during the course of the term. Extra classes are conducted, if the syllabus is not completed as per scheduled Time-Table. Periodic tests are conducted in each department to check the progress of students and learning of slow learners is strengthened by conducting remedial classes of each subject. Monitoring of the effectiveness and pace of curriculum delivery is done by the Principal on regular basis. The important topic inputs including online reference material links are uploaded on the website for students. Current affairs, statistics, human interest testimonies, news paper and magazine clippings, presentations, assignments, workshops and field trips help in the effective implementation of the curriculum. Information and Communications Technology (ICT) is leveraged for imparting teaching-learning and conducting Quiz Test. E-Resources are available online for students'. Self-study mechanisms in the form of projects and presentations are encouraged.

Teaching-learning and Evaluation

The institution admits students on basis of rules and regulation of state government of Uttar Pradesh. Seats are filled as per the university norms. Orientation programme is conducted for fresher's to acquaint them with the functioning of the college. BIMS has also continued to maintain a student to faculty ratio of sanctioned posts as

per the sanctioned intake in keeping with the affiliating university norms. The institution caters to student's diversity as it accesses the learning capacity of students. For slow learner, remedial classes, parent teachers meeting, special arrangement and counseling sessions are conducted to accelerate their academic progression.

The college promote e-learning for enhanced learning experiences. Number of the classes are furnished with smart board, computer internet connectivity. Institute has a learning management system students' centric methods of teaching learning, blended, experiential participate learning and problem solving methodologies are used. The excellent mentor-mentee system of the institute takes care of academic and stress related issues. Academic calendar and teaching plans are strictly followed and are audited regularly.

The students performance are evaluated on the continuous and comprehensive evaluation system. The Institution adheres the norms of University of Lucknow which follow the pattern of evaluation of external (theory & practical) as well as internal assessment. College has a well defined process for addressing the grievances with reference to the evaluation process. HOD's effectively and timely take meeting with the department faculty members as and sort out the internal assessment related problem.

Program outcomes, program specific outcomes and course outcomes for all the programmes are communicated. The objective of each course is all undergraduates are duly drafted and presented in the detailed curriculum. The departments adopt both direct and indirect methods for assessment. In direct method, internal test, assignment attendance and indirect method college use feedback, Alumni Survey, Co-curricular activities etc.

Students' achievers are awarded and recognized during the special day.

Research, Innovations and Extension

In the area of research, faculty members are trying doing their best. The institute is a self finance institute, so governments research grant are not easily being provided to us , but our institution invites many experts (like retired professors of the universities etc .) for their valuable suggestions for the improvement in knowledge regarding research methodology and paper publication . The institution conducts many workshops, seminars and faculty development programs (FDP) time to time to create the research environment in the institution. A part from the Institution, faculty members also participate in many research activities like participation in seminars, workshops, conferences and faculty development programmes. The Institution provides them paid leaves for attending these activities and programmes.

Many faculty members are indulged in writing research papers and books to enlighten the society through their knowledge. Several faculty members are enrolled in research course (PhD Course).

Now a days, innovations and technology are the backbone of the educational system. So, for fulfillment of this purpose, our college performs various innovative activities in the college campus. Peer teaching and team – teachings are also conducted in the Institute time to time. The Institution provides facility of smart boards, by using smart boards our faculty members try for connecting the students with the use of technologies. Classes were placed in the time table for ICT by which students can use computer without facing any problems or issues. Bora Institute of Management Sciences appoints qualified and skilled teachers who fulfill the criteria of UGC and Affiliating University and students are trained and guided by these skilled teachers.

Teacher Education students of BIMS, prepare various models on different educational topics in innovative manner. Institute also provide them opportunities to present their work in the form of exhibition.

B.ED and B.EL.ED course students are also engaged in internship work and Action Research Work.

Extension activities are also the part of any educational institution. So, for attainment of this purpose. Institute have coordinated with different NGOs and engaged our students in many community work. Institution organizes many awareness activities and lectures for engaging the students with society also.

Infrastructure and Learning Resources

Our management has decentralized the system and procedures for the maintenance and utilization of physical infrastructure for academic and support facilities. The institute have maintained infrastructure for the conduct of academic, sports and other co-curricular activities. It has well architected building with large classroom, conference room, faculty room, library, computer lab and other labs as well. The college has a big sports ground. The green cover of the campus is well maintained by a full time gardener.

There are different digital, technological facilities available in the college. There are four smart classrooms, two computer labs and digital equipped conference hall. The college building and library are facilitated with the Wi-Fi connectivity. The library is partially automated. C.C.TV. covers every classroom and all possible area of the campus. There are adequate library and learning resources in the institute. A significant number of books and journals have been maintained and good number of students and faculty utilizes the library resources on regular basis.

Ample amount of ICT resources are provided with WI-FI connectivity. The college has adequate number of computer systems with proper internet connectivity at necessary places. College website and mobile application is maintained and update on regular basis. Our college strives to provide advance and update ICT facilities to students and teachers. E-Contents by faculty members of all departments are available on the application and also accessible on social media platform like YouTube.

College invests a reasonably large budget for augmenting its infrastructure year on year. External Housekeeping is outsourced for few necessary things and for other plans; internal supervisor maintains the internal housekeeping matters such as- maintenance of services like electrical fittings, plumbing, sewage-treatment and garbage disposing, etc. For cleanliness and sanitation facilities are maintained by sweepers and cleaners in entire campus. Dustbins are placed at every floor. Safe RO drinking water is adequately maintained in entire campus at various points. Fire safety and extinguishers is adequately available for unseen circumstances. Team of security guards is placed at every entrance and exit points to cross check visitors and ensure safety for everyone.

Student Support and Progression

BIMS also keep the welfare and progress of students on first priority. BIMS provides scholarships on merit and Economic status basis both. In addition to that, a no. of students received scholarships from the government. Academically students are further supported from day one of their admission. As stated earlier in the document most students join from Hindi Medium Schools and struggle to copy with English. Institution takes a special interest in identifying the areas of weakness of each student records it, and provides personal guidance and mentoring until they attain a minimum acceptable level required for understanding the subjects provided in the curriculum. The college provides guidance for competitive exams, career counseling, remedial coaching and personal counseling for the enhancement of the capabilities of students. The Institution has a placement cell to

assist the outgoing students in seeking employment. The college has a career counseling cell to guide students regarding career place. And time to time provide the extra class for CTET/UPTET. A strong student Grievance Redressed Committee and Anti Ragging Committee have been established to redress student grievances.

We are organizing opportunities to the students for preparing competitive exams like CTET, UPTET and other higher educational exams by assigning/ allotting them a class every day. We always help them for placement in various organizations. A student council made up of students has been established by the college. The student council meets frequently as a representative body of the students to plan the strategies for creating a long lasting learning environment. Any recommendations made by the council during the meeting have all been attempted to be implemented by the college's administrative authorities. Students are part of various academic and administrative committee. The college has our Institute to occasionally have alumni gatherings. We have scheduled alumni gatherings for the same series in order for them to share their experiences at the college. The alumni play highly essential responsibilities for the college such as aiding in the development and expansion of an Institution brand through word of mouth advertising. Today's students and alumni are unquestionably actively participating in a variety of Institutional initiatives for the benefit of the students that are profitable to both groups. The alumni organization offers a platform for establishing new friendships and professional connections with persons from like backgrounds. The alumni committee is active throughout each session, however due to the covid 19 outage in 2020-21; the committee was only able to communicate online.

Governance, Leadership and Management

The composition of the institute with its aims, objectives and policies clearly stated is enforced at every level. The vision and mission statement with the motto, guide us to pave out the academic programmes and annual planning accordingly. The policy of decentralization is essentially followed at both levels whether it academic or at administrative level. Teaching staff is engaged in academic while non-teaching staff in administrative work. Followed by management of the institute, authority comes to College Development Committee and Internal Quality Assurance Cell. The Principal, Vice Principal, Office Superintendent, IQAC coordinator, Chairmen of committees and heads of the departments work collaboratively to complete the tasks timely and effectively. Recruitment of staff, promotions, increments and other procedures are strictly as per guidelines of UGC and the University of Lucknow. Use of technology is promoted in office work. Help of MS-office software and other services are incorporated for salaries, admissions, accounting, book-keeping, and examinations. Most of the work is done online. Teaching and non-teaching staff is relived from duties to attend seminars, conference, workshops and training programmes as a professional development and career advancement. The orientation program, refresher course, short term course and other faculty development programs attended by the staff is maintained as a record. All departments are encouraged to organize seminars, conferences every year. The salary and non-salary grants, fee collection, donations, funds for schemes, and expenses are timely audited by internal Chartered Accountant. IQAC supervises the academic excellence and makes teaching leaning process more and more learner centered. The curriculum delivery in classrooms is monitored by IQAC. As per the guidelines of NAAC and IQAC the coordinator of various committees monitors the work as per decided plan. Academic and Administrative Audit, is done by internal agencies. IQAC conducts quarterly meeting of the members to formulate plan and programmes necessary for the development, leadership and management on the basis of policies of decentralization based on democratic and participatory grounds.

Institutional Values and Best Practices

At BIMS we believe in giving holistic education to students by instilling in them the values and responsibilities

on different rights & duties. To achieve this programmes and events are organized throughout the year.

The college aims to root out the negative attitude about gender and sexuality form the mindset of students by celebrating occasions like International Women's Day and organizing various events related to gender sensitization throughout the year. The girl students are provided with security & CCTV surveillance along with Women Grievance Redressal Cell.

Energy efficient environment is created at the campus, the college building and various allotted rooms are provided with LED lights. Solar panels are installed at some places.

Wastes produced at the college level are segregate using bins of different colors and later on send for recycling. The formula of 3R's Reduce, Reuse & Recycle is being followed.

Sewage treatment plant is there in the colleges which remove the contaminants from sewage to produce effluent ready for discharge.

Our college has restricted the use for the plastic made material and thermacole for projects. Sharing of automobiles is being promoted at students & faculty level.

'School is a miniature form of society', so students belong to different castes, culture, and community etc. our college provides equal opportunity to every students without any discrimination. We promote positive classroom climate by being non- biased or non partial, treating students equally.

Various constitutional days are celebrated at the college level together with the cultural festivals to promote feeling of patriotism and traditional values.

Our institute emphasis for moral code of conduct for students, teachers and non- teaching staff.

Various innovative and new practices were started from time to time in the college like preparation of E-content for effective teaching, this prepared content was later used at corona period. Practices like Environment friendly campus, Quality Education, Women Empowerment, Use of Blended Learning etc were started.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	BORA INSTITUTE OF MANAGEMENT SCIENCES
Address	Bora Insititute of Management Sciences, NH-24, Near Sewa Hospital, Sitapur Road Lucknow
City	LUCKNOW
State	Uttar pradesh
Pin	226201
Website	www.bims.org.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Girish Chandra Pathak	0522-2771140	9415852691	-	bimsnaac@gmail.com
IQAC / CIQA coordinator	Sachchida Nand Singh	0522-2771250	9455470284	-	sachchidanandsingh12@gmail.com

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 minroity institution	No

Establishment Details

State	University name	Document
Uttar pradesh	University of Lucknow	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	28-11-2017	View Document
12B of UGC	28-11-2017	View Document

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
NCTE	View Document	06-06-2015	120	Permanent Recognition for BEd and BElEd

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	Bora Insititute of Management Sciences, NH-24, Near Sewa Hospital, Sitapur Road Lucknow	Urban	5010	3249

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	BEd,Education	24	Gradation with Fifty Percent	English,Hindi	110	104
UG	BElEd,Education	48	Senior Secondary with Fifty Percent	English,Hindi	55	54
UG	BCom,Commerce	48	Senior Secondary with Forty Percent	English,Hindi	120	42
UG	BBA,Management	48	Senior Secondary with Fifty Percent	English	120	52

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0				0				0
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit				0				0				0
Sanctioned by the Management/Society or Other Authorized Bodies				1				0				28
Recruited	1	0	0	1	0	0	0	0	10	18	0	28
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				9
Recruited	5	4	0	9
Yet to Recruit				0

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

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualificatio n	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	0	0	0	1	7	0	9
M.Phil.	0	0	0	0	0	0	0	1	0	1
PG	0	0	0	0	0	0	9	10	0	19
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualificatio n	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	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**			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

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

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

Programme		**From the State Where College is Located**	**From Other States of India**	**NRI Students**	**Foreign Students**	**Total**
UG	Male	345	1	0	0	346
	Female	358	1	0	0	359
	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	36	59	104	195
	Female	42	55	99	129
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	145	145	126	75
	Female	121	142	121	96
	Others	0	0	0	0
General	Male	193	200	177	130
	Female	203	186	181	163
	Others	0	0	0	0
Others	Male	15	13	10	10
	Female	7	7	10	19
	Others	0	0	0	0
Total		762	807	828	817

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	Bora Institute of Management Sciences is associated with University of Lucknow, Lucknow. University of Lucknow has implanted the National Educational Policy 2020 from the session 2021-22 and made required changes in curriculum of various courses. Under the faculty of commerce at undergraduate level, students can opt co-curricular and vocational subject as per their choice. This system is also implemented in faculty of management. Under the faculty of education, the students select the paper from social science, language and sciences as per their choice and better scope in future. Faculty members of Teacher Education are hold master degree in different subjects from social sciences,

	languages and science. All this ensure that the entire knowledge repository of the college would be utilized and all the students would be able the access the knowledge that suit his interest. Interdepartmental faculty sharing system is also implemented in institution.
2. Academic bank of credits (ABC):	Under the provision of National Education Policy 2020, a bank of academic credit, known as Academic Bank of Credit (ABC) should be established. This will allow students to enter and exit any program at their own pace and condition. Bora Institute of Management Sciences is under close touch of University of Lucknow and other authorities, that are involve with the Academic Bank of Credit. Institutions try it best to follow the instruction issued by University Grant Commission and assure full co operation at their part for the implementation of Academic Credit System. This system encourages study in interdisciplinary courses and multiple entry and exit as per the choice & condition of students.
3. Skill development:	Ever since its inception in 2010, Bora Institute of Management Sciences, run professional courses like Master of Business Administration and Bachelor of Education, always focus on skill development. BIMS have sought to keep the conversation going between the different disciplines and we have tried to provide the best education possible in commerce, management and teacher education while at the same time, providing a platform for students from different stream to mingle together both in academic as well as sports and other extra- curricular activities. While inculcating pride in Indian culture and heritage, Institution tried to give our students a skill oriented personality development training during study. It is always kept in mind that students have all the skill that is required for social and professional life. Different activities, programme were organized for development of skill in students. Developments of soft skills are in focus in various activities conducted during whole session. By proving, field experience, Industry visit, internship and other activities each and every students have a chance to make better and better.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Two out of four courses run by Bora Institute of Management Sciences are teacher Education courses. As a part of the curriculum, history of Indian

	Knowledge system is a subject of teaching learning. By organizing different activities and programme, the institution tried it best to aware the students the contribution of India in different area such as Science, Art, Literature Medicine philosophy. By celebrating the Birthday, Anniversary of Indian thinkers, scientist, artist and other great personality in prayer session and classroom activities, their contribution for world and mankind are discussed. In each and every event organized in Institution, during the academic session, Indian tradition is always kept in mind and followed. We accept and respect the diversity found in Indian culture. We always kept in mind that the aim of education should be to develop the understanding to respect diversity and cultural difference and each and every student have ability to respects the difference.
5. Focus on Outcome based education (OBE):	The curriculum of the various program, run in the institution developed by the University of Lucknow with which the institution is associated. Bora Institute of Management Sciences always tried its best to focus on practical experiences for students. Mostly all progamme by Institution are job oriented so by Internship. Field visit, role play, project and guest lecture by expert from different sector, it is attempted to provide ground level experience to students with the theoretical knowledge. Continuous and comprehensive evaluation is objective for our internal assessment process. Unit test, Pre-university exam, Assignment, Presentation are the various tool, utilize for assessment of learning outcome. Changes of behavior in Cognitive, Affective and Psyco- Motor, all domains are targeted Internal Quality Assurance Cell monitor the students' performance in reference to course outcome, analyze the feedback collected from students and suggest corrective measures. This exercise contributes to maintaining quality in teaching learning process in college.
6. Distance education/online education:	From the day of inception, Bora Institute of Management Sciences encourages the use of ICT in Teaching Learning. Required hardware was provided by the management to facilitate the better implementation of information and communication technology in institution. During the period of Pandemic Covid-19, a application app was developed on which e-content prepared by faculty members of BIMS available for students of the Institution. Online

	classes on different online platform like Google Meet, Zoom were conducted by Faculty member. Study material also provided on social media like Youtube. Blended learning is part of our way to implement the curriculum in effective way. Institution tried is best to make the students comfortable with technology.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Accepting the responsibility to spread democratic values in society, Bora Institute of Management Sciences always active to promote the activities regarding voter awareness including assist in registration of new voter motivate to cast vote etc.. ELC has been set up in institution in July 2022 to boost the activities and voter registration camp was organized with the help of BLO of local area.
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?	The ELC constituted in institution is functional. A faculty member and four student's (one from each course) coordinators were appointed by the college. Two students from each class are member of the club. By this way it is endured that representation of each class and all section of society also.
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.	The electoral literacy club of institution organized voter awareness program in nearby community with help of district election administration. Voter registration camp was organized in campus for those students, who are eligible for get name in voter list. New Voter registration form (Form 6) correction in details (Form 8) distributed in class and nearby community also. By using the ICT, online voter registrations, correction, deletion in voter list are also done.
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.	Bora Institute of Management Sciences organized voter awareness drive among students as well as community also. The institution tried it best to ensure that each and every students enroll with college and completed 18 year of Age or under age relaxation by Election Commission of India must be included in voter list. In all the activity, conducted in campus maximum involvement of all concern like that

	students, faculty member and non teaching staff are ensured.
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.	Very few new admitted students were not enrolled in electoral roll. The institution organized voter registration camp for them and by online and offline mode, ensure the registration of such students in local electoral roll in their permanent residence electoral roll as per the desire. At the starting of the session, information regarding status of students was collected and session organized to aware them the role and importance of voter in democracy and motivate them to become enrolled in electoral roll to cast vote in election of local bodies, state assembly and parliament.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
762	807	828	817	736

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2 Teachers

2.1

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

Response: 80

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
24	31	42	41	37

3 Institution

3.1

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

2021-22	2020-21	2019-20	2018-19	2017-18
42.32	29.43	38.47	37.51	36.05

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 success of any academic institution is implicit in its ability to deliver effectively the goals and objectives of its adopted curriculum though a proper and well-planned mechanism. The Institution has developed a mechanism for curriculum delivery and documentation. For effective curriculum delivery, theHoD's under the guidance of IQAC and the Principal, prepares an academic calendar prior to the start of the academic year with tentative dates for major academic and other activities to be held during the academic year in accordance with the university schedule. The Institute is addressing the following essential areas for effective delivery of its curriculum-

- Heads of Departments hold departmental meetings with faculty members in the first week of beginning of semester to assign academic duties, allocation of subjects, preparation of time table and lesson plans and other administrative obligations of the department for the academic session.
- Faculty induction is done by the respective HoD to ensure proper communication of institution's mission , vision,program and course objectives.
- Pre-planning of the pedagogy by concerned faculty is used for every semester by means of a Lesson plan and schedule.
- Time-table is well prepared before the commencement of each semester for to ensure effective and timely course outcomes.
- Faculty members are reinvigorated to impart the curriculum through groundbreaking teaching methods such as presentations, coursework, workshops, seminars, real-time Simulations and industrial visits besides the regular chalk and talk methods.
- All Faculties have to incorporate the use of Smart class room in their lesson plans.
- Integrated learning technology like LCD projectors, power-point is used to deliver lectures along with the traditional blackboard method**.**
- Use of Information and Communications Technology (ICT) is made not only for conducting classes but also for extra-curricular activites.
- Various co-curricular and extra-curricular activities to be conducted during the course of the term. Extra classes are conducted, if the syllabus is not completed as per scheduled time-table.
- Periodic class tests and assignments (group and individual) are conducted in each department to check the progress of students.
- College also conducts pre university examinations on the university exam format for better preparation of students.
- The college also follows the mentoring system to give focus and personalized attention to first year students. Mentors carefully observe his/her mentees class performance and progress on basis class participation, performance in assignments, class tests and other co-curricular activities and provide counseling accordingly.
- Remedial classes or peer tutoring is recommended to slow learners.
- Advanced learners are provided guidance for competitive class or suggested to participate in other

- activities according to their needs and interest.
  - Monitoring of the effectiveness and pace of curriculum delivery is done by the Principal and HOD's on regular basis.
  - Study material is also uploaded on the college application on important topics.
  - College is affiliated to Lucknow University, and hence, follows its rules and guidelines regarding the assessment and evaluation process of performance of students.

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

1.2 Academic Flexibility

1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

Response: 01

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

Response: 6.48

1.2.2.1 **Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
77	21	46	55	57

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

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

Response:

The courses which are covered under the guidelines of the University do relate to Gender Equality, Environment and Sustainability, Human Values and Professional Ethics which is being integrated by institution with the extra efforts and is expanded beyond the boundaries of the curriculum through various activities and practices.

The college boundary wall has also been painted for long time impact on these cross cutting issues in general.

Professional Ethics: Various group activities like group discussions, college fest (managed and organized by students under the guidance of faculties), power-point presentations are conducted to help student understand importance of punctuality, code of conduct, hierarchy and team building

Gender equity: Gender equality in teaching, is a central component of a good-quality education.Women empowerment is one our best practices followed in the institute. Giving equal representation to female students and employees on various committess. Workshops, guest lectures, debates and awareness drives on topics such as "Betibachao Betipadhao",women helpline awareness" etc., are also organized on departmental level to spread awareness among students. As a result if these practices towards gender equity the ratio of girls students to boys has always been high.

Human Values: Activities like debate, poem recitation are organized on themes of social issues. This will strengthen the expression of feelings in words and also emphasize to think and understand the importance of values such as team spirit, honesty, kindness, empathy etc.

Morning assembly includes 'thought of the day' besides prayer to inculcate gratitude and positive attitude. Guest lecture on human rights and gender issues were conducted.

Environmental Studies:

Environmental education is a process that allows individuals to explore environmental issues, engage in problem solving, and take action to improve the environment.Environmental education is the need of the hour because ofexploitation of the natural resouces therefore the university has made it compulsory paper in teacher education courses.The college has conducted various plantation drives to promote and maintain green campus. We also conducted ban plastic campaign and

stopped the use of thermocol because of its harmful effects.

Shift to the usage of LED lights was made by the management to save electricity.

Indian Value System:

Everyday college conducts a assembly which includes prayer newspaper reading and thought of the day. These helps in inculcationg the indian value system.

Study of "Rashtra Gaurav" has been made essential by the University to qualify for degree course. This includes teachings of national pride, our traditions, our ancient contributions and achievements, human rights and environment which we have also implemented in our curriculum.

Other activities like quiz, lectures on Indian value system are organized.

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

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

Response: 29.27

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

Response: 223

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)

Response: Yes

File Description	Document
Upload supporting document	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 65.78

2.1.1.1 **Number of students admitted year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
266	248	369	391	412

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

2021-22	2020-21	2019-20	2018-19	2017-18
405	405	590	620	543

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 0

2.1.2.1 *Number of actual students admitted from the reserved categories year - wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.2 Student Teacher Ratio

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

Response: 31.75

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 using ICT tools

Response:

At BIMS teachers put the students at the centreof the learning process. The various teaching and learning methodologies are adopted keeping in my mind the student diversity possessing varying mental abilities.For enhancing learning experiences the faculty members adopt many ways, for example, lecture method interactive method, project and field work method, Computer assisted method, experiment method etc.

1. **Experiential learning:**
   - **Project work and internships – project work is a major part of the curriculum. It helps in critical thinking, fosters creativity and communication development.**
   - Example- Pupil Teachers are made to visit different schools for observing innovation techniques and teaching methods. B.El.Ed. students visited Seth M R Jaipuria School Bansal Campus on 25.03.2022

- **Industrial visits and Educational visits provide a bridge between theory and practical learning. It gives them a practical experience and enhances their skills and knowledge.**
   - **Guest lecture/workshops/seminars- Interaction with eminent experts from the industry and academics from across the world are organized to widen the students knowledge and give them more exposure.**
   - **Integrated learning technology like LCD projectors, power-point is used to deliver lectures along with the traditional blackboard method.**
   - **Various labrotary like psychology labrotary, ICT resource centre and art craft centre are made use of for effective learning.**

- ○ **Use of smart class -room has been made mandatory in all departments.**
- ○ **Internet and WIFI facilty is made available to every student.**
- Licensed Version of Zoom Software was purchased for smooth functioning and conducting of webinars and meetings.
- **Bims application was introduced during covid time to provide students with easy access to learning materials.**
- **College has two computer laboratory which the students are encouraged to use apart from their regular classes to do their academic work and enhance their computer skills.**
- **The library also provides access to computers and online journals.**
- **Every first year student is provided with a faculty mentor forpersonalised help and support.**
- **Newspaperreading is encouraged by giving easy access to it. Newspaper stands are placed in every building.**

1. **Participative learning:**

- **Group discussions/role play - Are a part of lesson plans of every teacher at BIMS. This method is used in classes which helps students in increasing creative thinking and analysis power.**
- **Group activities- All departments organize various cultural and academic group activity which fosters the spirit of team-work, helps develops communication skills and also helps in personality development. Activities are conducted in classrooms or in ICT enabled multipurpose halls.**
- **Debates- Debates are conducted in many subjects on various academic and current topic. It helps the student develop public speaking skills, quick thinking and improved critical thinking**

1. **Problem solving methodology**

- **Case studies - Case study method is adopted in teaching learning process to help students develop logical thinking and develop problem solving ability. This method is mostly used in management and commerce department.**
- **Quiz –Quizes are conducted in classes toasses the effectiveness of teaching and gauge students level of understanding of concepts.**

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

2.4 Teacher Profile and Quality

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

Response: 100

2.4.1.1 Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:

2021-22	2020-21	2019-20	2018-19	2017-18
24	31	42	41	37

File Description	Document
Upload supporting document	[View Document](#)

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

Response: 73.14

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
22	23	30	27	26

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[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:

College is affiliated to Lucknow University, and hence, follows its rules and guidelines regarding the assessment and evaluation process of performance of students. The internal assessment and external assessment ratio is provided by the University is 80:20 or 70:30 for various courses. Internal assessment marks are sub divided as:

- Project/assignments
- Presentation
- Attendance

In the beginning of each semester a academic calendar is prepared which mentions the tentative dates of internal assessment. The academic calendar is uploaded on the websites and also made a put up on departmental notice board.

Students are updated about the attendance requirements and grading system through class teachers.

Student progress is evaluated made through group discussion, unit tests, assignment submissions, filed visit/field work and PPT presentation.

Students are also informed about the syllabus for assessment/examination, nature and format of the question paper and weightage of marks for topics prescribed by the University through teachers and is also updated on the website.

Student progress is evaluated made through group discussion, unit tests, assignment submissions, filed visit/field work and PPT presentation.

The external exam details like the dates, admit card, exam center, exam timings are informed to students through notices, SMS and Whatsapp groups.

 To help to students to prepare for external exam internal question papers are prepared by respective subject teacher in the University format.

Grievance mechanism:

A transparent, time bound and efficient method is followed is being followed in BIMS in terms of dealing wit internal/external examination related grievances.

Internal assessment - The faculty evaluates the papers within a week of conduction of test. The evaluated answer sheets are shown to students in class.

Assignments- Faculty evaluates the assignment based on the rubricwhich is also shared with the students. The rubric consists of criteria – timely submission, clarity, neatness, etc. . The evaluated assignment are shown to the students thus maintain the transparency of the marks and to resolve grievances if any.

 Any grievances related to internal/externalexamination or assignments is first tried to solve at the department level but if the student is dissatisfied he/she can submit his/hergrievance to the grievance redressal committee by submitting a form ,on receiving the complaint the committee tries to resolve the issue in 14 working days.

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 and attainment of POs and COs are evaluated

Response:

Outcome based learning helps bring clarity among teachers and students in terms of level of understanding. It helps the teachers in adapting different methodologies to cater to student diversity and reduce the comparisons among students. Students are given clear objectives and regular evaluation of progress, and they receive personalized feedback on how well have the achieved those goals.

The course syllabus and Learning Outcomes of all the programs are available in the concern departments for the teachers and the students.

The course syllabus and the learning outcomes are discussed in departmental meetings.

Programme outcomes and PSO are discussed in orientation programme organized at faculty level at the beginning of the session

Course outcomes are discussed by the concerned teachers in the classroom when the class starts.

Every academic session starts with a orientation session which helps the students understand the program and course outcomes.

The program outcomes are attained through various additional events like field/industrial visits, guest lectures, workshops , seminar by experts.

The course outcomes of every department is described clearly in the syllabus of the department. The HOD and the Principal evaluate the implementation of lesson plans by each faculty.

HoD's and Academic committee's continuous evalution makes sure lesson plan and time table is followed by each faculty for timely and effective course outcome

Systematic feedback is taken to evaluate the course outcome. The feedback has clear indicators to measure the time frame, mode, methodology and teaching style of every teacher. The feedback has been found an important tool in measuring the course outcome.

Attainment of Course and program outcomes are evaluated through direct and indirect methods.

Direct methods

Assignments are given on regular basis to observe the level of understanding of concepts.

Project works to evaluate their critical thinking .

Group discussion to evaluate the student's quick thinking, analysis power communication skills.

Internal tests/Pre University examinations are conducted to evaluate the student's knowledge and understanding of the course.

External examination are conducted by the University at the end of every semester, based on the result published by University ,the course outcomes are measured.

Indirect method

Feedbacks from students and teachers – feedback mechanism is used to improve the teaching learning process in outcome based education.

Alumni survey is taken to evaluate the program outcome by evaluating the performance of students in the real world.

Co-curricular and Extra-curricular activity are conduted to evaluate intellectual, physical, psychological, spiritual, social and cultural developments in students

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

2.6.2 Pass percentage of Students during last five years

Response: 90.83

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

2021-22	2020-21	2019-20	2018-19	2017-18
287	246	219	263	243

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

2021-22	2020-21	2019-20	2018-19	2017-18
303	297	267	275	243

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.35

File Description	Document
Upload database of all students on roll	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, Chairs in the institution during the last five years (INR in Lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

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

Response:

Bora Institute of Management Sciences always prioritized the selection of a hardworking, meritorious and dynamic faculty. With the support of non –teaching staff and faculty members we continuously work for the holistic development of students. We are well equipped with the infrastructure necessary for assimilation and dissemination of knowledge. The university curriculum is designed with this very vision of providing our students the best. The integration of traditional and modern methods of teaching is integrated to our pedagogical methodology. Along with traditional method of teaching outcome focused methods like brain-storming, role-playing, group learning, tutorial teaching are effectively used as primary modes of teaching. It is ensured that all students of the institute get familiar with the use of ICT resources. Most of the courses offered here are professional so internships, projects, fieldtrips, workshops and other activities are organized during the academic sessions to provide maximum exposure to the students.

Our central library is equipped with a large number of course books, reference material and journals. Students are encouraged to use literary resources of the library for their assignments and project work. Faculty members and students are motivated to actively engage in seminars, conferences, workshops and interactions with eminent scholars who visit our institution from time to time.

– The following activities and methods of teaching are performed here at our institutions

- Blended learning: White Board learning coupled with technological resources such as PowerPoint presentations aid our endeavor to create a holistic environment for meaningful learning.
- Focused group discussion: Our teaching philosophy sees the classroom as a place of discussion, wherein there is a free flow of ideas, which helps our students, gain conviction and confidence in their beliefs.

Role-playing: We also employ role-playing techniques to further the imagination of our students, helping them cultivate higher goals and professional behaviors.

Tutorial teaching: Our teachers fully support and lend an extra hand to any student that needs some extra support to achieve their full potential.

Peer tutorial: Teaching facilitates strengthening of concepts therefore, bright students are motivated to volunteer as 'Peer Tutor' to guide slow learners and are given incentives in exchange.

Team teaching: Teamwork is integral to our curriculum; our students and teachers work as a team to help each other learn.

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

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

Response: 17

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**

2021-22	2020-21	2019-20	2018-19	2017-18
1	7	2	3	4

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

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

2021-22	2020-21	2019-20	2018-19	2017-18
00	00	00	00	00

File Description	Document
Upload supporting document	[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: 0.21

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**

2021-22	2020-21	2019-20	2018-19	2017-18
8	2	4	2	1

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

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 last five years.

Response:

Our founder, Shri D.P. Bora was one who led by example. He served society as an elected member of the

Legislative assembly, working tirelessly for the upliftment of all members of society. He envisioned an institute that continued his work of providing the members of our society to compete and succeed in the world. With his guidance in mind, we leave no stone unturned to help our students realize their true potential.

Extension activities play an important role in this regard, bringing student close to the society, encouraging team building, nurturing social and emotional intelligence that is necessary for realizing their role towards society and bring significant change in it.

A School is a miniature form of society. Thus, regular interaction is a must for the betterment of both society and the institute. It is the belief of Bora Institute of Management Sciences that our role as an educational institution should involve something more than simply imparting knowledge & skill to our students but also as an active agent of social change. We acknowledge our responsibility in the creation of leaders who can dispense their social responsibilities by setting right examples. Learning and acquiring knowledge is a continuous process and this is only possible with an active collaboration between society and educational institution.

Bora Institute of Management Sciences organizes extension activities to sensitize the upcoming generation towards community needs. Through National Service Scheme, the college undertakes various extension activities for community welfare. Under this Scheme, various activities are carried out by NSS Volunteers & other students for addressing burning issues of society like 'Beti Bachao,- Beti Padhao ; Voter Awareness Campaign; 'Birth anniversary of Swami Vivekananda'; 'Health awareness; fire safety drill, road safety awareness, plantation drive & many more just to mention a few in last five sessions.

During the Covid-19 pandemic multiple awareness drives were run for mass awareness by conducting series of webinars, mask making and distribution, etc. All the above activities contributed in the social development of students. These extension activities helped students to understand their social responsibilities in a better way, which was the need of the time and situation.Through active participation of students in such social activities, the institute tried to cultivate the hidden talent of students and raise awareness in overcoming present social issues and challenges. These activities developed leadership skills, problem solving attitude and enabled students in facing social pressures successfully.

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

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

Response:

National Service Scheme volunteers and other students of Bora Institute of Management Sciences conducted several extension activities during the last five sessions. Two units of NSS were allotted to the institute and students were registered for the scheme. Two faculty members, named Mr. Sachchida Nand

Singh & Mrs. Rashmi Pandey were appointed as program officers. A number of extension activities were organized under National Service Scheme like- "Voter Awareness campaign, Beti Bachao–Beti Padhao" etc. Our NSS program officer Mr. S.N. Singh and Mrs. Rashmi Pandey also attended a one week training program. They were awarded certificate of active citizens by the Vice Chancellor of the University of Lucknow for their contribution.

The institute received a letter of appreciation from the local body representative of Nagar Panchayat, Bakshi Ka Talab for organizing such extension activities from time to time.

File Description	Document
Upload Additional information	[View Document](#)

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 organised in collaboration with industry, community and NGOs) during the last five years

Response: 6

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., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	1	2	3

File Description	Document
Upload supporting document	[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: 5

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

Lecture hall:

- Well ventilated, spacious classrooms with proper furniture for comfortable seating of students is placed in each lecture hall.
- Lecture rooms are provided with windows to ensure natural daylight.
- Well maintained smart classrooms are equipped with smart board, portable projector and screen for effective teaching.
- Spacious lecture halls can easily accommodate 60 students to study without physical fatigue.

Mentor-Mentee Interactive Counselling Rooms

- This is one of the leading practices of our institute that aims to promote sound mental and emotional wellbeing of students
- These sessions boosts confidence in students and provide guidance to overcome obstacles in their life.
- We have separate councelling room to provide one to one session between the mentor and mentee.

Computer Lab-

- There are two well equippedcomputer labs in both blocks with advance configuration core computers with high speed internet facility.
- Wi-Fi connection with constant speed of 50 Mbps is available all over the campus.

ICT Resource centre

- The use of ICT resources is famous among our students where they can access the computers for preparing their notes, completing their assignments and making PowerPoint presentations.
- It consists of Television , O.H.P, stereo system, printers and other devices.

Psychology Lab-

- Performing psychology practicals for teacher education courses.
- Analysing data after psychology practical.

Science Lab-

- For scientific studies and increasing scientific temperament.
- Students go through various specimens during their course of studies.
- Performing science related experiments and understanding pedagogical aspects of studies.

- Helpful in teaching practice where demonstrations are required.

Administrative Block/Visitors Area And Facutly room

- On ground floor of main building(block A) lies the Administrative Office, Chairman's chamber and visitors area.
- On first floor is the Principal's office. Principal can take rounds of classrooms or also monitor through CCTV surveillance.
- Separate room provison is there in both buildings for the teaching staff . Staff room is equipped with computer with WIFI.

Seminar/Conference/Multi Purpose Hall-

- Main campus building(BLOCK A)has a air conditions seminar hall which is well equipped with projector and other electronic devices.
- Multipurpose Hall in main building is also well established for students to conduct cultural and educational activities. It has a sitting capacity of 250 people.

Library-

- College has a central library in the main building (block A)
- Library is adequately maintained with large number of course books, reference material and journals.
- Referring text books and reference materials aids in deeper understanding ofcurriculum .Reading journals enables researcher's mind set.

- The library also provided access to Internal based e- resources. The library has number of terminals to facilitate searching / accessing e-resources, web browsing and for other academic work.

Cafeteria-

- The cafeteria is of great use and complements in studies. The students can easily have their mid-day meal at affordable price.
- The variety of meal which isfreshly prepared and meet all the necessary quality parameters.

Common room for girls

- Separate common rooms for girls is established.
- Facilities for playing indoor games like carrom, chess, etc. is maintained here.

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

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 5.11

4.1.2.1 **Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
3.29	.82	3.92	.18	1.19

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

Library is a academic centered place that gives academic access to diverse educational resources reserved for research and studies. library is a integral component of our academic system ,students and teachers both utilize the maximum benefits they can get from it.

Our Library is located in B.Ed. Department and it maintains the right atmosphere for browsing and reading facility .It is well laid out and aesthetically designed to make it an inviting place with an ambience that is suitable for learning. A full time librarian is always present to assists and manage the library.

- The library at Bora Institute of management of science is a rich store house of approximately more than 10000 books ,reference materials national and international journals, e-journals. It had access to various e- journals through DELNET.
- Newspapers, magzines question papers, syllabus and other innumerable reading material, college library has everything in store for its students. Some even have CDs available on various topics as well.
- Abundant publications are present in various sections and categories which they belong to so that it is easy for students to find the work which they are looking for. Also, they can ask the librarian or search the catalogue if they are facing any difficulty in finding the material required.
- Moreover, college libraries have both academic and non-academic resources available for the students. Therefore, they can get extra study material based on their curriculum and can also enjoy reading stuff which is not related to their course as well.

The library also provided access to Internal based e- resources. The library has member of terminals to facilitate searching / accessing e-resources, webbrowsing and for other academic work. Provison has also been made to allow downloading/ printing of material from there resources it has excellent ICT infrastructure with bandwidth (100mbps)for fast and seamless access to internet.

Library provides books to the students and tecahers for a specific number of days through a card system.

Proper system of feedback from users to improve library services is there.

System of recommendation for purchase of books through Departments is there.

BIMS is planning to acquire a Integrated library management system for fully automation of library. At BIMS we are continuously aiming to improve and grow as a institution.

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

Response:

At present the success of any institution lies in the adaptability to change according to the demands of the time. This is the age of technology. Manual labor has been reduced by digitization drives in offices and institutions. Precious time is saved by the high speed of data processing. Internet is now indispensable for teachers as well as students . Valuable teaching aids e.g., Text files, YouTube, videos, and animations make the learning very interesting and memorable for learners.

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

The main objective of BIMS is to implement ICT and IT enabled academic activities for the betterment of the students. To monitor and to make the evaluation system more transparent to use.

Integrated learning technology like LCD projectors, power-point is used to deliver lectures along with the traditional blackboard method. Every block has two smart class rooms at present.

An online application has been developed to facilitate the faculty and students. Our main motive is to make the students well-versed with the knowledge of how to get the e-content and make e-content so that they can make the best use in future for effective teaching-learning.

We have two well equipped computer labs with well advanced configuration and facilitated high speed internet. It Is helpful in making Power Point Presentation and self-notes. In learning core concepts of computer and becoming digital friendly by our free ccc curriculum support. We provide Wi-Fi connection

with good speed.

Activities are conducted in classrooms or in ICT enabled multipurpose halls for giving a experiential learning experience to students.

 The campus is under CCTV survillenace for continuous and effective monitoring.

 WIFI facility with a constant speed 50 Mbps is provided all over the campus to students and all the other employees.

 The campus is well connected with intercom facility which connects all the departments and offices together.

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: 10.44

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

Response: 73

File Description	Document
Upload supporting document	View Document

4.4 Maintenance of Campus Infrastructure

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

Response: 94.87

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)**

2021-22	2020-21	2019-20	2018-19	2017-18
39.03	28.60	34.55	37.32	34.85

File Description	Document
Upload supporting document	View 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 Government and Non-Government agencies during last five years

Response: 42.63

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
151	297	455	341	440

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.2 *Capacity building and skills enhancement initiatives taken by the institution include the following*

> 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
Upload supporting document	[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: 32.15

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**

2021-22	2020-21	2019-20	2018-19	2017-18
296	289	243	209	233

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

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

Response: B. Any 3 of the above

File Description	Document
Upload supporting document	[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: 29.26

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

2021-22	2020-21	2019-20	2018-19	2017-18
90	67	52	83	74

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

2021-22	2020-21	2019-20	2018-19	2017-18
280	246	219	263	243

File Description	Document
Upload supporting document	[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 (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 53.04

5.2.2.1 *Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
31	38	24	20	18

5.2.2.2 **Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
85	75	30	28	29

File Description	Document
Upload supporting document	[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: 8

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	8

File Description	Document
Upload supporting document	[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: 16

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

2021-22	2020-21	2019-20	2018-19	2017-18
33	6	7	16	18

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:

BIMS has a glorious past and vibrant future. We are happy to share that our alumni are settled in many places with different companies and institution in different positions. They all gather on the alumni meet day and share their experiences with the current students. Our alumni meet day revolve around the progress made, values instilled and growth achieved by altogether efforts of alumni and alma mater.

Alumni members contribute to the growth of the institution by indulging in following activities:

- Our alumni members help the current students to choose the right career stream or college for further studies.
- With a strong network in place, current students can access valuable career guidance from alumni.
- Alumni communicate our current students through events, seminars and workshops.
- Talented alumni will likely have a wealth of experience and skills to share with current students via talks and make expansion of an institution brand.

The Covid-19 pandemic has disrupted many aspects of alumni relations, prompting new questions and concerns for alumni meets. We have still tried to stay connected with our alumni through informal communication and involve them through our digital strategy whichincluded variety of virtual social events like happy hours, book clubs.

BIMS has taken great pride in the achievement of its alumni. Alumni act as our authentic partners and alien in supporting students and facilitate the current students in career development. Event in a post-covid world, our alumni will play a vital role in the development of the college in coming years.

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

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

Bora Institution of Management Sciences was established in year 2010 by Late Shri D.P. Bora, a highly educated, outstanding Politician, social worker, and multiple time member of UP State Assembly,who transformedhis vision and dream into a reality in the shape of this institution. The institute is run by Shri Krishna Educational Society, registered under the society registration Act. The management of the institution is always committed to create an open, welcoming and inclusive community that sets high standards for achievement in creating a dynamic and supporting environment.

Governance of the college:-

This institute is now functioning under the dynamic and valuable guidance of his son Shri Pankaj Bora ji, Secretary of the Management committee of the institution. The managing committee consists of 12 other members.

The principal is the administrative and academic head of the institution who ensures the proper conduct of the academic programs, co-curricular, extracurricular and all extension activities. The principal, along with HODs, IOAC, and members of variouscommittees prepare a plan that gets approved from the managing body to conduct routine work with efficiency, adhering strictly to qualitative teaching in all departments.

Regular meetings are conducted by various bodies/ cells/ committees for thorough scrutiny of any matter taken up for consideration. The resolutions along with the strategy to implement them are recorded as minutes of the meetings.

As the head of the administration, the principal keeps in regular touch with HODs, administrative department, library staff for the smooth functioning and effective implementation of plans and policies.

The institution is under the guidelines, direction, and norms of NCTE, UGC and University of Lucknow at present. All the stakeholders of the institutions serve in an environment of mutual support, corporation to accomplish the vision and mission of the institution.All departmentsof the institution are granted required academic freedom to prepare work plan, timetable, activities and the use of teaching methods to ensure the achievement of educational objectives.

By involving all stakeholders in various roles, a decentralized and participative management policy is adopted in Bora Institute of Management Sciences. In the beginning of the academic year, various college committees are formed in a meeting of the management representative, principal, and governing body. Various committees comprise of teachers, non-teaching staff and students, some committee members are also from outside the institute to get a broader perspective . These committees are responsible for various tasks like preparing academic calendar, timetable, student welfare, purchase, maintenance, organizing extension activities among other things.

Student Council comprises of students from various courses with equal gender representation. Members of students have been given representation in various committees so that they can also raise their issues with management and administration efficiently.

To make our institutional vision into a reality, the institution always tries for overall development of the students. Apart of the academic excellence, we focus on the development of leadership quality through various activities. By project work internships, industrial visit, promotion of entrepreneurship, students are inculcated withprofessional ethics. Teaching with technical advancement and innovation, we have tried to include latest developments in field of knowledge.All the activities are fully supported, supervised by management.

Furthermore, an open-door policy is implemented on part of the management. It means that the management is always approachable to faculty, and students alike.

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 functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

The institute is run by Shri Krishna Educational Society, registered under the society registration Act. The management of the institution is always committed to create an open, welcoming, and inclusive community that sets high standards for achievement in a creating dynamic and supporting environment. It is now functioning under the dynamic and valuable guidance of Shri Pankaj Bora ji, Secretary of the Management committee. The managing committee consists of 12 other members.

A governing body is formed by the management toreview and approve the appraisal reports, AQAR and other proposals on the behalf of the management committee. The governing body overlooks the working and functioning of all the other college committees .

The principal is the administrative and academic head of the institution who ensures the proper conduct of the academic programs, co-curriculars and all extension activities. The principal, along with HODs, IOAC, and members of various committees prepare plansthat get approved from the managing body to conduct routine work with efficiency, adhering strictly to qualitative teaching in all departments.

The IQAC is the body in the college that continuously reviews the curricular, co-curricular, administrative activities and plans academic programs, activities, and administrative structures. The HODs and the IQAC help the principal in the overall administration which involves theplanning of the academic calendar and its

systematic and timely execution.

The Principal with the consultation of IQAC constitutes different committees to look after various activities and implements different plans and policies. These committees, faculty members and non-teaching staff play an important role in executing the academic, administrative, extension and supporting activities of the college. Various committees meet periodically as per the nature of their work.

There are several activities which have been successfully implemented based on the minutes of the meetings of these bodies/ committees/ cells.

Example:

BIMS APPLICATION

With the changing time and social distancing in place the IQAC felt the gap between the teachers and students increasing. Students needed a place where they could access the lectures at their own time. In the IQAC meeting held on 10th august 2020 an agenda to make online teaching more effective was taken up. On this issue raised by IQAC the management committee decided to develop a college application on the meeting held on 19.08.2020 to bridge the gap between teachers and students.

BIMS app is a platform available to our students for a quick access to important informationlike lectures on topics, syllabus and notes link etc.

There cruitment procedure and service rules are as pe rthere gulations of UGC,State Govt., NCTE and ordinance of affiliating University.

For the redressal of grievances of students and staff Anti-ragging Committee and Grievances Redressal Cell have been formed. Suggestion boxes are mounted at different locations of the college for written suggestions/complaints of the students and employees. These boxes are opened periodically and the authorities take cognizance of the grievance/ suggestion and appropriate measures are taken for the redressal of the complaint and implementation of good suggestions.

 In addition to the above, grievances of students are communicated through, HODs to the Principal and are taken up for further consideration if required.

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

6.2.2 Implementation of e-governance in areas of operation

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

4.Examination

Response: D. Any 1 of the above

File Description	Document
Upload supporting document	[View Document](#)

6.3 Faculty Empowerment Strategies

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

Response:

The institution has effective welfare measures for teaching and non-teaching staff. these are:-

- 12 days of casual leave are granted during the academic year.
- Duty leaves for staff members to attend various academic enrichment activity to present their research papers.
- female teachers can avail maternity leaves.
- Paternity leave is given to male teachers on request.
- All the non-doctoral staff members are encouraged to get enrolled for PhD program by providing them study leave.
- Medical facilities at concessional rates are being provided to teaching and non-teaching staff of the college through our MOU with DP Bora Super specialty hospital.
- Yoga and meditation sessions are organized by the college for spiritual, emotional, and physical well-being, free of cost.
- Faculty development programs are periodically arranged to enhance knowledge and skills of teachers and staff.
- The college has provided a well-furnished community hall for its teaching and non- teaching staff to organize their personal functions on request at a concessional rate.
- College provides canteen facilities for teaching and non-teaching staff at a subsidized rate.
- Grievance redressal cell has been constituted to solve any issues of students or staff.
- Free vehicle parking facility is available.
- Every teacher has the permission to bring their child to campus on special circumstances.
- To keep the employees motivated and engaged and extend our gratitude for their hard work and dedication, a best teacher and best employee (non-teaching) award is given at the year end.

- On teachers day management distributes silver coin to teaching and non- teaching employees as a token of appreciation.
- Non-teaching staff is motivated and encouraged to take up higher education in the field of their interest and required support from the institution is extended for the same.
- The various other welfare facilities are also provided to all employees like drinking water, clean restroom, canteen, first aid, proper workplace seating, WI-FI facility, providing identity cards.
- Woolen clothes are provided to class III and IV employees.

Performance Appraisal Methods for Teaching Staff

The college has developed a comprehensive approach for the performance appraisal of teaching and non-teaching staff. The IQAC has initiated the performance appraisal system. This is done for each faculty of every department of the institution and the non-teaching staff. Following methods have been adopted by the college for the same:

- Teaching-learning, Research and Evaluation (50%)
- Peer Feedback (30%)
- Management Feedback(20%)

Teaching-learning, Research and Evaluation

The faculty appraisal is based on their teaching methods,research work, evaluation, contribution to co-curricular, extra-curricular, administrative and social work, papers presented in international and national seminars, publications in UGC approved/peer- reviewed/reputed journals, books/chapter in edited books, achievements, awards and recognitions, engaging students in developmental activities, extra responsibilities held in the institution, etc.All the details are collected through a academic proforma.

Peer feedback

Feedback from peer is collected through a structure questionnaire on various criteria like integrity, attitude towards others, adapting new skills, responsibility etc.

Management Feedback

Management gives its feedback on the basis of observation of teacher's performance, responsibility taken and attitude towards all.

The commendable performances are encouraged and recognized.

Appraisal of the non-teaching staff is based on their qualifications, training and performance against responsibilities held, etc.

- Feedback from Teachers and Management through a structured questionnaire on criteria like punctuality, communication skills, responsibilities etc.

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

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

Response: 7.43

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

2021-22	2020-21	2019-20	2018-19	2017-18
1	2	7	1	2

File Description	Document
Upload supporting document	[View 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), professional development /administrative training programs during the last five years

Response: 10.68

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

2021-22	2020-21	2019-20	2018-19	2017-18
6	4	5	7	3

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

2021-22	2020-21	2019-20	2018-19	2017-18
11	10	11	13	14

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[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:

There is a well established committee for planning and allocation of financial resources. At the beginning of every academic year, the budget is prepared by the finance and purchase committee along with the management committee. The budget session is held via meeting that takes account of the proposals and requirements from different sources and committees. The meeting is held and chaired by the chairman, manager, principal, and registrar, head of the finance and purchase committee and the head accountant. The budget thus prepared is sent for the approval. After the approval from management quotations from various vendors are called and after proper comparision on the basis of quality and cost best quotation is finalized to procure the product or service.

RESOURCES OF FUNDS-

- The main financial resource for the institute is by way of tuition fee.

TABLE: Fee structure of the current session (2022-23) is as followed-

S.No.	COURSE	ANNUAL FEE (Rs.)
1.	B.COM. (I Year)	18000.00
2.	B.COM. (II Year)	15000.00
3.	B.COM. (III Year	15000.00
4.	B.B.A. (I Year)	25000.00
5.	B.B.A. (II Year)	23000.00
6.	B.B.A. (III Year)	23000.00
7.	B.Ed. (I & II SEMESTER)	51250.00
8.	B.Ed. (III & IV SEMESTER)	30000.00
9.	B.El.Ed. (I YEAR)	40000.00
10.	B.El.Ed. (II YEAR)	30000.00
11.	B.El.Ed. (III YEAR)	25000.00
12.	B.El.Ed. (IV YEAR)	25000.00

- Fee collected is pooled in nationalized bank accounts of college and to ensure optimal balances in the accounts auto-sweep facility is availed.
- The collected fee is utilized to meet expenditures to run the institution, improving the basic infrastructure and for other academic purposes.
- Our Institute is also registered as exam centre, so it also gets payment from the University Of Lucknow on account for conducting semester examinations of different courses of university.

All the financial matters related to control of college revenue, payment of salary, purchase of equipments, payments of services are availed for infrastructural purposes etc. are taken in account. The committee comprising of Principal, Head of departments, Accountant and administrative office look after the necessary improvement required for the institutional framework.

The state does not have any regulation for the audit of internal/self financed institution. All financial transactions at our institution are monitored by management committee. Preparation of annual balance sheets and the audit of accounts are done by the registered chartered firm – Singh Agarwal and Associates Firm.

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

6.5 Internal Quality Assurance System

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

Response:

An educational institution is just like a living organism which needs proper nutrition and care to developsustainably and work efficiently. Similarly, for adequate nurturing of our institute an IQAC (Internal Quality Assurance Cell) is developed for proper functioning and facilitating the academic and administrative domains of the institute.

In Bora Institute of Management Sciences, the IQAC comprises of12 members who take complete charge of formulating and maintaining the quality parameters in various aspects of academic and administrative. The working system of IQAC in our institute is as follows:-

IQAC holds meetings quarterly in an academic session.The first meeting is assigned for overall planning of the entire academic session.The second meetingreviews the number of admissions in particular courses, ongoing teaching-learning process, and discussions regarding internal evaluation process. The third meeting of IQAC reviews the performance of students in the semester examinations. In the final meeting the review of the entire session is done by IQAC.

- IQACtries to supplement the teaching process by formulating strategies and guidelines for proper utilization of institutional resources for developing conducive atmosphere of learning.

- IQAC tries to develop a system for integrating various committee activities for creating an ambient atmospherenecessary for the holistic development of the learner.
- IQAC prepare strategies for improving and encourage the effective use of ICT resources. Conducting training programs for the use of smart class and college e-resource i.e. BIMS app.Preparing e-content for respective subjects and posting it on various social media platform, like YouTube etc.
- It also makes strategies for strengthening feedback mechanism from students regarding teaching-learning process and upgrading institutional orchestration.

- Encouraging faculty members to pursue research work in their field of subject and to attend conferences, seminars, webinars, workshops etc. for enriching knowledge and skills.
- IQAC suggests planning activities which encourage the students to take part in sports and other co-scholastic activities at college as well as the university level. By community extension and engagement activities we tried to develop emotional and social quotient among our students. These activities contributed in developing leadership abilities and team-spirit.
- To ensure a healthy and peaceful atmosphere- anti ragging cell and grievance cell is effectively put into practice.
- Under the guidance of IQAC, the college is working towards value-based quality education that cultivates the young mind that integrates into the diversified culture of society.
- Mentor-Mentee programme is effectively put into practice to cater to individualistic needs. By this, our students get the benefit of overcoming their personal problems and building a wholesome personality.
- By organizing internships and industrial visits in different courses,students are enriched with real-life experiences and skills which is advantageous for professional life.
- Realizing the social challenges, IQAC effectively tried to conduct series of seminars, webinars and workshops by different departments that successfully connect the institute with the society.
- IQAC looks after the timely submission of AQAR and preparations for NAAC Accreditation process.

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

6.5.2 Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
2. **Collaborative quality initiatives with other institution(s)/ membership of international networks**
3. **Participation in NIRF**
4. **any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc**

Response: C. Any 2 of the above

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 7 - 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 and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

Response

Our institution aims for overall development of the student by imparting them the holistic education for making them self reliant, good citizen who respects various diversities like cultural, social, traditional, religious and sensitizing them towards gender issues. Our institute promotes equality among students without any prejudice, disregarding their diversity and gender. Our institute has taken various steps for providing safe and secure environment for all females in the campus.

Gender equity:

Gender equity in teaching, is a central component of a good-quality education. Women empowerment is one our best practices followed in the institute.

Giving equal representation to female students and employees in various committees constituted in our institution.

Workshops, guest lectures, debates and awareness drives on topics such as "*Beti bachao Beti padhao*", "*Women helpline 1090 awareness*", "*Human rights and Gender issues*" etc., are also organized on institutional level to spread awareness among students. Celebration of women's day to bring attention and awareness to gender related issues every year is integral part of our Programme.

Facilities for girl student and female faculties

Female students are provided with "Girls Common Room" & separate washrooms so that they can use the facilities when required.

For support of female staff facilities like medical leave, maternity leave is there and separate room is allocated for the kids of female staff if they require their kids to be brought to college.

Counseling

Women Grievance Redressal Cell and Anti Ragging committee to listen to problems of the students and provide them proper counseling. The major objective of the counseling sessions is to facilitate Academic, Emotional, Social and cognitive development of the students hence to empower them in their learning and personal development.

Measure for secure and safety

A dedicated team of security personnel is placed at various important places at the college premises. CCTV cameras are installed all over the campus and also inside the classroom for surveillance and security.

Events

Different events are organized in the college to commensurate different occasions,

The college organizes and celebrates various national and local festivals for achieving inculcating cultural integrity amongst the students. The college also celebrates birth and death anniversaries of our founders and the great Indian personalities for making the students aware of the Indian historical past and their contribution to the national development.

National Festivals: These festivals are celebrated throughout the year such as:

- Independence & Republic Day Celebration.
- Teachers Day
- National youth day
- Basant Panchami
- National Yoga Day
- Christmas
- National voters day
- Hindi diwas
- World environment day

Birth/Death Anniversary of Great and Renowned Indian Personalities:

The college observes Birth/Death anniversary every year of the Indian national heroes such as of:

Mahatma Gandhi

Netaji Subhas Chandra Bose

Dr Babasaheb Bhimrao Ambedkar

Sardar VallabhB hai Patel

Deen Dayal Upadhyay

Atal Bihari Vajpayee

Swami Vivekananda

Sant Ravidas

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

7.1.2 The Institution has facilities and initiatives for

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

Response: C. 2 of the above

File Description	Document
Upload supporting document	[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: D. Any 1 of the above

File Description	Document
Upload supporting document	[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 diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

Inclusiveness is a practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. Our college promotes an attitude of tolerance and inclusiveness, it provides equal opportunities to diverse students population.

The institution believes in equality of all cultures and traditions as is evident from the fact that students belonging to different caste, religion, regions are studying without any discrimination. Though the institution has diverse socio-cultural background and different linguistic, we do not have any intolerance

towards cultural, regional, linguistic, communal socio economic and other diversities. With great fervor the national festivals, birth anniversaries and memorials of great Indian personalities like Mahatma Gandhi Sardar Vallabhbhai Patel, Pandit Jawaharlal Nehru, Dr. Bhimrao Ambedkar, Sarvepalli Radhakrishnan, Lal Bahadur Shastri.

Apart from celebrating the national festivals our college also organizes different programmes and competitions for celebrating festivals of different religions, with equal fervor and zeal main festivals like Basant Panchmi, Holi, Eid, Diwali, and Christmas are celebrated at departmental level.

For catering to the diversity created by varied socio economic status our college has uniformity in terms of dressing. Our college has a uniform which has to be worn by each college student which further promotes a positive inclusive environment.

Various events and lectures are being organized for promoting inclusiveness among the students. Eminent personalities like University Professors, Social workers, Environmentalists are invited in our institution for delivering guest lectures on inclusion and related issues which further broadens the horizon of thinking.

Our curriculum has courses like inclusive education and special education to foster the concept of inclusiveness. Teaching method & materials used while teaching like books, films, videos celebrated diversity suiting students from varied background.

Our institute has students from varied base courses and background, some coming from pure hindi medium and some from English medium, to bridge this gap English classes for the improvement of language skills are being organized for removal of language barrier.

Teachers maintain to foster a one to one relationship with of their students as much as possible, there runs a mentor mentee programme also where every student is allotted a mentor for any issue he or she is facing during course of period. Positive classroom climate is promoted, embracing student's diversity.

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

7.2 Best Practices

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

Response:

1. Empowering the Women

Objectives of the Practice

The institution caters to girl student from all over state from varying socio-economic background. Our female students constitute near about 2/3rd of the total student strength of the college. A large number of girl students come from under privileged, economically disadvantaged group and mostly are first generation education seekers. To curb this disturbing trend the college initiated value based programme as a part of the co-curricular activities. Therefore our institute has resolved to take up the cause of women empowerment for the girl students with the following objectives-

- Providing adequate opportunities for the students to take part in the various Committees/Cells & to develop and excel in the requisite skills besides academics.
- To enable the girl students to realize their full potential for learning and solving their problems independently.
- Arranging leadership and awareness programmes/sessions on social evil issues.
- Dealing amicably with the student victims of exploitation of all sorts maintaining utmost confidentiality of the private life to protect their dignity through councelling sessions.
- To organize various events to make them realize gender sensitization.
- Extending financial assistance to the deserving women of financially disadvantaged section to help acquire their degrees.
- Mentoring, tutorial and counseling is provided to all girls.

The Practice

- To achieve the aim, the college has established a Women Grievance Cell (WGC) with a senior woman teacher as its Coordinator and three other senior women employee as its members.
- The evidence of success is shown by increasing participation of girl students in the programmes and activities conducted by BIMS
- Our female students are given opportunities to be active members in our college committees.
- Few female students have been given financial assistance by fee waive off as per their required conditions.
- Various guest lectures and workshop on gender issues have been organized in the institutes like :-

1. Career opportunities and personality development
2. Gender issues
3. Female hygiene and grooming
4. Women Entrepreneurship.
5. Example of young girl entrepreneurs of BIMS like Shrishti Bajpai (B.B.A 2018-2021)(online print shoppe) , Anjali Sharma(boutique) ,Tanushree Rohina(B.Ed)(Sugarque Bakery)

- Counseling sessions are being organized for such students which are probable dropouts as a preventive measure, which proved to be successful.
- Many of our female students secured distinctions and high percentages in University Examinations.
- Ms. Palak Shukla was awarded by Lucknow University.
- CCTV camera surveillance systems are used in college premises to maintain safety and security of all .
- Women helpline no. 1090 have been displayed in college campus.
- The campus has separate common room for girls.

- **Title: All Round Development**

The institution strongly believes in ensuring an all round development of its students, thereby preparing its students for both their professional careers as well as personal lives.

Objectives:

- **Cognitive Development**- It is crucial that a child's learning, understanding, problem solving, reasoning and memory skills are enhanced through various activities.
- **Skill Development**- To enable students to be technically upgraded and to improve their productive capabilities.
- **Physical Development**- to propagate in principle as well as in practice, as the healthy mind resides in healthy body.
- **Emotional development**- to create a healthy, harmonious and happy atmosphere in the campus.
- **Social Development-** to foster the sense of unity and brotherhood by holding group activities.
- **Value Development-** *aims at training the student to face the outer world with the right attitude and values.*
- **Cultural Development-**tohelp the students to identify their abilities so that their full potential can be realized.
- **Spiritual Development-** to help studentsto deal with life's challenges and grow into a better, more whole and contented pers

- **Practices:**

During the last 5years the institute has organized over many academic and non academic activities for inculcating knowledge, values, duties and responsibilities. Our Institute has different committees like Academic Advisory Committee, Cultural and Sports committee, Career Development cell etc for organizing various events in this regard.

- For enrichment of academic skills we focus on different types of learning methods like Experiential learning (through Project work and internships,Guest lecture/workshops/seminars), Participative learning(through Group discussions/role play,Group activities, Debates)andProblem solving methodology(through Quiz and case study), Blended Learning and Team Teaching.
- Students skills are enriched through internships, practice teaching, ICT training, project work and craft making activities.
- Our students practice and participate in different sports events organized in inter and intra college level.
- For provision of emotional supportto our students we have counseling sessions and a mentor-mentee programme.
- Number of activities have been organized for social engagement and development of social values among students. The college undertakes various extension activities for community welfare like 'BetiBachao,-BetiPadhao ,Voter Awareness Campaign,'Birth anniversary of Swami Vivekananda';'Health awareness camp", fire safety drill, road safety awareness, plantation drive and manymore just to mention a few in last five sessions.
- Morning Prayer sessions focuses on moral thoughts, Principal and Faculty address on important values.
- Guest lectures on Value education is integral part of our college programme.
- Our college festival is organized, managed and administered by students under minimum interference from teachers.

- Apart from this cultural activities are organized throughout the academic year.

- **Evidences of Success**

  The result of these activities is the improvement in spoken skills, soft skills like confidence, positive attitude etc. The students are inculcated with the qualities of leadership, team spirit, sportsman spirit through extracurricular activities. All of our institutional efforts have been proved to be fruitful as we saw many of our students getting good placements in various sectors and achieving high percentages in University Exams, one of our student Palak Mishra B.Com (2018-2021) got Chancellor's Medal in Commerce Department. Students have also achived award at state ,national level in variour co-curicular and cultural activities.

File Description	Document	
Best practices as hosted on the Institutional website	[View Document](#)	
Any other relevant information	[View Document](#)	

7.3 Institutional Distinctiveness

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

Response:

BIMS has always been a student centric institution; all of our practices have been directed towards holistic development of the students which further promotes the concept oflifelong learning.Lifelong learning refers to the process of gaining knowledge and learning new skills throughout your life. It crosses sectors, promoting learning beyond traditional schooling and throughout adult life. It covers learning at all ages and subsumes formal, non-formal and informal learning that is flexible, diverse and available at different times and in different places. It is believed that learning is neither age-bound nor classroom-bound, but it takes place throughout life and in all kinds of situations. It not only enhances social inclusion, active citizenship, and personal development, but also self-sustainability, rather than competitiveness and employability. India has a rich and long tradition of learning throughout life. In fact, the philosophy of Lifelong Learning is embedded in the Indian society, culture and education. There is a main role of higher education into three domains: teaching, research and community service. In each of these three areas, the purpose is to induce or facilitate learning.The role and importance of Lifelong Learning in India have increased in recent times due to several socio economic factors. In a technology driven knowledge based competitive economy; the landscape of learning is fast changing in India.

The Process

"A lamp can only light another lamp when it continues to burn in its own flame."-

This is the base or philosophy behind the concept, we as the institution believe in and this can be brought into practice if a student and a teacher continues to gain knowledge and skills throughout their life.BIMS mainly focuses on providing quality education which promotes and prepares them for future life, through which students' overall development could be achieved. Along with the curricular, Co Curriculum inputs are given to the students to enhance their soft skills.Institute focuses on developing a value based education system. In BIMS the focus is not only to achieve excellence in education but we work on to make an enhancement in promoting the knowledge of social perseverance and environmental sustainability. In BIMS we have three courses in running - Commerce, Management and Teacher Education, in all these the main focus is to promote good learning skills.

The Practice

Ongoing Education is now being viewed as increasingly vital to students, teachers, employers and to the future growth and development of the further education and skills sector. We as an institution aim at focusing on all of the above stakeholders. For students it has become increasingly important to ensure competitiveness and the development of employability in the long term. A commitment to learning and professional development is a highly sought-after quality by employers.

- Apart from providing the curricular knowledge and practice to students we provide them with wide range of activities to engage them with co curricular practices to make them learn throughout life
- *Development of Innovation skills-* by providing them opportunity to enhance their creativity by participating in activities like best out of wastes, paper dressing, innovative TLM making, project based learning, brainstorming sessions, debates on current issues, group discussions, poster making, etc.
- *Encouraging Critical thinking-*Exposing students to an array of ideas and information, and asking them to consider their opinion, will inspire their interest and curiosity and give their inner critic food for thought for a lifetime. Our college has well equipped library, where we promote our students to read newspapers and to critically analyze the content. Books in library include biographies, auto biographies and great work of eminent authors, students are asked to read, write and present a book review.
- *Encourage Independent Learning-*The traditional classroom is being turned upside down, with many teachers now placing more emphasis on students' independent learning, The traditional classroom is being turned upside down, with many teachers now placing more emphasis on students' independent learning. Students are given opportunity for observing and expressing, they are requires to do case studies, prepare child observation reports, library visits and industry visit reports.
- *Setting SMART goals-*SMART goals are specific, measurable, achievable, relevant and time-bound. They help both teacher and student keep learning on track. The skill is developed through problem solving and project methods used while teaching.

Specific: what do I need to do?

Measurable: how will I know I have been successful?

Achievable: can I do it on my own or with a little help?

Relevant: will it help me be better at (subject)?

Time-bound: when do I need to complete it?

Asking our students to set their own learning goals helps to motivate them and focus on their learning.

- *Use technology-*Continuous learning is about gaining and developing abilities, interests, knowledge and qualifications from school to retirement. From the moment your students enter the workforce, they will constantly be learning to keep up to date with the latest technological developments, for this they are updated with latest technological advancements.

- *For Faculty-* As long as the student, teacher also needs to be learning throughout the life for lighting other lamps, for this our teachers are undergoing faculty development programs organized by various Universities and government educational bodies.

Learning is not a destination it is a continuous process, there continous learning is the ongoing voluntary and self motivated pursue of knowledge

File Description	Document
Appropriate web in the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

5. CONCLUSION

Additional Information :

Bora Institute of Management Sciences always tried best to follow the rule and regulation of Affiliating University and statuary Bodies like NCTE and ACITE. Due to fair conduct of University Examinations, University of Lucknow, Lucknow frequently fix the institution as examination center for semester and year end examination. For the fulfillment of Institutional social responsibility, Institution, organize various activities for welfare for society.

Concluding Remarks :

Bora Institute of Management sciences regularly tried to enhance the strength, remove weakness, utilize opportunities and effectively face the challenges. The institution ensured the maintenance of standard of Teaching- Learning by providing best infrastructure facilities, use of information and communication technology with close cooperation of all stakeholders like management, Parents, Teachers and students to take the correction measure that was suggested by the peer team. This process was interrupted by pandemic during 19-20, 20-21 and 2021-22. That is included in period assessed for accreditation. Although some disturbance occurred like restriction on activity in campus, downfall in admission and surrendering of PG courses, Institution always focused on quality education.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
2.1.1	**Enrolment percentage** 2.1.1.1. **Number of students admitted year wise during last five years** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>266</td><td>248</td><td>370</td><td>391</td><td>412</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>266</td><td>248</td><td>369</td><td>391</td><td>412</td></tr></table> 2.1.1.2. **Number of sanctioned seats year wise during last five years** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>405</td><td>405</td><td>590</td><td>620</td><td>543</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>405</td><td>405</td><td>590</td><td>620</td><td>543</td></tr></table> Remark : As per document
2.4.1	**Percentage of full-time teachers against sanctioned posts during the last five years** 2.4.1.1. **Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>28</td><td>43</td><td>46</td><td>49</td><td>47</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>24</td><td>31</td><td>42</td><td>41</td><td>37</td></tr></table> Remark : As per document attached
2.4.2	**Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B**

Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

2.4.2.1. **Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
33	28	37	40	33

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
22	23	30	27	26

Remark : As per document

2.6.2	**Pass percentage of Students during last five years**

2.6.2.1. **Number of final year students who passed the university examination year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
280	276	238	250	210

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
287	246	219	263	243

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
303	297	267	275	243

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
303	297	267	275	243

Remark : Provide the document related to Number of final year students who passed the university examination year wise during the last five years with proper S.No. It appears that the document given is not in accordance with Sno and page number

3.3.1	*Number of research papers published per teacher in the Journals notified on UGC care list during the last five years*
	3.3.1.1. **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
5	2	2	2	1

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
00	00	00	00	00

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
10	2	4	2	1

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
8	2	4	2	1

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
1	1	3	4	11

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18

0	0	1	2	3

Remark : as per the documents

3.5.1	**Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.** Answer before DVV Verification : 7 Answer After DVV Verification :5
4.1.2	**Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)** 4.1.2.1. **Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)** Answer before DVV Verification: 	2021-22	2020-21	2019-20	2018-19	2017-18
---	---	---	---	---
3.20	.82	3.92	.18	1.19 | Answer After DVV Verification : | 2021-22	2020-21	2019-20	2018-19	2017-18
---	---	---	---	---
3.29	.82	3.92	.18	1.19	
4.3.2	**Student – Computer ratio (Data for the latest completed academic year)** 4.3.2.1. **Number of computers available for students usage during the latest completed academic year:** Answer before DVV Verification : 96 Answer after DVV Verification: 73 Remark : as per the documents
5.1.4	**The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases** 1. **Implementation of guidelines of statutory/regulatory bodies** 2. **Organisation wide awareness and undertakings on policies with zero tolerance** 3. **Mechanisms for submission of online/offline students' grievances** 4. **Timely redressal of the grievances through appropriate committees** Answer before DVV Verification : A. All of the above Answer After DVV Verification: B. Any 3 of the above Remark : as per the documents
5.2.1	**Percentage of placement of outgoing students and students progressing to higher education**

during the last five years

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
90	67	52	83	74

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
90	67	52	83	74

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
179	498	238	250	193

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
280	246	219	263	243

Remark : as per the documents

5.2.2	**Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)**
	5.2.2.1. *Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years*

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
51	50	6	16	19

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
31	38	24	20	18

5.2.2.2. **Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
85	75	30	28	29

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
85	75	30	28	29

Remark : as per the documents

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**

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
45	8	15	36	25

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	8

Remark : as per the documents

6.2.2	**Implementation of e-governance in areas of operation**

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

Answer before DVV Verification : A. All of the above
Answer After DVV Verification: D. Any 1 of the above
Remark : The supporting documents for only e-governance in Administration are provided.

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

6.3.3.1. **Total number of teaching and non-teaching staff participating in Faculty**

development Programmes (FDP), professional development /administrative training programs during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
9	8	14	6	4

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
6	4	5	7	3

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18

6.5.2	**Quality assurance initiatives of the institution include:** 1. **Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements** 2. **Collaborative quality initiatives with other institution(s)/ membership of international networks** 3. **Participation in NIRF** 4. **any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc** Answer before DVV Verification : A. All of the above Answer After DVV Verification: C. Any 2 of the above
7.1.2	**The Institution has facilities and initiatives for** 1. **Alternate sources of energy and energy conservation measures** 2. **Management of the various types of degradable and nondegradable waste** 3. **Water conservation** 4. **Green campus initiatives** 5. **Disabled-friendly, barrier free environment** Answer before DVV Verification : A. 4 or All of the above Answer After DVV Verification: C. 2 of the above Remark : as per the documents
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**

	Answer before DVV Verification : D. Any 1 of the above Answer After DVV Verification: D. Any 1 of the above

2.Extended Profile Deviations

ID	Extended Questions
1.1	**Number of teaching staff / full time teachers during the last five years (Without repeat count):** Answer before DVV Verification : 72 Answer after DVV Verification : 80
1.2	**Number of teaching staff / full time teachers year wise during the last five years** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>38</td><td>34</td><td>46</td><td>50</td><td>40</td></tr></table> Answer After DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>24</td><td>31</td><td>42</td><td>41</td><td>37</td></tr></table>