

The Annual Quality Assurance Report (AQAR) of the IQAC

Part – A

AQAR for the year

2015-16

1. Details of the Institution

1.1 Name of the Institution

NITTE UNIVERSITY

1.2 Address Line 1

University Enclave

Address Line 2

Medical Sciences Complex,
Deralakatte

City/Town

Mangalore

State

Karnataka

Pin Code

575018

Institution e-mail address

nitteuniversity@nitte.edu.in

Contact Nos.

0824-2204300/01/02/03

Name of the Head of the Institution:

Dr. S. Ramananda Shetty

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Name of the IQAC Co-ordinator:

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IQAC e-mail address:

iqac@nitte.edu.in

1.3 NAAC Track ID

KAUNGN10154

Financial Status Grant-in-aid -- UGC 2(f) -- UGC 12B --

Grant-in-aid + Self Financing -- Totally Self-financing

1.10 Type of Faculty/Programme

Arts Science Commerce -- Law -- PEI (Phys Edu) --

TEI (Edu) - Engineering -- Health Science Management --

Others (Specify)

Architecture

1.11 Name of the Affiliating University (*for the Colleges*)

1.12 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University	<input type="checkbox"/> --	UGC-CPE	<input type="checkbox"/> --
University with Potential for Excellence	<input type="checkbox"/> --	UGC-CE	<input type="checkbox"/> --
DST Star Scheme	<input type="checkbox"/> --	DST-FIST	<input type="checkbox"/> --
UGC-Special Assistance Programme	<input type="checkbox"/> --	UGC-COP Programs	<input type="checkbox"/> --
UGC-Innovative PG programmes	<input type="checkbox"/> --	Any other (<i>Specify</i>)	<input type="checkbox"/> --

2. IQAC Composition and Activities

2.1 No. of Teachers	<input type="text"/> 07
2.2 No. of Administrative/Technical staff	<input type="text"/> 07
2.3 No. of students	<input type="text"/> 01
2.4 No. of Management representatives	<input type="text"/> 01
2.5 No. of Alumni	<input type="text"/> 01
2.6 No. of any other stakeholder and community representatives	<input type="text"/> 01
2.7 No. of Employers/ Industrialists	<input type="text"/> --
2.8 No. of other External Experts	<input type="text"/> 02
2.9 Total No. of members	<input type="text"/> 20
2.10 No. of IQAC meetings held	<input type="text"/> 04

2.11 No. of meetings with various stakeholders: Faculty Students
 Non-Teaching Staff Alumni Others

2.12 Has IQAC received any funding from UGC during the year? Yes No

If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. International National State Institution Level

(ii) Themes

1. Responsible and Ethical practice in Research
2. Environmental Concerns
3. Academia-to-Industry
4. Sustaining and Enhancing Quality in Higher Educational Institution

2.14 Significant Activities and contributions made by IQAC

1. Started value-added courses
2. Identified areas for quality improvement
3. Liaising between various committees and coordinating to enhance quality in all domains of functioning of institutions
4. Auditing of processes conducted
5. Community service programs strengthened
6. Initiation of environmental friendly measures like STP, Solar Heaters etc.
7. Introduction of digital learning system in medical college
8. Digitalization of Library Services
9. Conducted seminars/conferences/workshops on quality related issues

2.15 Plan of Action by IQAC/Outcome The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year

No.	Plan of Action	Outcome
1.	Upgradation of clinical facilities	Departments of Oral Medicine , Prosthodontics and Neurology upgraded
2.	Upgradation of Research facilities	New areas in inter-disciplinary research identified and projects have been undertaken. Animal Experimentation Lab has been upgraded
3.	Increasing research output through an incentive scheme	Number of publications in refereed journals with high impact factor increased
4.	Enhancing external funding for research projects by providing seed money to the faculty and expert guidance to prepare project reports for submission to agencies.	Project proposals submitted for external funding.
5.	Strengthening of facilities in the rural health centres and posting Postgraduates	More outreach programs conducted through the Centres Number of patients increased. New facilities provided
6.	Starting new courses other than in Health Sciences	B. Arch Course Started Two MSc Courses and PhD program started

7.	To encourage institution to conduct national/International conferences	4 International and 12 national level conferences have been conducted, as a result of research linkages and student exchange programs have taken place.
8.	Provide better physical learning environment and monitoring of learning progress	Classrooms and Library renovated PGs annual examinations as per common time-table

2.15 Whether the AQAR was placed in statutory body Yes -- No

Management Syndicate -- Any other body --

Provide the details of the action taken

- | |
|--|
| <ol style="list-style-type: none"> 1. Equipments for better and accurate diagnosis procured for Neurology 2. Equipment procured for Prosthodontics 3. New PG and Research Block for Pharmacy college added 4. Work commenced for additional academic block for Dental college 5. Auditing for NABH accreditation of the Hospital completed successfully 6. Started 5-year B.Arch course with approval from CoA and 40 intake 7. Started two MSc courses - Food Safety & Biotechnology and Marine Microbiology & Biotechnology |
|--|

Part – B

Criterion – I

1. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	05	01	05	--
PG	34	02	36	--
UG	12	--	12	--
PG Diploma	--	--	--	--
Advanced Diploma	--	--	--	--
Diploma	01	--	01	--
Certificate	03	--	03	03
Others	01	--	01	--
Total	55	03	58	03
Interdisciplinary	03	--	--	02
Innovative	01	--	--	01

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	09
Trimester	--
Annual	49

1.3 Feedback from stakeholders* Alumni Parents Employers Students
(On all aspects)

Mode of feedback : Online Manual Co-operating schools (for PEI)

**Please provide an analysis of the feedback in the Annexure*

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

1. Community Medicine -MBBS – Curriculum was updated by revising the exam pattern with the changes of sub topics in Paper I and Paper II in some subjects.
2. MS (ENT) Curriculum was updated by making Temporal bone dissection mandatory for the postgraduates.
3. I year B.D.S.: Skills and Personality Development – 50 hours.
4. II year B.D.S.: Constitution of India – 40 hours.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

1. Leela Narayan Shetty Advanced Neurosciences Centre - Advanced research laboratory for molecular genetics and molecular biology studies of autoimmune neurological and related disorders.
2. The research block of NGSIM Institute of Pharmaceutical Sciences which houses Drug Regulatory Affairs department, instrumentation centre, CADD lab, Nanoscience lab and NUCARE laboratory was established. The facility is used for post graduate and doctoral research studies.

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty	Total	Asst. Professors	Associate Professors	Professors	Others
	531	157	73	129	172

2.2 No. of permanent faculty with Ph.D. 63

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year	Asst. Professors		Associate Professors		Professors		Others		Total	
	R	V	R	V	R	V	R	V	R	V
	43	--	06	--	01	01	32	--	82	01

2.4 No. of Guest and Visiting faculty and Temporary faculty 16 05 --

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	131	222	909
Presented papers	44	85	132
Resource Persons	30	39	115

2.6 Innovative processes adopted by the institution in Teaching and Learning:

1. Mandatory BLS and ACLS training for PG students. Mandatory BLS training for Interns
2. Mandatory Short Course on Research Designs and Protocol Writing for First year PGs
3. Case based team study and discussion
4. Flash cards for viva-voce and poster presentations
5. Rural satellite health centre postings allotted to PGs in all departments
6. Computer aided software based pharmacological screening methods
7. Video-assisted teaching
8. Modular teaching
9. Concept Map
10. Introduced OSPE/ OSCE for Post graduates and undergraduates.

2.7 Total No. of Actual Teaching days this academic year 275

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

1. Centrally administered Annual Internal Assessment with common calendar for PG students
2. Juries and seminar presentations in Theory of design and Studio
3. Additional External viva for structures along with written examination

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop 85 05 35

2.10 Average percentage of attendance of students 85%

2.11 Course/Programme wise distribution of pass percentage:

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
MBBS	135	2.22	34.07	51.85	-	88.15
MD/MS	70	1.43	-	-	-	85.71
BSc (A&OTT)	20	10	20	45	20	95
BSc (MIT)	15	07	20	40	13	80
MPH	08	63	37	-	-	100
BDS	79	06	73	16.5	1.2	97.44
MDS	48	-	-	-	-	95.83
BPharm	80	30.00	52.50	-	-	82.50
MPharm	21	81.66	14.17	-	4.17	100
BSc (Nursing)	41	04	23	07	-	82.93%
MSc(Nursing)	10	06	02	-	02	100%
PBBSc (Nursing)	17	06	10	01	-	100%
BPT	26	3.84	73.07	7.69	-	84.6
MPT	09	11.11	33.33	55.56	-	100
BSc (Biomedical)	09	66.7	11.1	11.1	-	100
MSc (Biomedical)	08	100	-	-	-	100
BA (JMC)	05	100	-	-	-	100
MA (JMC)	10	50	50	-	-	100

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes:

1. Facilitating the collection of feedback and programme evaluation from students
2. Improved teaching methodology due to regular monitoring
3. Advance notice for theory classes for all batches on a monthly basis
4. Planning the academic and other activities for the year and monitoring their implementation
5. Moderation of lesson plan and teaching plan
6. Evaluation of teachers performance on the basis of student feedback and result
7. Analysis of research output, paper publication, funded project by the faculty
8. Preparation of Academic Calendar for institutions

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	--
UGC – Faculty Improvement Programme	--
HRD programmes	202
Orientation programmes	15
Faculty exchange programme	07
Staff training conducted by the University	205
Staff training conducted by other institutions	23
Summer / Winter schools, Workshops, etc.	1307
Others	103

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	298	0	39	20
Technical Staff	825	0	178	43

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

1. Liaising with Institution Research Committee to inform and educate faculty students about opportunities available for research
2. Liaising with Medical Education Unit for introducing Short Course on Research Designs and Protocol Writing for First year PGs
3. Organizing an Orientation session for first year PGs and Guides about research facilities and opportunities at the Central Research Lab
4. Minimum target of publication and funded project on the basis of cadre
5. Plagiarism check
6. Emphasizes to publish minimum of two articles in high impact factor journal and sent proposal for external funding agency to promote research culture.

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	05	18	08	28
Outlay in Rs. Lakhs	6.16	58.12	135.10	363.56

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	32	39	41	17
Outlay in Rs. Lakhs	15.21	3.95	33.50	3.67

3.4 Details on research publications

	International	National	Others
Peer Review Journals	133	362	--
Non-Peer Review Journals	01	05	03
e-Journals	15	09	--
Conference proceedings	19	60	105

3.5 Details on Impact factor of publications: Range Average

h-index in SCOPUS h-index in WoS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant Sanctioned (in lakhs)	Received (in lakhs)
Major projects	1/2/3 years	BRNS, ICMR, DBT, DST, PHRI/ICSSR	135.10	51.63
Minor Projects	--	--	--	--
Interdisciplinary Projects	1	Nitte University	2.80	--
Industry sponsored	--	--	--	--
Projects sponsored by the University/ College	1/3years	Nitte University	33.50	33.50
Students research projects <i>(other than compulsory by the University)</i>	1 year	ICMR, Nitte University	2.14	2.14
Any other: Upgradation of Neurosciences Research Centre	1	Individual	430.42	430.42
Total			603.96	517.69

3.7 No. of books published i) With ISBN No. Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP CAS DST-FIST DBT Scheme/funds

DPE

3.9 For colleges Autonomy CPE DBT Star Scheme

INSPIRE CE Any Other (specify)

3.10 Revenue generated through consultancy

Level	International	National	State	University	College
3.11 No. of conferences organized by the Institution	04	12	01	--	04
Sponsoring agencies	Nitte University	MCI, ICMR, NU	Nitte University	--	Self - funded

3.12 No. of faculty served as experts, chairpersons or resource persons

3.13 No. of collaborations International National Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs:

From funding agency From Management of University/College

Total

3.16 No. of patents received this year	Type of Patent	Number
	National	Applied
Granted		--
International	Applied	--
	Granted	-
Commercialised	Applied	01
	Granted	--

3.17 No. of research awards/ recognitions received by faculty and research fellows of the institute in the year

Total	International	National	State	University	District	College
41	13	18	10	--	--	--

3.18 No. of faculty from the Institution and students registered under them who are Ph. D. Guides

3.19 No. of Ph.D. awarded by faculty from the Institution

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF SRF Project Fellows Any other

3.21 No. of students Participated in NSS events: University level State level
National level International level

3.22 No. of students participated in NCC events: University level State level
National level International level

3.23 No. of Awards won in NSS:	University level	State level
	National level	International level
	<input type="text" value="--"/>	<input type="text" value="--"/>
3.24 No. of Awards won in NCC:	University level	State level
	National level	International level
	<input type="text" value="--"/>	<input type="text" value="--"/>

3.25 No. of Extension activities organized

University forum	<input type="text" value="01"/>	College forum	<input type="text" value="182"/>	NCC	<input type="text" value="--"/>
NSS	<input type="text" value="12"/>	Any other	<input type="text" value="06"/>		

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

1. Geriatric Day-care Centre – Centre for the aged started
2. Rehabilitation program for mentally ill through own Rural Psychiatry Centre
3. Health Card – Health cards for BPL population
4. Oral health camps and Oral health Programs
5. Commemoration of ‘National and World Health Days in the Institution and Community
6. Oral Health ‘Mela’ for schools of Mangalore and School Health Programs.
7. Special Oral health program for children with disabilities.
8. Participation in ‘Pulse Polio’ national program
9. Blood donation camps
10. Medical and Dental Check-up and treatment camps
11. Mass Health Education Programs
12. Environmental Awareness programs
13. Talks on citizenship and civil rights and duties
14. Fluoride mapping of drinking water in Karnataka

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	50.22	-	Nitte University	50.22
Classrooms	52	6		58
Laboratories	59	-		59
Seminar Halls	30	-		30
No. of important equipments purchased (\geq 1-0 lakh) during the current year.	1225	150		1375
Value of the equipment purchased during the year (Rs. in Lakhs)	4805.88	1540.49		6346.37
Others	2213.19	1556.03		3769.22

4.2 Computerization of administration and library

1. In-house developed software for HR management, academic activities, monitoring of student attendance and internal assessment
2. Online Feedback forms for Student feedback on teachers
3. Digital Repository for dissertations and publications (D-Space)
4. Free dent software for patient records
5. RFID cards for monitoring patients visits
6. Turnitin plagiarism check soft -ware installed in library
7. Easylib software, OPAC, Bar coding system
8. Software for handling cash, accounts, hostel management; biometric software for faculty and PG students attendance. software for processing results and marks statement

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value (Rs. in lacs)	No.	Value (Rs. in lacs)	No.	Value (Rs. in lacs)
Text Books	32510	183.57	1564	10.98	34074	194.55
Reference Books	7233	254.61	694	41.31	7927	295.92
e-Books	4940	--	430	--	5370	--
Journals	304	89.25	03	1.31	307	96.92
e-Journals	5282	14.48	370	3.12	5652	17.60
Digital Database	02	5.50	-	-	02	5.50
CD & Video	2075	--	146	--	2221	--
Others (specify)	-	-	--	--	--	--

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Depart -ments	Others
Existing	608	47	62	63	05	54	222	155
Added	63	02	32	01	--	05	11	12
Total	671	49	94	64	05	59	233	167

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

1. Computer having broadband internet access in each institution
2. Soft -ware for RFID cards for patient records upgraded and training provided to staff
3. An online scientific data base created to record, store and retrieve faculty research, publications, paper presentations.
4. Plagiarism check software installed in institutions (Turnitin)
5. Training for teachers, postgraduates, Ph.D Guides and Ph.D Scholars

4.6 Amount spent on maintenance in lakhs :

i) ICT	12.71
ii) Campus Infrastructure and facilities	313.15
iii) Equipments	289.91
iv) Others	26.80
Total:	907.80

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- | |
|--|
| <ol style="list-style-type: none"> 1. Inclusion of details of the Teacher-Guardian scheme(mentorship) program in the student handbooks 2. Formation of student counsellors at institutional level 3. PTA Meetings at Institutional level 4. Inclusion of student members in IQAC committee 5. Policy on 'substance abuse' |
|--|

5.2 Efforts made by the institution for tracking the progression

Student mentoring scheme were the senior students mentor the juniors with training of theory and clinical skills.

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
2455	656	129	0

(b) No. of students outside the state

1911

(c) No. of international students

109

No	%
1069	33

Men

No	%
2171	67

Women

Last Year						This Year					
General	SC	ST	OBC	Physically	Total	General	SC	ST	OBC	Physically	Total
2041	15	14	823	0	2893	1947	25	23	1245	0	3240

Demand Ratio: Medical & Dental – 1: 20
 Other Health Science programs -1:2
 Architecture – 1:1.5
 Humanities & Science-1:5

Dropout %: 0.34%

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

1. Interns academic club conducts regular programs to plan their future career and prepare them to appear for competitive exams
2. The students are given coaching classes for GPAT examinations.
3. I-point program for soft skill development

No. of students beneficiaries

5.5 No. of students qualified in these examinations

NET SET/SLET GATE CAT
 IAS/IPS etc State PSC UPSC Others

5.6 Details of student counselling and career guidance

1. Teacher-Guardian scheme - Faculty-Mentors assist students in academic and related issues on an ongoing basis
2. Students who need professional counselling are referred by the mentees to Counsellors / Psychiatrists in the Department of Psychiatry
3. Sensitization talk for short to medium term career options
4. Advanced learners encouraged to assist teachers and postgraduate students in performing complicated clinical cases, to prepare and present seminars, to participate in conferences and workshops as well as taking up research projects, thus providing them with ample opportunities and challenges to further improve their knowledge.
5. Career guidance lectures by the invited speakers from industry and academia

No. of students benefitted

5.7 Details of campus placement

On-campus			Off-Campus
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
4	96	48	63

5.8 Details of gender sensitization programmes

1. Women’s forum organizes regular programs for the benefit of faculty and students.
2. ‘Self - defence training session for girl students and women staff
3. Observed International Women’s Day on the theme ‘Planet 50-50 by 2030
4. Committees against sexual Harassment at University and institutional levels formed

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level National level International level

No. of students participated in cultural events

State/ University level National level International level

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports: State/ University level National level International level

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount (Rs. Lacs)
Financial support from institution	608	315.66
Financial support from government	112	46.38
Financial support from other sources	1	0.02
Number of students who received	12	5.54

5.11 Student organised / initiatives

Fairs : State/ University level National level International level

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed:

1. Purified drinking water coolers: Installed
2. WiFi facility in hostel: Provided
3. Elevators in girls hostel: Provided
4. Better Food quality: A committee involving students to monitor food quality formed formed

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision: To Build A Humane Society through Excellence in Education and Health Care

Mission: To Develop the Institution as a Centre of Excellence, Imparting Quality, Education, Generating Competent, Skilled and Humane Manpower to Face the Scientific, Technological, Managerial and Social Challenges in the Fast Evolving Global Scenario, with High Degree of Credibility, Integrity, Ethical Standards and Social Concern

6.2 Does the Institution has a management Information System

1. Assessment of Postgraduate and undergraduate work through monthly report and registers
2. Faculty diary to monitor work done
3. Staff attendance monitoring through biometric system
4. Staff movement register
5. Faculty-wise report of classes held is generated through computer program
6. Fee collections, Personnel details and Accounting computerised

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

1. Review of the syllabus by BoS and updating the syllabus.
2. New certificate courses in Dry Needling and Yoga Therapy
3. Inclusion of Yoga as a subject in BPT course
4. Course content formulated to match requirements of COA and UNESCO guidelines for architectural education internationally.
5. Two new M.Sc courses introduced

6.3.2 Teaching and Learning

1. Training for faculty in Basic Medical Education Technology in in-house MCI monitored workshops as well as workshops at MCI's Regional Training centres
2. Special lectures by invited teachers from other institution
3. Research Projects for advanced learners
4. Video-assisted learning, Symptom analysis, PBL, OSPE
5. Buddy system using the 'Nobody left behind' initiative used peer groups to motivate academically-weak students to progress well.

6.3.3 Examination and Evaluation

1. Internal Assessment tests monitored by Observers appointed by the HoI
2. End-of-posting clinical examination mandatory
3. Objective structured practical Examination (OSPE) for formative assessment.
4. Moderator's checklist introduced for each subject to ensure proper weightage to all units in the syllabus.

6.3.4 Research and Development

1. Animal house to support pre-clinical research
2. Short course on Research Designs and Protocol Writing for first year PGs
3. Promotional policy based on publication.
4. Incentives for staff obtaining funding from external agencies for research.
5. Talks by and discussions with Experts and Scientists

6.3.5 Library, ICT and physical infrastructure / instrumentation

1. CBCT machine procured and functional.
2. RFID based patient information management system introduced
3. Database developed to store faculty details
4. Computerized library management
5. Software for checking plagiarism
6. Computer program to generate the IF,H-Index, Citation Index of publications

6.3.6 Human Resource Management

1. Additional staff/faculty appointed for clinical work
2. Incentives for faculty for clinical services after regular hours
3. Performance based promotions

6.3.7 Faculty and Staff recruitment

1. Board of Appointment with external experts.
2. Faculty recruitment over and above requirements for better management

6.3.8 Industry Interaction / Collaboration

1. MOU for BABL studies for training Postgraduate students
2. MoU with International Universities for research, staff and student exchange
3. Initiated plans for joint rural project with India-EU platform.

6.3.9 Admission of Students

1. Merit Scholarships to attract bright students
2. Fee fixation committee with retired High Court Judge as Chairman and external member.

6.4 Welfare schemes for

Teaching	<ul style="list-style-type: none"> • Accommodation, free transport facility, deputation for conferences etc • PF, gratuity, medical facilities, transportation and children education support
Non teaching	<ul style="list-style-type: none"> • Accommodation, free transport facility, fee concession. • PF, gratuity, medical facilities, transportation and children education support
Students	<ul style="list-style-type: none"> • Free transportation, subsidized hospital services. • Incentive for presentations • Scholarship / fee concession for meritorious and economically poor students.

6.5 Total corpus fund generated

Rs.9339.00

6.6 Whether annual financial audit has been done

Yes

No

6.7 Whether Academic and Administrative Audit (AAA) have been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	MCI, DCI, NBA and INC	Yes	Expert Committee constituted by the University
Administrative	Yes	--	Yes	Internal Audit Department of the University

6.8 Does the University/ Autonomous College declare results within 30 days?

For UG Programmes Yes No For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

1. Online results and marks statements on website
2. Question Bank

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

Not applicable since the University is a Deemed University

6.11 Activities and support from the Alumni Association

1. International Institutional Alumni Chapter established
2. Annual Endowment Lecture
3. International conference conducted.
4. Cash awards for meritorious students in Nursing College
5. Guest lectures on Career Guidance

6.12 Activities and support from the Parent – Teacher Association

1. Meetings held at Institutional level
2. Periodical communication between teachers and parents on progress of ward
3. Parents give feedback on the educational process
4. Parents nominated as members to the IQAC
5. Participation by parents in institutional activities

6.13 Development programmes for support staff

1. Training Programs on office management, use of computers, family life, interpersonal relations

6.14 Initiatives taken by the institution to make the campus eco-friendly

1. Planting of saplings
2. Use of solar power in hostels
3. Ban on use of personal vehicles for UG students
4. Effluent treatment plant for Hospital
5. Centralized waste disposable system
6. Rain water harvesting
7. Green cover in the campus with afforestation initiatives
8. Environmental awareness programs
9. Participation in Swacch Bharat Abhiyan

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

1. Short Course on Research Design and Protocol Writing for First Year PG students
2. RFID introduced for patient data management.
3. Introduction of career advancement scheme – performance based appraisal scheme
4. Technical support and guidance to the students of neighbouring schools and college for carrying out projects in the field of Pharmacy.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

1. Additional block for pharmacy college; upgradation of demonstration rooms, library expansion in the medical college and separate space for the medical education unit
2. Research papers in high impact factor peer reviewed journals published and External funding for more projects.
3. Periodical assessment of PG students standardized
4. NABH accreditation preliminary process completed
5. Clinical facilities upgraded at rural health centre and procurement of new transport vehicle for community outreach activities.
6. Advanced instrumentation centre and research lab set up
7. Animal experimentation lab set-up and contract research work has been initiated
8. Two new PG programmes in M.Sc. have been introduced
9. PhD programme in Biological sciences was introduced.

7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

1. Nitte Special Child Care Project (N-SPECC)
2. Career advancement scheme – performance based appraisal scheme

7.4 Contribution to environmental awareness / protection

1. Plastic usage discouraged
2. Use of solar power in hostels
3. *Swacha Bharath Abhiyaan* conducted and being continued
4. NSS camps and blood donation camps.
5. Traffic rules awareness campaign.
6. Tobacco/cigarette free campus
7. Tree plantation
8. Ban of personal vehicles for UG students
9. Campus cleaning drive
10. Subjects on Environment and Development introduced
11. Talks and discussions on environment issues
12. Nature walks and documentaries on environment

7.5 Whether environmental audit was conducted? Yes No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

Strengths	Weaknesses	Opportunities	Challenges
<ol style="list-style-type: none"> 1. Strong community health services through own rural health centres 2. State-of-the-art facility for better patient management. 3. State-of-the-art research facilities for basic and applied research 4. MoUs with foreign universities for collaborative research 	<ol style="list-style-type: none"> 1. Limited success in getting large external funding for research 2. Inter-disciplinary research projects to be explored. 3. Providing outdoor sports and recreational facilities 	<ol style="list-style-type: none"> 1. Expansion into more Superspecialty and medical fellowships programs 2. To collaborate nationally and internationally with reputed institutions for research and exchange programme. 3. Introducing skill-based courses/programs 	<ol style="list-style-type: none"> 1. Decreasing admissions to PG programs in Non-medical, Pharmacy and Nursing 2. Starting more medical super speciality courses 3. Introducing computer assisted teaching for all programs.

8. **Plans of Institution For Next Year**

1. To start Ch in Urology and fellowship program in neurology
2. To start short-term skill-based course in oral implantology for BDS students
3. To start certificate courses in cytogenetics and molecular genetics
4. To renovate Operation Theatres
5. To develop at least 6 e-learning modules for each of the pre- and para-clinical subjects
6. To introduce a short-term course in Basic Statistics and Critical Appraisal skills for medical PG students
7. To undergo NBA Accreditation of UG and PG Pharmacy course in College
8. To introduce semester pattern in UG and PG Pharmacy programs
9. To establish nurse-led clinics
10. To change the existing semester pattern in biomedical science program to CBCS
11. To provide additional academic block for Dental College
12. To starting TMJ clinic and growth modulation clinic in Dental College.
13. Developing herbal gardens in constituent colleges
14. To start certified yoga course for the students of constituent colleges and introduce yoga as a subject in physiotherapy UG curriculum
15. Conduct environment audit for energy, waste and water.

Dr. Rajshekar M
Coordinator, IQAC

Signature

Dr. S Ramananda Shetty
Chairperson, IQAC

Signature

FEED BACK

2015-16

1. Students Feedback

It is taken at the end of the academic year. Students are asked to give their feedback on course curriculum, support system, hostels etc. Students Feedback for the year 2015-16 is as follows:

- The students are generally happy with the teaching- learning process
- They want more sports facilities: outdoor playcourts have been constructed
- The students have requested for better facilities in the hostel with more single occupancy rooms: new blocks have been made with single occupancy room
- Requirement of Wi-Fi in the campus: installation of the facility completed
- More hygienic and nutritious food demanded
- Stationery stores in the campus required
- The new blocks for boys and girls Hostels have been completed .
- Central kitchen has been established

2. Employee Feedback

At the end of the Academic year the feedback is taken on general administration, transparency, infrastructure facilities, library, syllabus, and support for research, pay scale and staff facilities.

- The employees feel that the administration is benevolent, there is good working environment and sufficient autonomy is given
- The faculty have been provided with upgraded laboratory facilities for research.
- Faculty felt that the Postgraduates have to be trained in research methodology and pedagogy and the Curriculum Development Directorate has organized training workshops in these area
- Canteen facility should be improved. Quality of food is poor. A committee to conduct periodical inspection has been constituted. One more cafeteria started in the hospital campus.
- Academic block requirement for Pharmacy college : block completed and labs and PG class rooms have been located

3. Parents Feedback

The feedback from the parents is taken on the monitoring system, facilities, hostels etc., during the PTA meetings

- Bus facility should be made available to more areas in the city
- Batch-wise PT Meeting should be conducted
- Parents are happy that there is no raging in the campus and in their hostels

Best Practice #1

Title: Nitte Special Child Care Project (N-SPECC)

Objective: To identify groups of children with special health care needs and to provide comprehensive dental and medical health care to them.

Context: Children with special health care needs are those whose psychological development and social expression, play and/ or work is compromised due to a physical/mental problem/both.

Every child with a compromised condition/disability has the right to attain treatment at par with the healthy ones. Their disability should not be considered as discrimination towards providing sound and effective treatment.

The Practice: The N-SPECC (Nitte Special Child Care) Programme is an initiative of the dental college and the District Department of Education of the Government of Karnataka, viz., with *Sarva Shiksha Abhiyana*. This centre was set up to regularise, monitor and develop a plan to provide comprehensive medical and dental care to children with special health care needs. The N-SPECC centre aims to provide a comprehensive treatment to these children which will include all preventive, corrective and rehabilitation measures

Evidence of success: In the last six months, about 370 children were treated at N-SPECC. There has been more awareness about ailments and diseases affecting the health of the child, among the parents and guardians, which otherwise in many cases would have not been known. About 40 audiograms and many other surgeries have been conducted by the Departments of Orthopaedics and Ophthalmology.

Difficulties encountered: One of the primary problems encountered in this regard is obtaining the necessary support from the various Government organisations. These children require more specific investigative procedures which cannot be carried out without sufficient funding. The unavailability of a corpus fund makes it difficult for the patients to obtain any emergency treatment. The University is providing partial financial support.

Resources required: Resources are required primarily in the form of funding to cater to the investigative and treatment needs of the children as well as for the infrastructure that is required to set up the centre.

Best Practice #2

Title: Performance- based appraisal Scheme for Career Advancement

Objective:

- To develop a system to assess the performance of the faculty for promotions, increments and incentives.
- The score of PBAS will be one of the four parameters for CAS, other parameters being qualification, experience and vacancy.
- The appraisal scheme is introduced to encourage continuous professional growth, identify both strengths and weakness among faculty and suggest remedies for the deficient, reward the outstanding faculty and to ensure accountability.
- The effective implementation of the scheme depends on the specific and measurable parameters, realistic and attainable goals, meticulous documentations, continuous evaluation and adherence to the time frame all of which have been addressed in the scheme.

The Context: Successful implementation of the scheme warrants a thorough understanding of the issues involved in such appraisal by all the stake holders. There was a need to develop a system which is quantifiable to avoid bias, attainable and realistic keeping in mind different cadre of faculty. The faculty were sensitized to the scheme through a series of discussions and presentations.

The Practice: The scheme has been framed in the lines of CAS proposed by the UGC. The appraisal is made on four parameters.

- Teaching learning, examination results, student feedback
- Research and publications
- Extracurricular activities
- In-house activities

Teaching learning, student feedback, examination results: The assessment is based on the classes conducted which are monitored through the *Chaitanya* software. On the basis of the percentage of classes conducted, the API scores allotted.

The outcome of the academic program delivery is assessed on the basis of the pass percentage of the students. On the basis of the pass percentage of students in different divisions, the API scores are allotted to a faculty.

An elaborate three tier appraisal system has been developed based on the annual feedback from the students, appraisal by the HoDs and self- appraisal. The feedback is taken on a questionnaire and the scores are quantified. These scores are communicated to the faculty concerned which will state the areas of his/her strength and weakness.

Research and publications: The scheme assesses the performance of the faculty in the area of research and scientific publications. The scoring is cadre sensitive and higher scores are mandated for the teachers of higher cadre. One third of the total credit is given for research and publications.

Extracurricular activities: These activities involve student related co-curricular, extension and field-based activities including extension activities, cultural activities, subject-related events, student monitoring and counselling, and institutional committees-related matters.

Faculty involvement in corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities is also assessed.

In house activities: Due weightage is given to the participation of faculty in the activities of the institution such as students' council day, sports activities, cultural activities etc.

Evidence of Success: The assessment of the faculty performance with clearly defined parameters has resulted in identifying the areas of strengths and limitations of the faculty which has enabled us to assign the tasks to the teachers on the basis of their aptitude. For example, a teacher with a flair for organising events has been given the responsibility of coordinating student activities and so on.

The analysis of the feedback from students has helped the faculty to identify the areas of weakness and they could actively engage in addressing those limitations. A definite improvement in several areas has been observed.

Problems encountered

- Sensitizing the faculty to the concept
- Preparing the scheme which is precise, measurable and free of bias
- Analysis of the data generated. At present it is done manually which is laborious and time consuming. Operations are yet to be computerized. .

Resources required

- A dedicated cell to collect, and analyse the information required to introduce in all departments and the institutions of the university.
- Independent body to assess the performance
