

Peer Team Report on Institutional Accreditation of School of Management Sciences Khushipur, Bacchaon, Varanasi – 221011, Uttar Pradesh (Id: UPCOGN27454) (Accreditation-Cycle-I) Date of PT Visit: 21 st to 22 nd August, 2017	
Section I: GENERAL INFORMATION	
1.1 Name & Address of the Institution:	School of Management Sciences Khushipur, Bacchaon, Varanasi – 221011, Uttar Pradesh
1.2 Year of Establishment:	1994
1.3 Current Academic Activities at the Institution (Numbers)	
• Faculty/Schools:	Two (02)
• Departments/Centres:	Two (02)
• Programmes/Courses offered:	05 (MBA, MCA, BBA, BCA, BCom)
• Permanent Faculty Members:	45 (Male:39 & Female:06)
• Permanent Support Staff:	41 (Male:36 & Female:05)
• Students:	1440
1.4 Three Major features in the institutional Context (As perceived by the Peer Team)	<ul style="list-style-type: none"> • Very good location • Good physical infrastructure • Committed faculty and well-disciplined & good academic ambience • 200 KW capacity Solar Power Plant which meets major power requirement of the campus
1.5 Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	21 st and 22 nd August, 2017 Detailed visit schedule attached
1.6. Composition of the Peer Team which undertook the on-site visit:	
Chairperson:	Prof. Sudhir K. Jain Sudhir K. Jain 22/8/17
Member- Coordinator:	Prof. Pratosh Bansal Pratosh Bansal 22/08/17
Member:	Prof. S. V. S. Chauhan S.V.S. Chauhan 22/8/17
NAAC Officer:	Mr. B. S. Ponmudiraj

Section II : CRITERION WISE ANALYSIS	Observation (Strengths and / or Weaknesses) on Key-Aspects (Please limit to three major ones for each and use telegraphic language (It is not necessary to indicate all the three bullets each time; write only relevant ones)
2.1 Curricular Aspects :	
2.1.1 Curricular Planning and Implementation	<ul style="list-style-type: none"> • Academic programs are in tune with the goals and objectives of the Dr A P J Abdul Kalam Technical University, Lucknow & Mahatma Gandhi Kashi Vidyapeeth, Varanasi with which the PG and UG academic programs respectively of SMS College affiliated • Action plans for effective implementation of the curriculum to provide an environment to the students for their all-round development are in place • One of faculty member of SMS is a 'Member' in the Board of Studies of APJAKT University • Academic calendar with teaching plan prepared & followed
2.1.2 Academic Flexibility	<ul style="list-style-type: none"> • Programs offered with limited flexibility within University structure • College opted range of Core / Elective options as offered by the University • CBCS is not introduced by the University • French Language Certificate and Diploma courses offered by the College
2.1.3 Curriculum Enrichment :	<ul style="list-style-type: none"> • College offers Employability Enhancement Programme (EEP) • Centre For Entrepreneurship, Innovation and Skill Development organizes many activities • Limited scope of curriculum enrichment
2.1.4 Feedback System :	<ul style="list-style-type: none"> • Formal mechanism to obtain feedback from students and other stakeholders in place • Online feedback system initiated • Feedback on facilities and on management missing (360°) • Existing system needs better structured, strengthened and follow up mechanism
2.2 Teaching-Learning & Evaluation :	
2.2.1 Student Enrolment and Profile :	<ul style="list-style-type: none"> • Wide publicity for admission given through handouts, college brochures, website, advertisement, and admission circulars • Systematic admission process through as per university/ government norms

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22/8/17

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	<ul style="list-style-type: none"> • Girl students enrolment is about 40% (forty percent) • All seats not filled some of the programs • Admission process automated
2.2.2 Catering to Student Diversity :	<ul style="list-style-type: none"> • Comprehensive orientation-cum-induction programme for new students every year • Counseling by class mentors and individual teachers in and outside the class • Informal mentoring system • Moderate Behavioural Dynamics Lab (BDL) for providing Psycho Diagnostic Assessment, Mental Health Care, and Stress Management Services to students
2.2.3 Teaching-Learning Process :	<ul style="list-style-type: none"> • Effective teaching by the faculty well appreciated by all students • Conventional teaching methods supplemented with ICT enabled teaching • Learning made student centric through Interactive Session, Field visits, Seminars, Group Discussions and periodic tests
2.2.4 Teaching Quality :	<ul style="list-style-type: none"> • Qualified faculty as per UGC/University rules/guidelines and State Govt policy • Out of 45 permanent faculty, there are 14 (fourteen) with Ph.D. degree • Faculty upgrades knowledge and skills by participation in FDPs, Seminars, Workshops etc.
2.2.5 Evaluation Process and Reforms :	<ul style="list-style-type: none"> • Internal assessment through continuous evaluation (Formative and Summative Assessment) followed by external examination as per university norms • Annual faculty appraisal system in place • Student and faculties are informed about evaluation system in advance with schedule and grievances redressed • Reforms undertaken periodically and whenever needed
2.2.6 Student Performance and Learning Outcomes :	<ul style="list-style-type: none"> • Above 90 % pass percentage • Efforts made to address student differentials based on examination performance • Reasonably good Campus Placements
2.3 Research, Consultancy & Extension :	
2.3.1 Promotion of Research :	<ul style="list-style-type: none"> • Two faculty members are recognized supervisors and guiding PhD students • Research Cell created • Comprehensive Research and Publication

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	<ul style="list-style-type: none"> Incentive Policy' in place, which motivates faculty members for research publications • Salary increment given to faculty members on completion of Ph.D.
2.3.2 Resource Mobilization for research :	<ul style="list-style-type: none"> • Separate budgetary allocation for research activities • No externally funded projects
2.3.3 Research Facilities :	<ul style="list-style-type: none"> • Moderate research facilities in place • Well managed library
2.3.4 Research Publications and Awards :	<ul style="list-style-type: none"> • Research papers are published by the faculty members • Few faculty members have received research awards • Institute publishes four research journals, one of which is indexed SCOPUS
2.3.5 Consultancy :	<ul style="list-style-type: none"> • Institute has defined policy in regard to consultancy revenue sharing pattern • About four consultancy projects undertaken
2.3.6 Extension Activities and Institutional Social Responsibility :	<ul style="list-style-type: none"> • Large number of extension activities conducted • SMS also conducted large number of activities towards social responsibility such as Cancer awareness programs, Blood Donation Camps, cloth donation & Free Health checkup camps organized • Application for constituting NSS-unit submitted
2.3.7 Collaborations :	<ul style="list-style-type: none"> • About five MoUs signed with foreign universities • Some students go abroad under MoU • Foreign students have also come to college under MoU
2.4 Infrastructure and Learning Resources:	
2.4.1 Physical Facilities :	<ul style="list-style-type: none"> • All PG classes are in AC Rooms with ceiling mounted LCD Projector • Good physical infrastructure and facilities in the campus spread over in 10 acres with multi-storied buildings • One Boys' hostel and one Girls' hostel with total capacity of 90 to 100 students each, in triple/double seated rooms
2.4.2 Library as Learning Resource :	<ul style="list-style-type: none"> • Library Coordination Committee is in place • Area of the library is 660 sq. mts. with seating capacity 100 • Total 13989 titles and 115 journals • For physically challenged persons wheel-chair and audio learning material available

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2.4.3 IT Infrastructure :	<ul style="list-style-type: none"> • Well managed website, Wi-Fi enabled campus • 08 Computer Labs with all working PCs & Licensed software • In house software development and network maintenance team
2.4.4 Maintenance of Campus Facilities :	<ul style="list-style-type: none"> • Dedicated Maintenance Cell composed of Project Engineer, Administrative & Estate Officers, and a pool of other staff for regular maintenance • Very well maintained clean and green campus • Adequate/needed budget allocation for maintenance of infrastructure is provided by Management
2.5 Student Support and Progression :	
2.5.1 Student Mentoring and Support :	<ul style="list-style-type: none"> • System of Academic Counseling, Personal & Psycho-social counseling and Career Counseling in place • Students are effectively monitored and remedial classes organized • Scholarship as per Govt. norms and also SMS Scholarships
2.5.2 Student Progression :	<ul style="list-style-type: none"> • Good student progression from entry to exit level. • Overall student progress for employment and self-employment is remarkable • Dropout rate is insignificant
2.5.3 Student Participation and Activities :	<ul style="list-style-type: none"> • A good number of students represented in University and State level competitions in different sports, and cultural activities • Several active Students' Clubs are in place • Supportive Alumni Association
2.6 Governance, Leadership and Management :	
2.6.1 Institutional Vision and Leadership :	<ul style="list-style-type: none"> • Vision and Mission clearly defined • Supportive and Participative Management • Academic and Administrative committees meet regularly for effective functioning • Culture of participatory management developed at all levels • Strategy for knowledge management yet to be evolved clearly
2.6.2 Strategy Development and Deployment :	<ul style="list-style-type: none"> • A perspective plan envisioned through a document VISION 2020 • Performance based financial incentives to faculty members • Healthy relationship with all stakeholders

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2.6.3 Faculty Empowerment Strategies :	<ul style="list-style-type: none"> Faculty is moderately empowered in decision making processes Faculty is encouraged to carryout research and organize seminars and workshops
2.6.4 Financial Management and Resource Mobilization :	<ul style="list-style-type: none"> All the academic programs are being run in self-finance mode Resource generation through sponsored research and consultancy initiated well Yearly auditing of accounts by internal auditor and external audit system
2.6.5 Internal Quality Assurance Systems :	<ul style="list-style-type: none"> Teaching quality feedback system in place Quality of physical facilities & infrastructure is assured through effective management
2.7 Innovations and Best Practices :	
2.7.1 Environment Consciousness :	<ul style="list-style-type: none"> Focus on four major areas Energy Efficiency, Landscaping and carbon neutrality, Water Conservation & e-Wastes Management Solar Power Plant of the capacity of 200 KW meets most of the power requirement of the college
2.7.2 Innovations :	<ul style="list-style-type: none"> Behavioral Dynamics Lab (BDL) for providing Psycho Diagnostic Assessment, Mental Health Care and Stress Management Services for students An electronic LAN facility 'i-Campus', as students support and learning management system Concept of Hi-life lecture series initiated through "Centre for Spiritualism and Human Enrichment" Use of NPTEL and Spoken Tutorials
2.7.3 Best Practices :	<ul style="list-style-type: none"> Promoting Spiritual & Ethical Value based Management Education and Practices Students' Employability Enhancement Activities

Section III : OVERALL ANALYSIS	
3.1 Institutional Strengths :	<ul style="list-style-type: none"> Very good physical infrastructure Committed and sensitive management and faculty Good alumni and community networks Good industry linkage and vibrant social outreach programs
3.2 Institutional Weaknesses :	<ul style="list-style-type: none"> Limited use of ICT in UG level teaching-learning process and evaluation Low resource mobilization from the surrounding industry environment and government agencies Limited research infrastructure

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3.3 Institutional Opportunities :	<ul style="list-style-type: none">• Scope for establishing strong institute-industry linkages and local businesses• Initiation of more and new skill development programs in the tune with government policy• Use of good academic ambience to ensure global competitiveness
3.4 Institutional Challenges :	<ul style="list-style-type: none">• Strengthening research, consultancy and extension activities• Other colleges providing similar degree programs at lower fee• Resource mobilization for infrastructure and research

Section IV : Recommendations for Quality Enhancement of the Institution

(Please limit to *ten major ones* and use telegraphic language)

(It is not necessary to indicate all the ten bullets)

- ✓ Faculty should publish more research papers in reputed journals and seek research funding from UGC, ACITE, ICSSR and other state/central government/non-government funding agencies.
- ✓ Given the advantage of availability of land, the College (SMS) should make efforts to mobilize resources for introducing new UG/PG Programs/Courses.
- ✓ More foreign language courses should be offered to the students for enabling and facilitating them to take up jobs in non-English speaking countries as well as to take up tourism sector jobs in Varanasi.
- ✓ Computer Lab for Commerce students and Language Lab for all students should be established.
- ✓ Effective use of ICT techniques should be initiated for effective teaching-learning processes.
- ✓ For i-campus of the College (SMS), Learning E-content be developed and uploaded on website.
- ✓ Given various strengths and available opportunities, SMS should develop long-term strategy for moving up in national ranking and making SMS to be a national level institution.
- ✓ Alumni connection should be enhanced and they should be invited to interact with current students and guide them for better placements and nature of placements.
- ✓ College (SMS) Management may consider enhancing bus facility and dual transport fee for different slabs of travel distance.

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College (SMS) Management may also consider enhancing the number of days of Sports Festival.

I agree with the observations of the Peer Team as mentioned in this report



Seal of the institution

JL 22/8/17
Signature of the Head of the
Institution **Director**
School of Management Sciences
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Signatures of the Peer Team Members

Name and Designation		Signature with date
Prof. Sudhir K. Jain [Ex-VC, SMVD University, Katra, J&K] Department of Management Studies, Vishwakarma Bhawan, I.I.T. Delhi, Hauz Khas, New Delhi - 110016	Chairperson	<i>Sudhir K Jain</i> 22/8/17
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Place: School of Management Sciences, Khushipur, Bacchaon, Varanasi - 221011, U.P.
Date: 22nd August' 2017