INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)

Accreditation - (Cycle - 1)

PEER TEAM REPORT ON

INSTITUTIONAL ACCREDITATION OF
INSTITUTE OF PROFESSIONAL EXCELLENCE & MANAGEMENT

Ghaziabad
Uttar pradesh
201010

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA

Section I:GENERAL INFORMATION

1.Name & Address of the institution:	INSTITUTE OF PROFESSIONAL EXCELLENCE & MANAGEMENT Ghaziabad Uttar pradesh 201010
2.Year of Establishment	1996
3.Current Academic Activities at the Institution(Numbers):	
Faculties/Schools:	3
Departments/Centres:	3
Programmes/Course offered:	4
Permanent Faculty Members:	36
Permanent Support Staff:	37
Students:	985
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. The college is a co-educational Institution 2. The college is located in Urban area 3. The management is participatory
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 21-03-2022 To : 22-03-2022
6.Composition of Peer Team which undertook the on site visit:	

	Name	Designation & Organisation Name
Chairperson	DR. PRATAPSINH CHAUHAN	Vice Chancellor,Shri Govind Guru University
Member Co-ordinator:	DR. E RAMGANESH EKAMBARAM	Director,Bharathidasan University
Member:	DR. MAHENDRA DHORE	Principal,SSES Amts Science College Nagpur
NAAC Co - ordinator:	Dr. A.v. Prasad	

Section II:CRITERION WISE ANALYSIS
Observations (Strengths and/or Weaknesses) on each qualitative metrices of the key Indicator under the respective criterion(This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrices(QlM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QlM	**The Institution ensures effective curriculum delivery through a well planned and documented process**
1.1.2 QlM	**The institution adheres to the academic calendar including for the conduct of CIE**
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QlM	**Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum**
1.4	Feedback System

Qualitative analysis of Criterion 1
The institute follows the curriculum prescribed by Chaudhary Charan Singh University, Meerut for UG Program. Academic Calendar includes curricular & Co-curricular activities is prepared before commencement of academic session. The Class rooms are equipped with Projectors, CPU's, Camera, white boards & proper seating arrangements. The institute still needs to develop effective utilization and functioning of academic labs like Computer labs, communication lab, psychology lab, music lab and Science lab. The Institute provides various Value-Added Programs Department wise but all the programmes needs to be updated as per market demand. Faculty/student updating themselves through programs like online NPTEL/Swayam online courses. Regular Meeting of the different Committee, Clubs, Departments and HOD's held fortnightly. A Course on Environmental Awareness has been included for B.Ed Students. Institute also promotes environmental awareness through tree plantation, installation of artificial water recharge plant, Installation of Solar Panel, Village Cleanliness Programme during Community Camp organized at near by villages. Gender Sensitization & Women Empowerment. The appraisal of student achievement is taken care of at the end of an academic session. The college synergizes the blend of cross cutting issues related to gender, moral values, environmental sustainability, with an emphasis on social issues.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrices(QlM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QlM	**The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners**
2.3	Teaching- Learning Process
2.3.1 QlM	**Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences**
2.3.2 QlM	**Teachers use ICT enabled tools for effective teaching-learning process.**
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QlM	**Mechanism of internal assessment is transparent and robust in terms of frequency and mode**
2.5.2 QlM	**Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient**
2.6	Student Performance and Learning Outcomes
2.6.1 QlM	**Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.**
2.6.2 QlM	**Attainment of programme outcomes and course outcomes are evaluated by the institution.**
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2
Program outcomes of all the Programs are available on the website to make faculties and students aware about the Program Outcomes and Course Outcomes. The direct assessment of the POs and COs is monitored through their performance in the university exams, Preparatory exams. The college needs to evolve a proper mechanism of identifying the students in two categories i.e. slow learners and advanced learners. However Proper one-to-one interaction with the teachers needs to be encouraged for the enhancement of learning process in the slow learners and making advanced learners to excel more in their academia by asking them to work on live projects.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrices(QlM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Research Publications and Awards
3.3	Extension Activities
3.3.1 QlM	**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.**
3.4	Collaboration

Qualitative analysis of Criterion 3
The departments have organized a few seminars/webinars at national and international level. They have also evinced interest in publishing edited or conference proceedings. Although the faculty members publish a few articles in the journals, they may be guided to publish in top level journals besides strengthening their rate of publications. The college registered five patents and awaiting results. The institute organizes several extension programmes like Blood Donation Camp, Tree Plantation, Swachhta Abhiyan, Social Awareness Campaign like "Save Girl Child", "Save Environment", etc. to create awareness. Various committees need to be strengthened and record of the same should be maintained properly. Only 12 out of 36 of faculty members hold Ph.D. degree.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrices(QlM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QlM	**The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.**
4.1.2 QlM	**The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.**
4.2	Library as a Learning Resource
4.2.1 QlM	**Library is automated using Integrated Library Management System (ILMS)**
4.3	IT Infrastructure
4.3.1 QlM	**Institution frequently updates its IT facilities including Wi-Fi**
4.4	Maintenance of Campus Infrastructure
4.4.2 QlM	**There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.**

Qualitative analysis of Criterion 4
The institution has state-of-the-art infrastructural facilities like ICT-enabled classrooms, laboratories, library, faculty rooms, auditorium, badminton court, herbal garden, and hostel. The computer laboratories cover over 6000 sqft carpet area, having more than 250 computers with latest hardware and software. The computers are connected to LAN. Wi-Fi facility is available in the Department's Offices and open area throughout the Institute. There are sufficient numbers of Uninterrupted Power Supplies (UPSs) for ensuring power back up. Besides the regular supply from Electricity Department, additional Solar Panel Generators are installed to ensure uninterrupted power supply throughout the Campus. The proper documentation for sport activities needs to be concentrated. The institute has a well-stocked and an SIM automated Library with over 4, 500+ titles, 45,000+ books, 800 video/audio cassettes and CDs, 600 Project Reports. The institute has to work out for the e-library facilities.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrices(QlM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QlM	**Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)**
5.4	Alumni Engagement
5.4.1 QlM	**There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services**

Qualitative analysis of Criterion 5
The institute uses social media like IPEM Website and Social networking sites like Facebook, Twitter, and Linkedin. The academic support consists of Remedial Classes, Providing Online Notes and Question Banks, conducting various Seminars and Workshops, Value Added Courses, Guest Lectures, Central Teachers Eligibility Test (CTET) coaching, etc. Support in co-curricular activities is extended by activities organized by Various Student Clubs such as the Sports club, Cultural club, Information Technology (IT) club, Entrepreneurship club, and Communication Club, and all Departmental activities. The college provides 50% fees concession for Girl students.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrices(QlM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QlM	**The governance of the institution is reflective of and in tune with the vision and mission of the institution**
6.1.2 QlM	**The effective leadership is visible in various institutional practices such as decentralization and participative management**
6.2	Strategy Development and Deployment
6.2.1 QlM	**The institutional Strategic / Perspective plan is effectively deployed**
6.2.2 QlM	**The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules and procedures, etc.**
6.3	Faculty Empowerment Strategies
6.3.1 QlM	**The institution has effective welfare measures for teaching and non-teaching staff**
6.3.5 QlM	**Institutions Performance Appraisal System for teaching and non-teaching staff**
6.4	Financial Management and Resource Mobilization
6.4.1 QlM	**Institution conducts internal and external financial audits regularly**
6.4.3 QlM	**Institutional strategies for mobilisation of funds and the optimal utilisation of resources**
6.5	Internal Quality Assurance System
6.5.1 QlM	**Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes**
6.5.2 QlM	**The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities** **(For first cycle - Incremental improvements made for the preceding five years with regard to quality** **For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)**

Qualitative analysis of Criterion 6
The management is decentralized and participatory and adheres to a quality policy that ensures optimum standards in scholastic and non-scholastic domains, inclusive development, and stakeholder participation. The parents shall have to be updated with the policy conducting the periodical PTM. A stringent mechanism needs to be evolved to appraise the teaching and non-teaching staff. The leadership and initiative among the students are promoted in the functioning of clubs and associations in the organization of various departmental fests and fairs. The Internal Quality Assurance Cell (IQAC) needs to take initiatives in planning, implementing, and streamlining the quality improvement strategies of the Institute. The Committee for Prevention of Sexual Harassment of Women at Work Place monitors and ensures an amicable, anxiety-free work environment for the female faculty, staff and students.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrices(QlM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QlM	**Measures initiated by the Institution for the promotion of gender equity during the last five years.**
7.1.3 QlM	**Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)** • **Solid waste management** • **Liquid waste management** • **Biomedical waste management** • **E-waste management** • **Waste recycling system** • **Hazardous chemicals and radioactive waste management**
7.1.8 QlM	**Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).**
7.1.9 QlM	**Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).**
7.1.11 QlM	**Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).**
7.2	Best Practices
7.2.1 QlM	**Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.**
7.3	Institutional Distinctiveness
7.3.1 QlM	**Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words**

Qualitative analysis of Criterion 7
The college has initiated *some* practices to serve the society by donating Class X Books in six schools established in the villages adopted by under UNNAT BHARAT ABHIYAN. Teaching Learning aids and furniture are also distributed to the nearby schools. The college is associated with the Rotary Club of Ghaziabad under which the BLOOD DONATION camp is organized every year besides organizing vacinnation camp and food packet distribution during the outbreak. The college donated 11 lakh to CM/PM fund during the pandemic period. To save resources, the college has installed Photovoltaic SOLAR PANELs over its rooftop for the supply of direct electricity from solar energy. In addition to it, Artificial Water Recharge Plant has also been set up to save groundwater and conserve water resources. The college provides Cashless Free Medical Insurance for its Faculty/staff and for students. The Students organize community camps in nearby villages and develop awareness among rural masses by performing NukkadNataks on issues related to health and hygiene, Girl child education, Sexual Harassment, etc.

Section III:OVERALL ANALYSIS based on Institutional strengths.Weaknesses,Opportunities & Challenges(SWOC)(up to 500 words)

Strength:

The college offers job oriented Undergraduate programmes.

The colleges offers a few value added courses of significance.

The college has instituted Academic Excellence Award for the teachers to get motivated.

The institution intends to retain faculty members who deliver goods

All the faculty members are paid with medical claim and other welfare measures.

The college provides scholarship for the economically disadvantaged students.

The good infrastructural and instructional facilities are in place including A/C lecture rooms and auditorium.

The management is participatory and it decentralizes responsibilities.

Weaknesses:

Modern educational practices like flipped class room, Multimedia lab, inter-disciplinary approaches are not in place.

The institution is yet to recruit 8 teaching faculty to attain the sanctioned strength besides 12 of them are Ph.D. holders.

Research publications in high profile journals need to be strengthened

No start-up ecosystem is in place

Space is limited for outdoor games.

Opportunities:

The institution can collaborate with the institutions of national importance in the capital.

The practicum for each course can be introduced.

The institution has to evolve mechanism for continuous and comprehensive evaluation in terms of graduate attributes.

The institution can explore the feasibility of team teaching within the campus.

The institution can establish common facilities such as Educational Technology lab and Open Educational Resources.

Challenges:

The institution can collaborate with high profile institutions in abroad for exchange of resources.

The college can establish Institute-Industry Cluster for internship and subsequent placement.

The development of a road map for Public Private partnership is explored.

The college can create incubation centres to help the stakeholders to understand the values of Entrepreneurships.

The college can avail funding from the funding agencies at national and international level.

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)

- A few of the faculty members may be trained to develop curriculum based e-contents through UGC-Consortium for Educational Communication.

- The teachers may be oriented towards Education 4.0 to address Industry 4.0 and SDG 4.0

- The institution may develop curriculum transaction practices benchmarking with the best practices across top level institutions in India.

- The Multi-media lab with accessories may be established along with technicians.

- Research promotion in terms of organizing need based orientation programmes, instituting research award or establishing research consortia.

- Sports and yoga facilities for students and recreational facilities for staff may be strengthened.

- Alumni association may have to be registered and some facilities may be established with help of their funds.

- The teachers may be guided to write funding research proposals to mobilise money.

- The institute may establish an Intellectual Property Right Cell in the premises inviting external experts as part of it.

- The library may introduce RFID system to facilitate students and teachers.

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. PRATAPSINH CHAUHAN	Chairperson	
2	DR. E RAMGANESH EKAMBARAM	Member Co-ordinator	
3	DR. MAHENDRA DHORE	Member	
4	Dr. A.v. Prasad	NAAC Co - ordinator	

Place

Date

Sl.No	Name		Signature with date
1	DR. PRATAPSINH CHAUHAN	Chairperson	
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