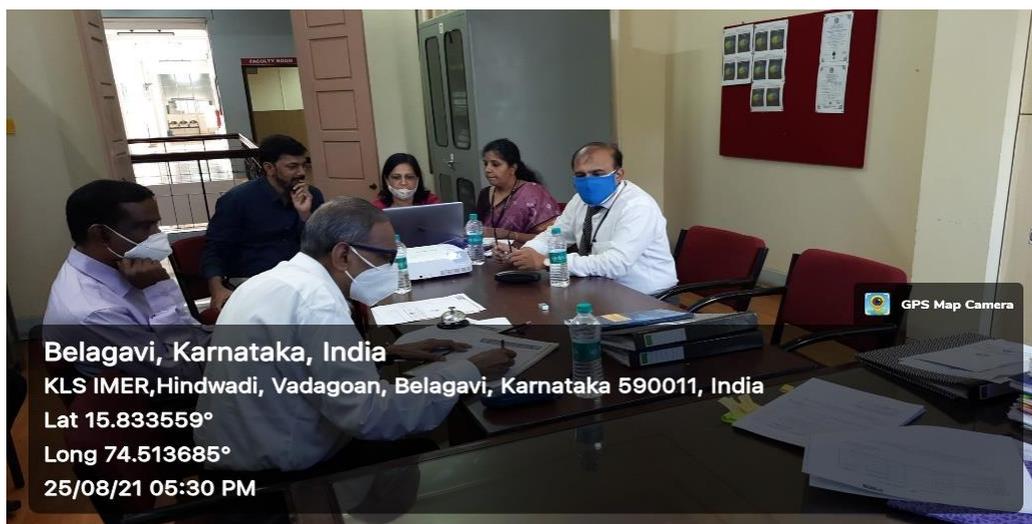


Academic and Administrative Audit

External Academic and Administrative Audit was conducted on 25th August 2021 by a committee comprising of Dr. Dasharath Albal, Former Vice-chancellor and Professor of Sociology-RCU-Belagavi and Dr. A. B Kalkundrikar-Mentor, NAAC Activities, VTU-Belagavi. Audit committee carried out the scrutiny of Pre & Post processes instituted and related documentation for Autonomous Program implementation. Seven NAAC criteria were also used as base for Audit process for the scrutiny of the documents. Audit Committee has submitted the report based on their scrutiny and observation.



Academic and Administrative Audit Report (KLS IMER)

A team comprising of Dr. A. B. Kalkundrikar, Mentor, NAAC Activities, Visvesvaraya Technological University, Belagavi and Dr. Dashrath Albal, Former vice-chancellor and Professor of Sociology Rani Channamma University, Belagavi visited the Institution (IMER) on Tuesday, the 25th August 2021 at 3:00 p.m. to conduct AA Audit for the year 2020-2021. The observations of the committee are as follows:

Establishment and Autonomous status

The Institute of Management Education and Research (IMER) was established in 1991 as standalone Management Institute to conduct PGDM programme. The Institute was recognized by AICTE in the year **1994** with **60** intake. Later Two year Full Time MBA programme was introduced in the year **1999** affiliated to Karnatak University, Dharwad. When the Rani Channamma University was established in the year **2010** the MBA programme was granted affiliation by RCU. The institute acquired Autonomous status in the year **2020** for a period of Ten years.

Curriculum

Since its acquiring of the status of Autonomy, the curriculum designing and development is done systematically through its Board of Studies consisting of experts drawn from various functional areas like, Marketing, Finance, HR, Economics and Information Technology. The member of BoS are highly accomplished persons with experience in the field of Higher Education. The curriculum was first revised in the year **2020**. The Institute proposes to undertake revision periodically. The Covid-19 pandemic has affected the working of the Institute same time.

The Institute has introduced **02** new courses in the curriculum after acquiring Autonomous status. It follows CBCS [Choice Based Credit System]. In order to add enrichment to the curriculum, **06** Value added courses are being offered to the students relevant to the societal needs.

IMER has designed a Structured Feedback Questionnaire for obtaining feedback from students and other stockholders.

Faculty

Faculty is the core of any Academic Institution. No Academic Institution can progress without experienced and qualified Faculty. AICTE has prescribed norms for recruiting the Faculty. IMER has followed all norms for recruiting Faculty. The total strength of the Faculty is **14**, of them **06** are Ph.D. Degree holders and average experience of the faculty is **(10-15)** years. The Institute has **03** Professor, **01** Associate Professor and **08** Assistant Professors. It has one Physical Instructor and adequate number of office and Library staff.

Admission Process

IMER has AICTE approved intake of **120**. Fifty percent seats are allotted by the Karnataka Examination Authority through PG CET and fifty percent seats are filled by the Management strictly on Merit basis. There is a good response from student's community both under PG CET and Management Quota. Only **20** seats have remained vacant.

Skill based Activities

IMER is conducting different skill based activities that impart skills both technical and soft skills to make students employable. These are activities with direct bearing on employability.

Library and IT infrastructure.

IMER has a total collection of **18351** Books, with **8187** Titles. It subscribes to **41** National and **05** International Journals and **41** General periodicals.

The Institute has also developed Digital Library with **23** systems and resources worth.

The Institute has a well-equipped computer centre with **169** computers with legal software for academic use and **30** computers for Administrative purpose.

Promote entrepreneurship and encourage them to establish start-ups through its Incubation Centre. The unique feature of the Programme is Interdisciplinary approach.

Gender Equity, Environment and sustainability

The Institute has introduced courses (subjects) that focus on environmental studies, human values and promotional ethics. The courses include Human Values and Professional Ethics, Corporate Social Responsibility and so on.

Evaluation Process and other activities

IMER conducts both Internal and External examinations to evaluate students' performance. It has adopted a blend of online and offline methods of evaluation. It has initiated special activities to bridge the gap between slow and advanced learners. Personal counselling and Mentorship programmes are undertaken to improve quality of education. The Institute also conducts activities beyond regular curriculum for capacity building and enhancing competitive abilities. These include Value added courses, Outbound activity, Industry Tour, Sports activities, Management events, Cultural events, etc.

Teaching Methodology

Teaching methodology adopted by the Faculty is a mixed blend of online and offline activities. It includes class room teaching, field and project work, case study method, Internals, Seminars Group Discussion, outbound training Role play and simulation, Industrial visits for hand on experience and other such activities to improve quality of education. Most of these are student centric teaching methods.

Placement activities.

Placement occupies a strategic place in Management schools. IMER has a separate placement cell to take care of placement training and arranging for campus and off campus Interviews. Average percentage of placement is 81% (2020) with a package 2.71 LPA (Average) and 5 LPA as highest package. Important companies that visited the Institute for placement include HDFC Mutual Funds, BYJUS, Career Net, Dmart, etc.

Research and Faculty Publications

IMER has a Research Centre recognized by the Rani Channamma University, Belagavi. Faculty members are encouraged to publish research articles in reputed national and International Journals. They also are motivated to participate in Seminars, Conferences and Symposia. The Faculty Members of the Institute have published articles in International and National Journals, together accounting for total 12 publications. Faculty members have participated in International, National level Seminars, Conferences and Symposia. IMER also organizes Faculty Development Programmes. The Centre has 01 recognized Research Guide for guiding Ph.D programme in Management Faculty of RCU.

The Faculty members have undertaken Research and Consultancy Projects. They also have undertaken Field Studies / Surveys relevant to societal needs. 03 Faculty Members have received Awards.

Alumni Engagement

Alumni Association provides a platform for strong network. The Institute has a registered / non – registered Alumni Association, which helps in establishing backward and forward linkages.

Five distinguished Alumni of the Institute are:

Sl. No.	Name	Organization	Designation
1	Mr. Prasanna Kumar	Pompe Foundation	President
2	Mr. Joseph Maney K.	Pioneer Industrial Chemical	Manager- Marketing
3	Mr. Anand Kinjawadekar	HSBC	Sr. Vice President
4	Mr. Sujay Iti	Associated casting and components	Director
5	Ms Reshma Talikoti	Government	KAS Officer

Best Practices

Two Best practices adopted by the Institute are:

1. Green Initiatives.
2. Felicitating and Profiling local Entrepreneur on every Foundation Day.

Strategic Plan for Future

Institutional Development Plan is ready for next 5 years

Opportunities

1. Growth in Professional Education Industry.
2. Cross cultural diversities to be made use of in Education Industry.

Challenges

1. How to maintain quality and strengthen enhancing intense competition in the global education sector.

2. How to cope up with local educational requirement to make them compatible with global education sector.

Recommendations / Suggestions

1. IMER shall develop a Blueprint and an “Action Plan” to implement New Education Policy.
2. Since IMER is a single Faculty college, it shall have ONE Board of Studies consisting of experts drawn from different functional areas like Marketing, Finance, HR, Economics, IT Environment and other relevant areas. The BoS shall meet once in the beginning of the Academic year to decide structure and content of curriculum, revision of syllabi, if necessary, introduction of New courses (subjects) and designing Value Added courses, skill development activities and other relevant Academic Activities of the Institute. It shall also determine Teaching Methodology, Approval of Board of Examiners and Evaluation procedures and related reforms. All Academic and Evaluation process shall have approval of BoS and thereafter by Governing Council.
3. **Research Centre** – The Research centre needs to be activated by providing “seed money” for undertaking major and minor projects, by the management so as to enable Faculty members to get Grants / Financial Assistance from UGC / AICTE and other such organisations. The centre should be headed by the Faculty member of the cadre of professor, preferably university recognized research guide. Faculty members should also focus on conducting Research, writing research articles for reputed national and international Journals, Books etc. Research Output is comparatively low which needs to be enhanced.

4. Digitization

The future of the institute / Higher Education lies in complete Digitalization Admission Process, Attendance Recodes, Evaluation Records, Office Administration and all related Academic and administrative matters need Complete/total automation to ensure transparency and quality enhancement.

5. Knowledge Resources

E-Learning resources and content Development facilities need to be provided to facilitate Faculty members to enhance the quality of education. Research related Books and Reference Volumes, apart from text books prescribed may be added by providing adequate Budget. Digital Library should be continuously updated and developed by

adding licensed software's. E-Courses offered on "SWAYAM" platform may be considered (upto 40%) for awarding grades to the students. Around 140 Higher Education institutions have approved this system. Students and faculty members need to be motivated to take these courses.

6. Training and Development

A series of training programs be offered for both Teaching and non- teaching staff to sharpen their skills and improve qualification as well to update their knowledge. Faculty development Programs, Management/executive Development programs for Industry and office Management and Library development programs for office staff and library be conducted on continuous basis.

7. Governance and Leadership

IMER should develop "Institutionality" i.e. role model for other management schools by providing academic Leadership, designing proper strategies for development and empowerment of faculty members along with Resource Mobilization and Financial Management Policy by making IQAC more effective to continuously monitor quality of management education.

Professionalism in governance and leadership is key to future development.

LOKRECHITKA
(Dr AB Kulkarni)
Dr. D. R. A. (A. K. A.)

Date 25-08-2021