EXTERNAL PEER TEAM REVIEW COMMITTEE REPORT

Dolphin (PG) Institute of Biomedical & Natural Sciences, Dehradun- Uttarakhand

An Autonomous Institute, Affiliated to HNB Garhwal Central University, Srinagar, Uttarakhand

Accredited A+ by NAAC

Academic Year: 2024-25

Dates of Visit: 23rd & 24th July 2025

General Information

Name & Address of the Institution	Dolphin (PG) Institute of Biomedical & Natural Sciences, Dehradun Uttarakhand - 248007
Year of Establishment	2002
Current Academic Activities at the Institution (Numbers)	
Departments	16
Programmes Offered	29
Permanent faculty Members	91
Permanent Staff Members	172
Students	1780
Three major features in the constitutional context as perceived by the peer team	1. Effective implementation of NEP 2020 with multidisciplinary, choice-based and skill-oriented curriculum. 2. Highly dedicated and long-serving faculty, demonstrating institutional stability and a positive work culture. 3. Timely conduct of examinations and prompt declaration of results under the autonomous system.
Dates of Visit:	23rd & 24th July 2025

Composition of External Peer Team

Name	Designation	Contact No.
Prof. S.P. Sati	Dean Sciences, Dept. of Chemistry, SDS University, Badshahithol, Tehri, Uttarakhand	7579110111
Prof. D.K. Awasthi	Professor & Head Retd., Dept. of Chemistry JNM PG College, Lucknow, Uttar Pradesh	9451645176

1. Institutional Overview

1.1. Institutional Profile

- **Name and Location:**

  Dolphin (PG) Institute of Biomedical & Natural Sciences, Dehradun is located amidst forests and rural surroundings, providing a serene and conducive environment for academic pursuits. Situated in the green and peaceful suburbs of Dehradun, Uttarakhand, the campus benefits from its proximity to a city widely recognized as a national hub for education. The Institute is well connected to major cities through road, rail, and air networks, ensuring ease of access for students, faculty, and visitors alike.

- **Establishment and Evolution:**

  The Institute was established in the year 2002 with just 80 students, 8 faculty members, 4 undergraduate programmes in two streams namely Paramedical & Natural Sciences viz. Forestry, Medical Microbiology, Physiotherapy, and Medical Laboratory Technology (MLT). It has now grown into a well reputed academic institute, providing quality education for holistic development of the students. Today, the Institute offers 30+ undergraduate and postgraduate programmes, supported by a team of 90+ qualified and experienced faculty members, a diverse and vibrant student body, and an alumni network of over 10,000 professionals spread across the globe.

  The infrastructure has expanded to include 60+ smart classrooms, 30+ state-of-the-art laboratories, advanced research facilities, and a fully automated library. With a NAAC accreditation score of 3.42, Grade A+ which includes 3.70 (Grade A+) for Institutional values and Best Practices, 3.50 (Grade A+) for Institutional infrastructure and a perfect 4.00 (Grade A++) for curricular aspects, the commitment of the Institute towards its stakeholders is very much evident.

  The grant of autonomous status has significantly enhanced the teaching-learning experience. With the grant of autonomy, the Institute can periodically update and redesign the curriculum based on emerging industry trends, employer expectations, and sectoral skill demands, thereby strengthening students' employability and job readiness. With the Institute conducting its own semester-end examinations, the process has become significantly more streamlined, resulting in punctual scheduling, smooth conduct of exams, and timely publication of results. This has strengthened academic discipline and improved student satisfaction. Implementation of NEP 2020 has enabled curricular flexibility, allowing students to design their academic journey in line with their interests and career goals. This academic freedom has also enabled the Institute to develop entrepreneurial skills among the students, in line with NEP 2020. The vocational and skill enhancement courses are helping the students in preparing for the demands of the today's industries.

The Institute continues to evolve, innovate, and expand under the able guidance and leadership of top management to guide and mentor the students to academic excellence.

- **Type and Affiliation:**

  Dolphin (PG) Institute is a self-financed Institute affiliated to HNB Garhwal University, A Central University. The Institute runs under the aegis of Dolfin Education Society, New Delhi. It has been recognized by UGC u/s 2(f). It is approved by Govt. of Uttarakhand, AICTE, IAP, Uttarakhand paramedical Council & NCTE.
  Autonomous Status:
  Autonomous status was conferred in the year 2023 by UGC for a period of 5 years and notified by the parent university HNB Garhwal University, A Central University, in the year 2024. It has been accredited A+ by NAAC for a period of 5 years ending in July 2029.

1.2. Mission, Vision, and Core Values

- **Vision**

  Lead the youth on a journey of knowledge and innovation, cultivating a sense of responsibility, perseverance, integrity, and fellowship to fortify society on a global scale.

- **Mission:**
  Steadfastly delivering holistic and ethical development of students with education focusing on learning inside the classroom, and beyond, by nurturing qualities of leadership, teamwork, self-agency, and ingenuity in all the lives we touch.
- **Core Values:**
  With encouragement and enthusiasm in each tireless, dedicated step into a future that embodies the institute's novel motto of "Honours Beyond Education
- **Goals & Objectives:**

  Achieving excellence with a balance of academic aptitude, vocational skills, and extracurricular indulgence.

  Promoting a process of life-long learning through the implementation of NEP 2020.

  Enriching and reforming the curriculum according to industry demands with counsel of distinguished experts and academics.

  Providing and promoting opportunities to disadvantaged sectors and minorities of society through numerous scholarships.

  Inculcating humane values and ethics on all accounts through outreach programmes.

  Minimize environmental impacts due to the institute's activities, and, use available resources optimally, to advance sustainable development.

- **Alignment with National Policy:**
  The Institute demonstrates a strong and progressive alignment with the National Education Policy (NEP) 2020, reflecting its transformative vision across both academic and administrative frameworks. The Institute has internalized the NEP principles of flexibility, multidisciplinary learning, skill integration, and student-centric pedagogy, ensuring holistic student development.
  The Autonomous Status has provided the necessary academic freedom to contextualize and implement all major national curricular frameworks, including:
- **National Higher Education Qualification Framework (NHEQF)**
- **National Credit Framework (NCrF)**
- **Curriculum and Credit Framework for Undergraduate Programs (CCFUGP)**
- **Curriculum and Credit Framework for Postgraduate Programs**
- **Standard Operating Procedures (SOPs) for NCrF Implementation**
- **National Skill Qualification Framework (NSQF)**
- **UGC Guidelines on Environmental Education (2023)**
- **UGC Guidelines on Indian Languages (2023)**
- **UGC Guidelines on Indian Knowledge Systems (IKS) (2023)**

The curriculum has been redesigned to include a wide spectrum of courses fostering breadth and depth of learning:
- **Multidisciplinary Courses (MDCs)** encouraging cross-domain exposure.
- **Skill Enhancement Courses (SECs)** bridging academics with employability.
- **Ability Enhancement Courses (AECs)** promoting communication and language proficiency.
- **Vocational and Value-Added Courses (VACs)** integrating hands-on and contemporary skillsets.

Each of these categories offers student choice and flexibility, empowering learners to select courses according to their aptitude, career goals, and interests.

Integration with National Credit Framework (NCrF):
The Institute has effectively implemented the NCrF, facilitating credit accumulation and transfer across academic, vocational, and experiential learning. Through this, the Academic Bank of Credits (ABC) is actively utilized to store and track students' earned credits, enabling multiple entry–exit options and lifelong learning pathways.

This alignment ensures that the Institute not only adheres to the guidelines of NEP 2020 but also realizes its spirit by producing graduates with:
- Academic excellence and conceptual depth.
- Employable, entrepreneurial, and transferable skills.
- Values of sustainability, ethics, and social responsibility.
- Readiness for lifelong learning in a dynamic global environment.

1.3. Institutional Scale and Structure: Students hail from every part of the country, creating a richly diverse community. This diversity fosters personal growth by increasing

empathy and cultural competence; it also enhances critical thinking and problem solving approaches and prepares students for diverse global workforce.

- **Student Demographics:**

Row Labels	Count of Student Name
Andaman and Nicobar	1
Andhra Pradesh	4
Arunachal Pradesh	126
Assam	60
Bihar	262
Chandigarh	2
Chhattisgarh	15
Delhi	22
Gujarat	6
Haryana	38
Himanchal Pradesh	50
Jammu and Kashmir	30
Jharkhand	26
Karnataka	6
Kerala	4
Ladakh (UT)	12
Madhya Pradesh	5
Maharastra	11
Manipur	65
Meghalaya	43
Mizoram	36
Nagaland	58
Nepal	102
Odisha	3
Punjab	13
Rajasthan	22
Sikkim	27
Tamil Nadu	7
Telangana	2
Tripura	32
Uttar Pradesh	200
Uttarakhand	438
West Bengal	52
Grand Total	1780

- **Faculty Profile:**

TEACHING FACULTY (July, 2025)

	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
	-	-	-	-	-	-	-	-	-	-	-	-
Sanctioned by the UGC/University State Government	-	-	-	-	-	-	-	-	-	-	-	-
Recruited	-	-	-	-	-	-	-	-	-	-	-	-
Yet to Recruit	-	-	-	-	-	-	-	-	-	-	-	-
Sanctioned by the Management/Society or Other Authorized Bodies	04				25				62			
Recruited	02	02	0	04	15	10	0	25	39	23	0	62
Yet to Recruit	0				0				0			

PERMANENT TEACHERS

Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.Sc/D.Litt/LLD/DM/MCH	-	-	-	-	-	-	-	-	-	-
Ph.D.	02	02	-	12	08	-	14	11	-	49
M.Phil	-	-	-	-	-	-	-	01	-	01
PG	-	-	-	03	02	-	22	10	-	37
UG	-	-	-	-	-	-	03	01	-	04

DETAILS OF VISITING/GUEST FACULTIES

	Male	Female	Others	Total
Number of Visiting/Guest Faculty engaged with the Institute?	04	-	-	04

- **Academic Offerings:**
  UG Programmes:

S. No.	Name of the Programme
1	B.Com. (Honours)
2	B.Sc. (Honours) Agriculture
3	B.Sc. (Honours) Biotechnology
4	B.Sc. (Honours) Chemistry
5	B.Sc. (Honours) Forestry
6	B.Sc. Horticulture
7	B.Sc. (Honours)Microbiology
8	B.Sc. (Honours) Psychology
9	B.Sc. (Honours) Zoology
10	B.Sc. Medical Lab Technology
11	B.Sc. Medical Microbiology
12	B.Sc. Medical Radio Imaging Technology
13	B.Sc. Operation Theatre Technology
14	Bachelor of Physiotherapy (BPT)
15	B.Ed.

PG Programmes

S. No.	Name of the Programme
1	M.Com.
2	M.Sc. Agronomy
3	M.Sc. Biotechnology
4	M.Sc. Chemistry
5	M.Sc Forestry
6	M.Sc Microbiology
7	M.Sc. Horticulture
8	M.Sc. Zoology
9	M.Sc. Botany
10	M.Sc. Pharmaceutical Chemistry
11	M.Sc. Medical Lab Technology
12	M.Sc. Biochemistry
13	M.Sc. Physics
14	MPT (Ortho/ Neuro/ Sports)

Administrative Structure:

Dolphin (PG) Institute operates under the aegis of the Dolfin Educational Society of India, which is chaired by the President. The governance of the institute is managed through two statutory bodies — the Governing Council and the Academic Council — that oversee all strategic and academic decisions.

At the Institutional level, the Principal serves as the Academic and Administrative Head of the Institute. The Principal is supported by a structured hierarchy of academic and administrative personnel to ensure efficient functioning.

Academic Administration

Dolphin (PG) Institute operates under the aegis of the Dolphin Educational Society of India, a registered body committed to advancing higher education, research, and professional excellence. The Society is chaired by the President, who provides strategic vision, policy direction, and governance oversight to ensure that the Institutional mission aligns with national educational priorities and regulatory frameworks.

The governance framework of the institute is executed through two statutory bodies:

1. Governing Council: The apex decision-making body responsible for strategic planning, policy formulation, financial oversight, and Institutional development. It ensures adherence to UGC regulations, NEP 2020 guidelines, and the objectives of autonomy.
2. Academic Council: The supreme academic authority of the institute, empowered to design curricula, approve new programs, regulate academic standards, and ensure quality assurance through regular review and innovation in teaching-learning processes.

Institutional Leadership:
At the Institutional level, the Principal serves as the Academic and Administrative Head, responsible for the day-to-day functioning of the Institute. The Principal ensures the effective translation of the vision and mission into action by fostering academic excellence, administrative transparency, and participative governance.

The Principal is ably supported by a well-defined hierarchical structure that includes:

- IQAC Coordinator – leading the internal quality assurance system and facilitating continuous improvement across all domains.
- Dean Academics – overseeing academic operations, curriculum implementation, and examination reforms.
- Dean Research – guiding faculty and student research, publications, and collaborations.
- Heads of Departments (HoDs) – managing academic planning, teaching, mentoring, and departmental coordination.
- Controller of Examinations (CoE) – ensuring transparent, secure, and timely conduct of examinations and result processing.

- Dean Students' Welfare (DSW) – promoting student engagement, welfare, and holistic development through co-curricular and extracurricular initiatives.

Administrative Mechanism:

The administrative system is decentralized and participative, ensuring accountability and efficient decision-making. Committees and cells such as the IQAC, Research Advisory Committee, Examination Committee, Grievance Redressal Cell, Anti-Ragging Committee, and other statutory and non-statutory committees function effectively under this framework.

Regular meetings, transparent documentation, and a culture of collaboration between teaching and non-teaching staff enhance the operational efficiency of the system. The use of digital platforms for governance—including ERP modules, online attendance, examination automation, and feedback systems—further strengthens administrative responsiveness and transparency.

Administrative Support System

The Institute possesses a well-organized and efficiently functioning administrative support system that complements academic operations and ensures smooth day-to-day Institutional functioning. For non-academic and administrative responsibilities, the Principal is assisted by the Director (Administration) and the Additional Director (Administration), both of whom play pivotal roles in Institutional management and governance.

They oversee all major functional domains critical to Institutional sustainability and stakeholder satisfaction, including:

- **Training & Placement Cell (T&P):** Coordination with industries, internship facilitation, and student career development.
- **Infrastructure Management:** Maintenance and expansion of academic and residential facilities.
- **Finance and Accounts:** Budgeting, auditing, and ensuring financial transparency and compliance.
- **Hostel Administration:** Supervision of residential amenities, discipline, and welfare of boarders.
- **Stores and Purchase:** Procurement, inventory control, and compliance with quality standards.
- **Transport:** Management of Institutional transport services ensuring student and staff mobility.
- **Staff Welfare:** Implementation of welfare measures, grievance redressal, and employee support initiatives.

Administrative Personnel and Hierarchy:

Under the leadership of the administrative directors, a dedicated team of professionals

ensures efficiency, coordination, and accountability across operations. This team includes:

- **Senior Administrative Officer** – coordinating administrative functions and compliance.
- **Finance Officer** – managing accounts, budgeting, and audits.
- **Purchase Officer** – overseeing procurement and vendor management.
- **Store In-charge** – maintaining inventory and supply records.
- **Transport In-charge** – ensuring timely and safe transportation services.
- **Hostel In-charge** – supervising hostel management and discipline.
- **Laboratory Technicians and Attendants** – supporting academic departments in laboratory operations and maintenance.

The Hostel In-charge is further supported by wardens for individual hostel blocks, who ensure student safety, discipline, and a comfortable residential environment.

Effectiveness and Impact:
This decentralized and clearly defined administrative structure enhances Institutional efficiency by delineating responsibilities and ensuring accountability at every level. Regular review meetings, digital record-keeping, and inter-departmental coordination mechanisms have improved operational responsiveness and resource optimization.

The integration of administrative and academic governance under autonomous status ensures that Institutional functioning remains aligned with the goals of quality enhancement, participative decision-making, and NEP 2020 implementation.

1.4. Infrastructure and Campus

The Institute is housed on a well-maintained and aesthetically designed campus spread across 4.17 acres, with a built-up area of 14,270 square meters. The campus provides an enabling environment that supports both academic excellence and holistic student development.

The entire campus is Wi-Fi enabled with 500 MBPS, ensuring seamless digital connectivity for students and faculty. There are 60 spacious classrooms, each equipped with adequate seating, lighting, and ventilation. All classrooms are ICT-enabled, while six have been developed as fully functional Smart Classrooms, integrating multimedia tools and interactive learning platforms that facilitate innovative, technology-driven pedagogy.

Laboratories and Practical Facilities:
The institute houses 30 well-equipped laboratories catering to various disciplines. Each laboratory is furnished with modern instruments, tools, and experimental setups to provide hands-on experience and skill-based learning. Laboratory technicians and attendants ensure the upkeep and functionality of these facilities, maintaining safety and precision in practical sessions.

Academic and Co-curricular Spaces:

The campus features two state-of-the-art auditoriums, each with a seating capacity exceeding 400 participants. These serve as prime venues for seminars, guest lectures, hands-on trainings (HoTs), workshops, cultural events, and conferences, enabling both academic enrichment and community engagement.

Separate common rooms for boys and girls provide comfortable spaces for relaxation and informal interaction during breaks.

Library and Learning Resources:

The centrally located library acts as the academic nucleus of the Institute. It houses over 34,000 volumes of books, 70 print journals, and a rich collection of reference materials. The library also offers access to e-learning resources, including digital repositories, e-journals, and open-access databases. This combination of traditional and digital resources ensures that both students and faculty can engage in deep learning and research.

Accessibility and Sustainability Initiatives:

To promote inclusivity, the campus is equipped with a lift facility for ease of movement across floors. The Institute demonstrates strong commitment to environmental sustainability through the installation of solar panels for green energy generation and rainwater harvesting systems with recharge pits, supporting effective water conservation practices.

Safety, Security, and Maintenance:

The entire campus is under 24x7 CCTV surveillance and manned by trained security personnel, ensuring a safe and secure environment for all stakeholders. A dedicated housekeeping and maintenance team ensures cleanliness, hygiene, and green landscaping, contributing to a healthy and eco-friendly atmosphere.

The infrastructure reflects the Institute's commitment to providing a modern, learner-centric, and environmentally conscious campus. The integration of ICT facilities, sustainable energy practices, and safety mechanisms underlines a holistic approach toward quality education and well-being of all stakeholders.

Key Facilities

The institute offers a comprehensive range of facilities that foster academic excellence, holistic student development, physical well-being, and inclusivity. The infrastructure and support services are thoughtfully designed to create a safe, student-centric, and enabling learning environment that aligns with the objectives of autonomy and NEP 2020.

Sports & Recreational Facilities

The campus is equipped with well-maintained outdoor grounds for volleyball, basketball, badminton, athletics, and kabaddi, promoting regular physical activity and

team spirit among students. Indoor facilities, including table tennis, provide opportunities for year-round engagement in sports and recreational activities, ensuring that students develop habits of fitness, discipline, and teamwork.

The Institute actively encourages participation in inter-departmental, inter-Institute, and university-level tournaments, thereby nurturing leadership qualities, resilience, and sportsmanship.

Transport Facility

A dedicated and efficiently managed fleet of buses facilitates the safe and timely commute of students and faculty between the campus, hostels, and nearby residential localities. The transport system adheres to strict safety standards, ensuring punctuality, convenience, and security. This reliable service enhances accessibility and supports consistent academic attendance.

Divyangjan-Friendly Infrastructure

The Institute demonstrates a strong commitment to inclusivity and accessibility through Divyangjan-friendly infrastructure. The campus is equipped with:

- Lifts, ramps, and hand railings strategically placed for ease of mobility.
- Wheelchairs and support staff available to assist differently-abled students and visitors.
- Ambulance service to manage medical emergencies effectively.
- Specially designed washrooms catering to the needs of persons with disabilities.

These facilities reflect the institute's ethos of equity and inclusivity, ensuring that all learners have equal access to education and campus life.

Healthcare Services

The Institute provides free-of-cost Physiotherapy and Medical OPD services to students and staff, ensuring prompt and accessible healthcare within the campus. Qualified medical professionals and physiotherapists are available during working hours to offer consultations and first aid. The presence of an on-call ambulance enhances emergency preparedness, underlining the Institute's focus on student welfare and health awareness.

Hostel Accommodation

The campus provides separate on-campus hostels for boys and girls, ensuring a safe and comfortable residential environment. Each hostel is:

- Equipped with modern amenities and recreational rooms for leisure and study.
- Serves nutritious and hygienically prepared meals in well-maintained dining areas.
- Features a gymnasium promoting physical fitness and wellness.
- Supervised by 24x7 security personnel and monitored through CCTV surveillance for enhanced safety.

- Managed by dedicated wardens who ensure discipline, welfare, and a homely atmosphere for residents.

Collectively, these facilities contribute to a supportive, inclusive, and vibrant campus ecosystem. They enhance the overall student experience, ensuring safety, well-being, and engagement beyond academics. The infrastructure and services reflect the Institute's commitment to fostering a holistic learning environment that promotes intellectual growth, physical fitness, emotional well-being, and social responsibility.

1.5. Community and Stakeholder Context

Community Engagement

The Institute demonstrates a deep and sustained commitment to community development and social responsibility, aligning its outreach initiatives with the vision of inclusive education under NEP 2020. Through its extension and service-learning activities, the Institute serves as a bridge between academic knowledge and community welfare, particularly benefitting the rural and semi-urban populations in its vicinity.

Free Healthcare Services

The Institute operates free-of-cost Physiotherapy and General Medical Outpatient Departments (OPDs) on campus, which are open to the local community. These services provide essential healthcare to economically disadvantaged individuals, many of whom lack access to regular medical facilities.

In addition to on-campus care, the Institute organizes medical and physiotherapy camps in nearby villages and community centers. These camps offer preventive health check-ups, physiotherapy consultations, health awareness sessions, and rehabilitation support, ensuring that healthcare reaches underserved populations directly.

Voluntary Blood Donation Drives

The Institute regularly conducts voluntary blood donation camps, with enthusiastic participation from students, faculty, and staff. These drives are organized in collaboration with local health authorities, hospitals, and NGOs, contributing significantly to regional healthcare support systems. Such initiatives foster a sense of civic duty, empathy, and social consciousness among students. The Institute has been recognized and acknowledged for this noble cause from time to time by the competent authorities.

School Outreach Initiatives

In pursuit of educational inclusivity and community partnership, the Institute undertakes several school outreach programs. Free distribution of stationery, books, and uniforms to students in nearby government and rural schools helps reduce barriers to learning and encourages school attendance among children from underprivileged backgrounds.

The faculty and students also engage in career counseling, hygiene awareness programs, and motivational sessions for schoolchildren, reinforcing the Institute's role as a catalyst for educational empowerment in the region.

Vigyan Setu has been an ambitious project, engaging childre3n from government and private schools in Dehradun and hilly regions in hands on science practicals at the Institute, guided by our experienced faculty members as most schools lack the infrastructure necessary to conduct practicals. This provides an opportunity for the students to explore and learn.. These efforts have bee highly appreciated and sponsored by government agencies.

Sports Physiotherapy Support

The Institute extends on-field physiotherapy assistance to athletes participating in sports events organized by government departments, local bodies, and inter-Institute competitions. This initiative ensures timely injury management, rehabilitation support, and performance monitoring for players, promoting safe and sustained athletic participation.

Such community-based professional engagement reflects the Institute's efforts to apply domain expertise for societal benefit.

Awards and Recognitions

The sustained outreach efforts of the Institute have earned commendations and awards from government departments, health agencies, and community organizations. These recognitions affirm the Institute's role as a socially responsible and community-oriented higher education Institute, upholding the principles of service, empathy, and inclusivity.

Through its multi-dimensional community engagement programs, the Institute has become an active stakeholder in regional well-being. The initiatives have fostered:

- Enhanced community trust and goodwill.
- Experiential learning opportunities for students.
- Institutional visibility and credibility as a socially responsive organization.
- Strengthened linkages between academic knowledge and real-world application.

Stakeholder Base:

The Institute engages with a diverse and dynamic stakeholder base that plays a pivotal role in its academic and developmental ecosystem. The key stakeholder groups include:

- Students, who are at the core of all academic, co-curricular, and Institutional initiatives.
- Parents, who provide valuable feedback and support the overall student development process.
- Faculty Members, who drive teaching, research, mentoring, and governance.
- Alumni, who contribute through mentorship, placements, donations, and Institutional branding.
- Employers and Industry Partners, who guide curriculum relevance, offer internships, and facilitate placements.
- Government Bodies and Regulatory Authorities, who provide policy direction, grants, and quality assurance frameworks.
- Non-Governmental Organizations (NGOs) and community groups, who collaborate in social outreach, internships, and service-learning activities.

The Institute maintains regular interaction with all stakeholder groups to ensure inclusive decision-making, continuous improvement, and community engagement.

1.6. Institutional Reputation and Recognition

The Institute has built a strong reputation for academic excellence, research innovation, and community engagement, earning widespread recognition from government bodies, regulatory agencies, and reputed non-governmental organizations. The Institute's holistic approach—integrating intellectual growth, ethical values, and social responsibility—has positioned it as one of the region's leading autonomous Institutes.

Leadership Excellence

The Principal, Dr. Shailja Pant, with a vast experience in industry, research and academics has been the driving force behind the Institute's sustained academic and societal impact. She has received multiple awards and honours from various government and non-government organizations for her outstanding leadership in student development, scientific research, and higher education management. Her dynamic leadership has been instrumental in aligning Institutional practices with the transformative vision of NEP 2020.

Social Outreach Leadership

Mr. Vipul Garg, Dean of Students' Welfare (DSW), has also been recognized for his exceptional contributions toward community service and extension activities. His efforts in organizing voluntary blood donation drives, rural outreach initiatives, and student-led social campaigns have significantly enhanced the Institute's visibility as a socially responsive and community-engaged Institute.

Faculty Achievements and Recognition

Faculty members across various departments have been consistently recognized for their excellence in teaching, innovative pedagogy, community outreach, and research contributions. These awards not only highlight individual distinction but also reflect the Institute's culture of academic excellence and social consciousness. The recognitions underscore a shared Institutional ethos—where teachers act as mentors, innovators, and agents of social transformation.

These accolades collectively serve as a testament to the institute's academic credibility and social commitment. The Institute has successfully established itself as an Institute that values:

- Rigorous academic standards and outcome-based education.
- Faculty empowerment and recognition.
- A sustained focus on community-oriented learning and service.

8. Distinctive Features

The Institute's distinctive identity lies in its sustained commitment to community service, environmental stewardship, women's empowerment, and inclusive education. The integration of these social dimensions with academic pursuits reflects a progressive Institutional culture that goes beyond conventional higher education objectives.

Environmental and Sustainability Initiatives

The Institute regularly organizes cleanliness drives, afforestation programs, and free sapling distribution campaigns in collaboration with local NGOs and civic bodies. These initiatives encourage environmental consciousness among students and the public, promoting sustainability as a collective responsibility.

Centre for Women Empowerment

A dedicated Centre for Women Empowerment operates outside the campus, offering vocational and skill-based training programs for girls and women from nearby areas. Training modules include:

- Stitching and tailoring
- Beauty parlour and grooming services
- Basic computer literacy

This initiative promotes self-reliance, employability, and economic participation, empowering women to contribute meaningfully to their family income and community development. More than 1000 women been benefitted so far and are leading a successful life.

The Institute's outreach, environmental, and empowerment programs collectively reflect its vision of inclusive development and social responsibility. By embedding service learning and social action into its Institutional fabric, the Institute fosters empathetic, responsible, and employable graduates who contribute to nation-building.

1.7. Recent Developments and Future Directions

In recent years, the Institute has undertaken several transformative academic and administrative initiatives that have significantly advanced its vision of quality education, innovation, and societal engagement. The most noteworthy among these is the adoption and systematic implementation of the National Education Policy (NEP) 2020, marking a pivotal step in redefining academic structures and pedagogical approaches.

Implementation of NEP 2020 and Academic Reforms

The Institute has successfully realigned its academic framework in accordance with the transformative principles of NEP 2020, emphasizing flexibility, multidisciplinary learning, experiential pedagogy, and skill integration.

Students are now provided with the freedom to choose courses based on their interests, aspirations, and career goals from a broad array of categories that promote intellectual breadth and professional depth:

Multidisciplinary Courses (MDC): Offering cross-disciplinary exposure and broad-based learning.

Skill Enhancement Courses (SEC): Bridging theoretical learning with practical, job-oriented skills.

Value-Added Courses (VAC): Instilling ethics, values, and life skills for holistic growth.

Ability Enhancement Courses (AEC): Strengthening communication, analytical, and linguistic competencies.

This flexible curriculum design has empowered learners to explore beyond their core discipline, thus fostering holistic and integrative education in line with NEP 2020.

Autonomy and Curriculum Design

With the conferment of Autonomous Status, the Institute has gained the academic freedom to design, revise, and update curricula to remain contemporaneous with national and global educational standards. Also, while designing the curriculum industry needs have been taken care of. Focus is also on developing entrepreneurial skills among the students.

The Four-Year Undergraduate Programmes (FYUGP) and Two-Year Postgraduate Programmes (PGP) have been developed in strict alignment with the UGC's Curriculum and Credit Framework (CCF). Furthermore, each curriculum is mapped with the National Higher Education Qualification Framework (NHEQF), ensuring outcome-based education (OBE) and level-wise progression aligned with national benchmarks.

This reform allows for flexible entry and exit options, credit accumulation through the Academic Bank of Credits (ABC), and enhanced academic mobility—key components of NEP's learner-centric philosophy.

Promotion of Research and Innovation

To cultivate a research-oriented mindset, the Institute encourages both undergraduate and postgraduate students to undertake research projects and dissertations under faculty mentorship. These initiatives are supported through access to well-equipped laboratories, digital resources, and Institutional research guidance frameworks.

Regular research training workshops, seminars, and paper presentation opportunities have further strengthened the research culture, resulting in increased student participation and publications.

IPR Cell has been established in the Institute with an aim to create awareness on IPR among the stakeholders of the Institute.

Skill Development and Employability Enhancement

Recognizing the evolving demands of the job market, the Institute places strong emphasis on skill development, experiential learning, and hands-on training. Each academic program integrates practical components such as internships, field projects, workshops, and live demonstrations, aimed at enhancing students' professional readiness and employability.

Special collaborations with industry partners, skill councils, and professional trainers support these initiatives and ensure that graduates are industry-aligned and future-ready.

Entrepreneurship Development and Innovation Ecosystem

The Institute actively nurtures entrepreneurial competencies among students by conducting entrepreneurship awareness camps, innovation challenges, start-up mentoring sessions, and business incubation support. These efforts aim to instill self-reliance and transform students from job seekers into job creators.

Through collaborations with government schemes and industry mentors, the Institute supports students in developing viable business ideas and prototypes, promoting an entrepreneurial mindset aligned with national skill and innovation missions.

The cumulative effect of these initiatives is evident in the academic vibrancy, employability outcomes, and innovation culture across the Institute. The reforms have empowered students with flexible learning pathways, strengthened Institutional autonomy, and aligned academic practices with the national vision for transformative higher education.

Future Plans:

In keeping with the transformative vision of the National Education Policy (NEP) 2020 and the rapidly evolving landscape of higher education, the Institute has charted a comprehensive roadmap for future development. The plan focuses on academic innovation, digital transformation, research intensification, and inclusive societal engagement—aimed at positioning the institute as a multidisciplinary centre of excellence.

1. **Mini Factory Module** : A distinctive concept that is being introduced by the institute is the **Mini Factory Module**, designed to give students *hands-on exposure to real-world enterprise management.*
   Under this initiative, students simulate a complete start-up cycle encompassing:
   - **Planning:** Identifying a product or service idea, conducting basic market research, and developing a mini business plan.
   - **Procurement:** Learning how to source raw materials, negotiate with suppliers, and manage inventory efficiently.
   - **Production:** Undertaking small-scale manufacturing or service delivery within campus facilities, applying principles of process management and quality control.
   - **Budgeting & Finance:** Preparing cost sheets, managing operational budgets, understanding pricing strategies, and maintaining basic accounts.
   - **Marketing & Sales:** Designing branding materials, setting up sales counters, managing customer relations, and analyzing profit margins.

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This experiential model shall serve as a practical entrepreneurship laboratory, integrating classroom learning with business simulation. It shall develop essential entrepreneurial skills such as planning, teamwork, decision-making, financial prudence, and customer orientation.

The Mini Factory Module shall not only build confidence and self-reliance among students but shall also foster innovation, sustainability, and enterprise readiness—key pillars for lifelong success in a competitive global economy.

2. Integration of Artificial Intelligence (AI) and Emerging Technologies

The Institute recognizes the pivotal role of technology in shaping the future of education and research. Major initiatives under this domain include:

- Certificate Courses in AI & Data Science to build foundational competencies among students.
- AI-Powered Learning Platforms for personalized learning experiences, intelligent tutoring, and automated formative assessments.
- AI-Enabled Research Practices for data-driven studies, predictive modeling, and high-impact scientific publications across science, healthcare, agriculture, and social sciences.
- Faculty and Student Capacity Building through workshops and Faculty Development Programmes (FDPs) on coding, machine learning, and ethical AI practices.

These initiatives are designed to cultivate AI literacy and digital fluency among both learners and educators.

3. Curriculum Enrichment and Academic Expansion

The Institute aims to continually update and broaden its academic offerings in line with global and national trends. Planned actions include:

- Launch of new multidisciplinary UG and PG programmes in Management, Humanities, Computer Science, Environmental Studies, Entrepreneurship, and Biomedical Technology.
- Regular curriculum review cycles aligned with UGC–CCF, NHEQF, and NCrF to ensure academic relevance and compliance.
- Promotion of multilingual education, including the integration of regional languages and Hindi, to enhance inclusivity and accessibility in line with NEP 2020 directives.

These initiatives will strengthen academic flexibility, interdisciplinarity, and inclusiveness.

4. Research, Innovation, and Incubation

The Institute plans to elevate its research profile through:

- Establishment of a Central Research and Innovation Cell (CRIC) to promote interdisciplinary collaboration and industry linkages.
- Encouragement of patent filing, IPR generation, and applied research outcomes.
- Creation of a Start-up and Incubation Centre to nurture student and faculty-led ventures through mentorship, seed funding, and industry partnerships.
- Increased participation in government- and industry-funded research projects, strengthening research relevance and societal impact.

These measures aim to embed a culture of innovation, entrepreneurship, and translational research.

5. Infrastructure Development

The Institute's infrastructure plan focuses on physical growth, digital advancement, and sustainability:

- Expansion of academic blocks, hostels, and laboratories with eco-friendly and energy-efficient architecture.
- Strengthening of ICT infrastructure with high-speed connectivity, cloud-based ERP, and AI-assisted attendance and surveillance systems.
- Progress toward a Green Campus, emphasizing zero-waste management, solar energy utilization, rainwater harvesting, and plastic-free initiatives, installation of smart devices for energy conversation.

Such efforts will ensure that growth remains sustainable, inclusive, and environmentally responsible.

6. Global and Industry Collaboration

To globalize learning and enhance employability, the Institute will focus on:

- Establishing international collaborations and MoUs with reputed foreign universities for joint research, student exchange, and global immersion programmes.
- Industry-integrated curricula, live projects, and internships through strategic partnerships with MSMEs, corporate firms, and sector skill councils.
- Development of Skill Hubs in collaboration with NSDC and National Skill Councils to deliver industry-relevant skill training and certifications.

These linkages will enhance global exposure, innovation, and professional readiness among students.

7. Faculty Development and Capacity Building

Recognizing faculty as the cornerstone of Institutional quality, the future plan emphasizes continuous professional advancement through:

- Regular Faculty Development Programmes (FDPs) on digital pedagogy, AI applications, MOOCs, and curriculum innovation.
- Opportunities for national and international faculty exchanges and research fellowships.
- Implementation of performance-linked appraisal and incentive systems tied to teaching effectiveness, research output, and social engagement.

This will ensure a dynamic, motivated, and globally competent teaching community.

8. Community Engagement and Social Innovation

The Institute envisions expanding its social outreach with innovative, technology-enabled community projects:

- Launch of mobile physiotherapy and healthcare vans for rural health services.
- Expansion of the Women Empowerment Centre to "Version 2.0," offering advanced training in micro-entrepreneurship, digital literacy, and livelihood enhancement.
- Implementation of Digital Literacy Campaigns in nearby villages to promote computer literacy, online awareness, and responsible AI use among rural youth and women.
- Providing academic support through our students to the local rural school children.

These initiatives reinforce the Institute's ethos of inclusive growth and social transformation.

9. Quality Assurance and Governance

The future roadmap also strengthens internal quality systems and digital governance:

- Establishment of an Automated IQAC Dashboard for real-time monitoring of quality metrics and continuous improvement indicators.
- Policy automation through ERP integration for academic, administrative, and examination processes.
- Targeting ISO certification, NBA accreditation, and NIRF ranking, further benchmarking Institutional quality against national standards.

Such automation and standardization will ensure efficiency, transparency, and accountability in Institutional governance.

Vision Ahead

The Institute envisions evolving into a multidisciplinary centre of excellence rooted in values, innovation, and inclusivity. With a strong emphasis on technology integration, skill development, outcome-based education, and research-driven learning, the roadmap is designed to empower learners to become globally competent, socially responsible, and ethically grounded citizens.

2. Governance and Strategic Leadership

The Institute has established a robust, transparent, and participative governance structure aligned with statutory requirements of UGC, University norms, and the Autonomous framework. Governance processes reflect effective Institutional leadership, clarity in roles, and shared decision-making, ensuring academic credibility and operational efficiency.

The governance system is executed through duly constituted statutory and advisory bodies, including:

- **Governing Body**
- **Academic Council**
- **Finance Committee**
- **Internal Quality Assurance Cell (IQAC)**
- **Board of Studies (BoS)**
- **Research Advisory Committee**
- **Examination Committee**
- **Various Administrative & Student Welfare Committees**

These bodies collectively guide academic policies, financial planning, quality assurance, and Institutional development.

Effectiveness of Statutory Bodies

Governing Body:
The Governing Body functions as the apex policy-making authority, offering strategic oversight in academic, administrative, and financial planning.

- Meets regularly as per statutory norms
- Ensures compliance with NEP 2020 reforms
- Reviews Institutional performance, accreditation progress, and future strategies
- Includes representation from the management, senior administration, industry experts, and academia

Academic Council:
The Academic Council acts as the highest academic authority and plays a central role in curriculum planning and innovation.

- Reviews and approves curriculum, academic regulations, and programme revisions
- Promotes outcome-based and NEP-compliant academic frameworks

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- Encourages academic flexibility, skill integration, and student-centric initiatives

Finance Committee:
The Finance Committee ensures transparent and prudent financial management.

- Examines and approves budget allocations, infrastructure investments, and academic expenditure
- Ensures fiscal discipline and accountability
- Supports resource expansion aligned with Institutional priorities

Internal Quality Assurance Cell (IQAC):
IQAC functions as the **quality enhancement and monitoring mechanism**, ensuring continuous improvement across academic and administrative domains.

- Conducts periodic review meetings and quality audits
- Monitors teaching-learning, research, student support, and administrative functioning
- Coordinates NAAC/NIRF/Statutory filing and quality initiatives
- Implements stakeholder feedback mechanisms

Governance Characteristics

Parameter	Institutional Practice
Frequency of Meetings	Conducted regularly with documented minutes and action taken reports
Inclusiveness	Representation from management, faculty, industry professionals, academic experts, alumni, and external members
Transparency	Documented discussions, decisions, and follow-up actions; policies communicated to stakeholders
Statutory Compliance	All bodies constituted as per UGC and Autonomous regulations; functioning documented and monitored
Decision-Making Style	Participatory, consultative, and policy-driven

3. Curriculum Design, Implementation & Review

The Institute has adopted a comprehensive, flexible, and industry-responsive curriculum model that reflects the principles of NEP 2020 and aligns with global standards. The curriculum is designed to enhance academic excellence, professional readiness, and holistic student development, enabling learners to tailor their educational pathways based on their interests, strengths, and career aspirations.

The curriculum framework is interdisciplinary, learner-centric, and skill-oriented, integrating both academic and experiential components. It emphasizes conceptual understanding, hands-on learning, and real-world applicability, thereby preparing students for emerging professional and entrepreneurial landscapes.

Key Curriculum Components

Students are provided with multiple course options, ensuring diversity and breadth of learning. The academic structure includes:

- Multidisciplinary Courses (MDC): Broadening knowledge spectrum beyond core discipline
- Skill Enhancement Courses (SEC): Developing industry-oriented competencies
- Ability Enhancement Courses (AEC): Strengthening communication, analytical skills, and language proficiency
- Value-Added Courses (VAC): Instilling ethics, values, life skills, and socio-cultural awareness
- Vocational & Employability-Oriented Courses: Preparing students with hands-on skills for job readiness

This choice-based and modular system empowers students to design individualized learning journeys, fostering academic flexibility, multidisciplinary engagement, and employability enhancement.

Entrepreneurship and Innovation Focus

The Institute has embedded entrepreneurial thinking and innovation practices within its curriculum. Key initiatives include:

- Entrepreneurship-focused modules and projects
- Workshops, seminars, and guest lectures by industry leaders and start-up founders
- Hands-on training and field immersion programmes
- Industry visits and live projects
- Start-up awareness and incubation-linked activities

These initiatives cultivate creativity, innovation, business acumen, and self-reliance, encouraging students to evolve as job creators as well as job seekers.

Curriculum Governance and Review

Curriculum development and revision follow a structured and transparent mechanism, ensuring academic rigor and relevance.

- All new course proposals and revisions undergo expert review through the Board of Studies (BoS).

- Program structures are vetted and approved by the Academic Council, ensuring alignment with Institutional and national standards.
- Curriculum design adheres to national frameworks including:
  - UGC Curriculum and Credit Framework (CCF)
  - National Higher Education Qualification Framework (NHEQF)
  - National Credit Framework (NCrF)

Stakeholder feedback from industry, academia, alumni, students, and employers are integrated to ensure continuous enhancement of curriculum quality and relevance.

The curriculum practices at the Institute have resulted in:

- Enhanced skill development and employability
- Increased interdisciplinary learning opportunities
- Strengthened research and experiential learning culture
- Greater academic flexibility and student empowerment
- Alignment with future workforce and innovation needs

Revision Process:

Following the attainment of autonomous status, the Institute has implemented a systematic and participatory curriculum revision process to ensure relevance, quality, and alignment with national educational standards.

After the successful completion of the first academic year under autonomy, all departments initiated the curriculum review and revision process. This process is guided by multi-stakeholder feedback, including:

- Students (based on learning experience and course delivery)
- Industry Experts (for employability and skill alignment)
- Experts from Academia (for academic rigor and pedagogical feasibility0
- Faculty Members (for academic rigor and pedagogical feasibility)
- Alumni (for relevance to real-world applications and job readiness)

The revised curriculum reflects the principles and priorities of NEP 2020, with a strong emphasis on:

- Skill-based learning
- Entrepreneurial development
- Flexibility and multidisciplinary exposure
- Vocational integration and outcome-based education

All proposed changes and new course inclusions are reviewed and vetted by the respective Boards of Studies (BoS) to maintain academic integrity and regulatory compliance.

This dynamic and feedback-driven approach ensures that the curriculum remains industry-relevant, future-ready, and student-centric.

Stakeholder Involvement & Feedback:

Following the conferment of autonomous status, the Institute has established a systematic, structured, and participatory curriculum revision mechanism to ensure academic relevance, industry alignment, and compliance with national higher education reforms. The process reflects a commitment to continuous improvement, academic innovation, and stakeholder responsiveness.

At the end of the first academic cycle under autonomy, all departments initiated a comprehensive curriculum review exercise. This revision cycle was designed to assess curriculum effectiveness and incorporate emerging academic and industry trends, feedback, and pedagogical enhancements.

Stakeholder-Driven Review Mechanism

The curriculum revision process is guided by a multidimensional stakeholder feedback model, ensuring inclusivity and relevance. Inputs are systematically collected and analyzed from:

- Students: Insights on learning experience, curriculum delivery, and academic support
- Industry Experts: Recommendations for skill alignment, employability needs, and current industry practices
- Faculty Members: Feedback on academic rigor, teaching–learning methodologies, course feasibility, and innovation
- Alumni: Perspectives on career readiness, professional applicability, and industry demands

This participatory model ensures that curriculum changes are holistic, evidence-based, and future-oriented.

Key Focus Areas in Revision

The revised curriculum embeds the core priorities of NEP 2020 and emphasizes:

- Skill-based learning and competency building
- Entrepreneurial orientation and innovation mindset
- Academic flexibility and multidisciplinary exposure
- Vocational and industry-integrated components
- Outcome-Based Education (OBE) with clearly defined CLOs & PLO mapping

These enhancements strengthen the curriculum's capacity to create industry-ready, innovative, and socially responsible graduates.

Governance and Review Approval

All proposed revisions and new course introductions undergo rigorous academic scrutiny:

- Reviewed at the Department Level Committees
- Formally evaluated and approved by the Board of Studies (BoS)
- Ratified by the Academic Council, ensuring academic integrity and regulatory compliance

This hierarchical and transparent process safeguards quality and standardization across programs.

The structured revision system has resulted in:

- Enhanced curricular relevance to industry and societal needs
- Greater student engagement and learning flexibility
- Strengthened linkages with NEP 2020 mandates
- Improved focus on skills, innovation, and employability

The dynamic, feedback-driven approach ensures the curriculum remains future-ready, adaptive, and learner-centric.

4. Faculty Resources, Development & Engagement

Recruitment, Diversity, and Retention:

The Institute demonstrates a strong commitment to merit-based recruitment, diversity, and long-term faculty engagement. Faculty appointments are conducted strictly in accordance with UGC norms, ensuring academic credibility and transparency.

Recruitment processes include:

- Advertisements in leading national/regional newspapers and on the Institutional website

- Shortlisting on the basis of qualifications, experience, and merit

- Structured interview process involving the Principal, Dean Academics, Head of Department, and external subject expert

This robust selection system ensures fairness, transparency, and academic quality in appointments.

The faculty body reflects **geographical and cultural diversity**, enriching the academic environment and contributing to an inclusive learning culture. Faculty members hail from various states across India, bringing varied academic backgrounds and pedagogical experiences.

Faculty retention at the Institute is exceptionally strong, indicating stability, satisfaction, and trust in the Institutional ecosystem.

- The Principal and senior professors have been part of the institute since inception

- Over 75% of faculty have served for more than 15 years

- Such sustained association underscores the positive work culture, Institutional support, and professional belongingness.

Faculty Development Initiatives

The Institute places a high priority on continuous professional development, encouraging faculty to enhance their academic competencies, research capabilities, and teaching methodologies.

Faculty actively participated in:

- Faculty Development Programmes (FDPs)

- Seminars, workshops, and conferences

- Training programs under national platforms like the Malviya Mission

- FDPs organized by UGC, AICTE, and recognized bodies

- Online programs via SWAYAM, NPTEL, and other MOOC platforms

To facilitate and incentivize development, the Institute provides:

Faculty Development Support	Institutional Provision
Registration Fee Reimbursement	For faculty presenting papers at recognized academic forums
Duty Leave	Granted for approved FDPs, seminars, workshops, and conferences
Performance Appraisal Linkage	Participation reflected in appraisal, promotions, and career advancement
Encouragement for Online Learning	MOOC and online FDP completion recognized in development records

List of faculty attending FDP/ Seminars/ Conferences:

S.No.	Faculty Name	Dept.	Program Title	Start – End Date	Role (Participant/Pres

			enter)		
1.	Dr. Shalini Singh	Biotech nology	NEP 2020 Orientation & Sensitization Programme under Malaviya Mission Teacher Training Programme (MM-TTP)	20th - 30th August, 2024.	Participant
2	Ms. Deepti Gulati	Biotech nology	"Design and Development of Massive Open Online Courses (MOOCs) through SWAYAM" organized by DIBNS, Malviya Mission Teacher Training Centre (MMTTC), Ramanujan Institute, University of Delhi, in collaboration with the Uttarakhand Science Education and Research Centre (USERC), Dehradun, Uttarakhand.	9th - 14th September 2024,	Participant
3	Dr. Shalini Singh	Biotech nology	"Design and Development of Massive Open Online Courses (MOOCs) through SWAYAM" organized by DIBNS, Malviya Mission Teacher Training Centre (MMTTC), Ramanujan Institute, University of Delhi, in collaboration with the Uttarakhand Science Education and Research Centre (USERC), Dehradun, Uttarakhand.	9th - 14th September 2024,	Participant
4	Dr. Sachin Singh	Biotech nology	Capacity Building Program on Plant Tissue Culture funded by MSME organized by CSIR-IHBT, Palampur, Himachal Pradesh. from.	20th - 25th January, 2025	Participant
5	Dr. Sachin Singh	Biotech nology	NEP 2020 Orientation & Sensitization Programme conducted by Malaviya Mission Teacher Training Centre (MMTTC) Online		Participant

			National		
6	Dr. J.C. Purohit	Agriculture	National Symposium	17-19 October, 2024	Oral Presentation
7	Mr.Pushpendra	MRIT	Integrative Oncology and Systems Medicine: Emerging Trends and Therapeutic Potential	20th February 2025-21st February 2025	Participant
8	Ms.Pushpendri	MRIT	Integrative Oncology and Systems Medicine: Emerging Trends and Therapeutic Potential	20th February 2025-21st February 2025	Participant
9	Dr. Prince	Commerce	NEP 2020 Orientation & Sensitization Programme under Malaviya Mission Teacher Training Programme (MM-TTP)	20.08.2024 - 30.08.2024	Participant
10	Dr. Prince	Commerce	3rd International Conference on Optimization Techniques in the field of Engineering (ICOFE-2024)	22.10.2024 – 23.10.2024	Participant
11	Dr Renu Pandey	Commerce	IEEE International Conference Paper: "A pathway to efficiency and transparency of Indian Taxation System through AI technologies" Jan 2025.	Jan16,2025 to Jan18,2025	Presenter
12	Dr Renu Pandey	Commerce	NEP 2020 Orientation & Sensitization Programme under Malaviya Mission Teacher Training Programme (MM-TTP)	18.11.2024 - 26. 11. 2024	Participant
13	Mrs. Rama Garg	Commerce	NEP 2020 Orientation & Sensitization Programme under Malaviya Mission Teacher Training Programme (MM-TTP)	18.11.2024 - 26. 11. 2024	Participant
14	Dr.	Forestry	National Conference on	24-25	Resource Person

			"Converging paths: Bridging traditional practices & modern science for a sustainable future" organised by RAC, DIBNS Dehradun in collaboration with USERC Dehradun	October 2024	& Organiser
	Sandhya Goswami				
15	Dr. Sandhya Goswami	Forestry	NPTEL+ online workshop on "Climate Resilient Plants for Future (CRPF)"	15/02/2025	Participant
16	Dr. Sandhya Goswami	Forestry	Enriching the research productivity through Scopus by Research Academy, Science, Elsevier	20/3/2025	Participant
17	Dr. A. K. Uniyal	Forestry	National Conference on "Converging paths: Bridging traditional practices & modern science for a sustainable future" organised by RAC, DIBNS Dehradun in collaboration with USERC Dehradun	24-25 October 2024	Participant
18	Dr. A. K. Uniyal	Forestry	National conference on "Prospects & Challenges: Promoting sustainable farming Systems in Mountain Regions of Uttrakhand" from 14-16th March, 2024	14-16th March, 2024	Oral Presentation
19	Dr. A. K. Uniyal	Forestry	Enriching the research productivity through Scopus by Research Academy, Science, Elsevier	20/3/2025	Participant
20	Dr. Vikaspal Singh	Forestry	Webinar on International Day of Biodiversity-2025, Organized by Jigyasa University, School of Agriculture, Forestry and Fisheries.	22-5-2025	Resource Person
21	Mr. Anil Kumar Kewat	Forestry	Seminar on "Recent Trends in Environmental Monitoring for Maintaining Forest Health Amidst Climate Change Challenges"	24th March 2025	Participant
22	Mr. Anil	Forestry	Seminar on "Floral	03rd	Participant

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			Diversity of Shivalik Hills: Conservation and Future Prospects"	March 2025	
	Kumar Kewat				
23	Dr. Sandhya Goswami	Forestry	Ethics & Values for Teaching Professionals and Administrators by Rani Anna Government Institute for Women, Tirunelveli & Globethics Academy, Geneva, Switzerland	22/11/2024 to 29/11/2024	Participant
24	Dr. A. K. Uniyal	Forestry	Ethics & Values for Teaching Professionals and Administrators by Rani Anna Government Institute for Women, Tirunelveli & Globethics Academy, Geneva, Switzerland	22/11/2024 to 29/11/2024	Participant
25	Dr. Vikaspal Singh	Forestry	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
26	Mr. Anil Kumar Kewat	Forestry	NEP 2020 Orientation and Sensitization Programme	19/06/2024 to 28/06/2024	Participant
27	Dr Prabhakar Manori	Forestry	NEP 2020 Orientation and Sensitization Programme	15/07/2024 to 25/07/2024	Participant
28	Mr. Anil Kumar Kewat	Forestry	"Research Methodology and Data Analysis through SPSS/R"	15th April – 28th April 2025	Participant
29	Dr. Vikaspal Singh	Forestry	12 week online course on "Biodiversity Conservation" through NPETL (Swayam)	20-01-2025 to 11-4-2025	Participant
30	Dr. Tripti Malik	Microbiology	NEP 2020 Orientation and Sensitization Programme	19th - 30th May 2024	Participant
31	Dr. Gauri	Microbiology	NEP 2020 Orientation and Sensitization Programme	20th - 30th August 2024	Participant
32	Mr. Vijay Tiwari	Microbiology	NEP 2020 Orientation and Sensitization Programme	20th - 30th August 2024	Participant

33	Prof. Shailja Pant,	Microbiology	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
34	Dr. Tripti Malik	Microbiology	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
35	Dr. Gauri	Microbiology	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
36	Dr. Ashok Singh &	Microbiology	International FDP Course on Ethics and Values for Teaching Professional and Administrators	22 to 29 November 2024	Participant
37	Dr. Gauri	Microbiology	International FDP Course on Ethics and Values for Teaching Professional and Administrators	22 to 29 November 2024	Participant
38	Dr. Ashok Singh	Microbiology	International FDP on Empowering Faculty for Ethical Teaching in Digital Era	02-07 June 2025.	Participant
39	Dr. Gauri	Microbiology	International FDP on Empowering Faculty for Ethical Teaching in Digital Era	02-07 June 2025.	Participant
40	Dr. Shailja Pant	Microbiology	4th Science & Technology Teacher's Conclave - 2024	28 September 2024	Participant
41	Dr. V.C. Reddy	MLT	NEP 2020 Orientation and Sensitization Programme	20.08.2024 to 30.08.2024	Participant
42	Dr. V.C. Reddy	MLT	PATHCON & LAB EXPO 2024	++	Participant
43	Dr. V.C. Reddy	MLT	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
44	Mr. Aditya Swarup	MLT	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
45	Dr. Rashmi Chauhan	MLT	Design and Development of massive Open Online Courses (MOOCs) through	9/10/2024 to 14/10/20	Participant

			SWAYAM	24	
46	Dr. Deepak Kumar	Chemistry & Pharma Chemistry	Enhancing Quality Research through Patent Writing and IPR	11-02-2025 to 15-02-2025	Participant
47	Dr. Deepak Kumar	Chemistry & Pharma Chemistry	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
48	Dr. Raju	Chemistry & Pharma Chemistry	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
49	Dr. Versha Parcha	Chemistry & Pharma Chemistry	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
50	Dr. Ritu Singh	Chemistry & Pharma Chemistry	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9/10/2024 to 14/10/2024	Participant
51	Dr. Deepak Kumar	Chemistry & Pharma Chemistry	NEP 2020 Orientation and Sensitization Programme	20.08.2024 to 30.08.2024	Participant
52	Dr. Raju	Chemistry & Pharma Chemistry	NEP 2020 Orientation and Sensitization Programme	20.08.2024 to 30.08.2024	Participant
53	Dr. Versha Parcha	Chemistry & Pharma Chemistry	NEP 2020 Orientation and Sensitization Programme	20.08.2024 to 30.08.2024	Participant
54	Dr. Ritu Singh	Chemistry & Pharma Chemistry	NEP 2020 Orientation and Sensitization Programme	20.08.2024 to 30.08.2024	Participant
55	Dr. Deptee Warikoo	Physiotherapy	National sports Conference	8th march 2025	Participant

56	Dr. Richa Agrawal	Physiotherapy	National sports Conference		Participant
57	Dr Deepak Yadav	Physiotherapy	National sports Conference		Participant
58	Dr. Deptee Warikoo	Physiotherapy	Himclave 2 of Indian Association of physiotherapy	18th may 2025	Delegate & Chair person
59	Dr. Keerty Mathur	Physiotherapy	Himclave 2 of Indian Association of physiotherapy	18th may 2025	Delegate
60	Dr Chaitanya Tamang	Physiotherapy	Himclave 2 of Indian Association of physiotherapy	18th may 2025	Delegate
61	Dr. Rupali Gurung	Physiotherapy	Himclave 2 of Indian Association of physiotherapy	18th may 2025	Delegate
62	Dr Deepak Yadav	Physiotherapy	Himclave 2 of Indian Association of physiotherapy	18th may 2025	Delegate
63	Dr. Deptee Warikoo	Physiotherapy	The art and science of research in physiotherapy	11th and 12th December 2024	Delegate
64	Dr. Rupali Gurung	Physiotherapy	The art and science of research in physiotherapy	11th and 12th December 2024	Delegate
65	Dr Deepak Yadav	Physiotherapy	The art and science of research in physiotherapy	11th and 12th December 2024	Delegate
66	Dr. Deptee Warikoo	Physiotherapy	National conference on converging paths	24th - 25th October 2024	Delegate
67	Dr. Richa Agrawal	Physiotherapy	National conference on converging paths	24th - 25th October 2024	Delegate
68	Dr. Keerty Mathur	Physiotherapy	National conference on converging paths	24th - 25th October 2024	Delegate
69	Dr	Physiotherapy	National conference on	24th -	Delegate

				25th October 2024	
	Diksha Bhatt	erapy	converging paths		
70	Dr Chaitany a Tamang	Physioth erapy	National conference on converging paths	24th - 25th October 2024	Delegate
71	Dr. Rupali Gurung	Physioth erapy	National conference on converging paths	24th - 25th October 2024	Delegate
72	Dr Deepak Yadav	Physioth erapy	National conference on converging paths	24th - 25th October 2024	Delegate
73	Dr. Shaili Rawat	Physioth erapy	National conference on converging paths	24th - 25th October 2024	Delegate
74	Dr. Deptee Warikoo	Physioth erapy	2nd national conference of IAP women cell and physio Manthan	21- 22 Septemb er 2024	Delegate
75	Dr. Richa Agrawal	Physioth erapy	2nd national conference of IAP women cell and physio Manthan	21- 22 Septemb er 2024	Delegate
76	Dr. Deptee Warikoo	Physioth erapy	III international conference on advances in physiotherapy and rehabilitation	12-13 Septemb er 2024	Delegate
77	Dr. Richa Agrawal	Physioth erapy	III international conference on advances in physiotherapy and rehabilitation	12-13 Septemb er 2024	Delegate
78	Dr Chaitany a Tamang	Physioth erapy	III international conference on advances in physiotherapy and rehabilitation	12-13 Septemb er 2024	Delegate
79	Dr. Deptee Warikoo	Physioth erapy	NEP 2020 orientation and sensitization programme	20 August – 30 august 2024	Delegate
80	Dr. Richa Agrawal	Physioth erapy	NEP 2020 orientation and sensitization programme	20 August – 30 august 2024	Delegate
81	Dr. Keerty Mathur	Physioth erapy	NEP 2020 orientation and sensitization programme	20 August – 30	Delegate

				august 2024	
82	Dr Deptee Warikoo	Physiotherapy	Role of breast feeding for preventing NCD's	5th August 2024	Delegate
83	Dr Nidhi Rawat	Physiotherapy	One day All India IQAC workshop	29th June 2024	Delegate
84	Dr. Aditi Chauhan	Education	NEP 2020 orientation and sensitization programme	5th – 14th August 2024	Delegate
85	Dr. Deeapli Rana	Zoology	NEP 2020 orientation and sensitization programme	20th January to 29th January 2025	Delegate
86	Dr. Beena Joshi Bhatt	Zoology	International Seminar on "Current Environmental Issues for Sustainable Circular Economic Strategies and Fisheries Development for a Greener Tomorrow" from Gurukul Kangri University	28th to 29th January 2025.	Resource Person
87	Dr. Deepali Rana	Zoology	19th State Science Congress at Doon University organized by UCOST.	28th to 30th November 2024	Delegate
88	Dr. Beena Joshi Bhatt	Zoology	Refresher course in Environmental Science organized by MMTTC, NEHU, Shillong 2024.	2nd September to 14th September	Delegate
89	Dr. Deepali Rana	Zoology	Refresher course in Environmental Science organized by MMTTC, NEHU, Shillong	2nd September to 14th September2024	Delegate
90	Dr. Beena Joshi Bhatt	Zoology	NEP 2020 Orientation and Sensitization Programme under Malviya Mission Teacher Training Programme of UGC orhanised by MMTTC of Sri Lal Bahadur Shastri national Sanskrit University, New Delhi	20th August to 30th August 2024	Delegate
91	Dr. D. K. Bhardwaj	Zoology	NEP 2020 Orientation and Sensitization Programme	20th August	Delegate

			under Malviya Mission Teacher Training Programme of UGC orhanised by MMTTC of Sri Lal Bahadur Shastri national Sanskrit University, New Delhi	to 30th August 2024	
92	Dr. Beena Joshi Bhatt	Zoology	Refresher course in Environmental Science organized by MMTTC, NEHU, Shillong.	2nd September to 14th September 2024	Delegate
93	Dr. Deepali Rana	Zoology	Refresher course in Environmental Science organized by MMTTC, NEHU, Shillong.	2nd September to 14th September 2024	Delegate
94	Dr. Shruti Sharma	Education	Design and Development of massive Open Online Courses (MOOCs) through SWAYAM	9th - 14th September 2024,	
95	Dr. Shruti Sharma	Education	Educational Leadership & Management in IKS by MMTTC	16-31st Jan 2025	
96	Dr. Shruti Sharma	Education	OBE & Frameworks	7- 15c May 2025	
97	Dr. Shruti Sharma	Education	NEP 2020 orientation and sensitization programme	5- 14 August 2024	
98	Dr. A.K. Pundir	Botany	Floral Diversity of Shivalik Hills: Conservation and Future Prospects	4.3.2025	Participation

Feedback & Appraisal:

The Institute has established a comprehensive and systematic mechanism for obtaining feedback and evaluating faculty performance. The approach combines student-based feedback, self-assessment, and Institutional review, ensuring a transparent and improvement-oriented evaluation framework aligned with quality benchmarks in higher education.

Student Feedback Mechanism

A structured student feedback system is in place to assess teaching effectiveness, classroom delivery, and academic support provided by faculty. Feedback is collected through a standardized format covering key pedagogical and professional parameters such as:

- Subject expertise and conceptual clarity

- Teaching methodology and instructional effectiveness

- Communication skills and clarity of explanation

- Classroom interaction and student engagement

- Timeliness, preparedness, and regularity

- The collected feedback is reviewed by academic heads and the IQAC to identify strengths and improvement areas. Based on the analysis, **constructive interventions** are implemented, including:

- Mentoring and guidance by senior faculty

- Peer-teaching and classroom observation

- Pedagogical training workshops / FDPs

- Counseling and improvement plans where required

- This structured mechanism ensures continuous enhancement of teaching quality and student-centric pedagogy.

Faculty Self-Appraisal and Institutional Evaluation

In addition to student feedback, the Institute follows a formal faculty appraisal system. Every faculty member submits a Self-Appraisal Form at the end of each academic year documenting:

- Teaching-learning performance and course outcomes

- Research output and publications

- Participation in conferences, FDPs, and academic activities

- Contribution to Institutional development and committees

- Extension and community engagement initiatives

- The appraisal reports are reviewed by the Head of Institute and Management, forming the basis for decisions on:

- Annual increments

- Promotion and career advancement

- Awards and recognitions

- Assignment of additional academic or administrative roles

- This dual-layer evaluation system promotes a culture of accountability, reflection, and continuous improvement.

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5. Infrastructure, Learning & Research Resources

The institute has developed a robust and student-centric infrastructure ecosystem supporting academic excellence, research growth, and holistic development. Facilities reflect strong commitment to accessibility, digital advancement, and sustained quality enhancement.

Physical & Digital Infrastructure
The campus comprises well-designed, adequately ventilated, and ICT-enabled classrooms, including dedicated smart classrooms to facilitate blended learning. Laboratories are modern, well-equipped, and discipline-specific, offering hands-on learning and research exposure. Additional major facilities include:

- Smart Classrooms with biometric attendance
- State-of-the-art auditoriums for academic and cultural events
- Dedicated research labs in relevant departments
- Sports facilities for indoor & outdoor games
- Centrally located library with reading halls and digital access terminals
- Wi-Fi enabled campus and digital teaching tools
- Divyangjan-friendly infrastructure, including ramps, elevators, adapted washrooms, wheelchairs, and support personnel

Separate hostel facilities, medical and physiotherapy OPD units, hygienic cafeteria, transport system, and recreation areas enhance the learning and living environment.
The Institute has made significant strides in integrating ICT, including LMS support, ERP systems, online attendance, and smart classroom technology, sustaining hybrid and technology-driven learning.

Learning Resources
The Institute maintains a comprehensive and updated library collection consisting of:

- 34,000+ books and reference volumes
- Print journals and periodicals
- Access to e-journals, databases, and e-learning platforms
- Digital repository and online learning resources

Remote access to e-resources enables flexible, anytime learning, supporting research and academic needs. ICT-enabled learning resources and subject-specific software tools are available for students and faculty.

Maintenance & Upgradation
The Institute follows a well-defined maintenance and upgradation policy for physical and digital infrastructure. Dedicated technical and administrative teams oversee:

- Periodic inspection and servicing of labs and equipment
- Regular maintenance of campus, hostels, and utilities
- IT systems and smart classrooms upkeep
- Annual infrastructure augmentation aligned with academic and research needs

Continuous investments in digital enhancement, lab modernization, solar power, rainwater harvesting, and campus beautification reflect a proactive approach toward sustainability and excellence.

Stakeholder Feedback on Infrastructure
Structured feedback from stakeholders—students, faculty, and alumni—indicates high satisfaction with the campus infrastructure, academic resources, and digital facilities. Suggestions received primarily pertain to further expansion of smart classrooms, advanced

lab instruments, and dedicated research spaces, which the Institute is actively addressing through its phased development plan.

The Institute's responsiveness to feedback demonstrates a culture of continuous improvement and learner-centric policy implementation.

6. Financial Resources and Management

The Institute demonstrates sound financial governance, responsible resource mobilization, and efficient utilization mechanisms, aligned with Institutional goals and regulatory guidelines. Financial operations are overseen by the Finance Committee, ensuring that resource planning, budgeting, allocation, and spending remain transparent, accountable, and mission-driven.

Resource Generation & Budget Planning

The Finance Committee plays a central role in resource generation and financial planning. Funds are generated primarily through:

- Tuition and Institutional fees
- Grants from government bodies for research and academic events
- Consultancy, professional services & extension activities
- Research and training projects (emerging area of focus under NEP-driven reform)

Annual budgets are prepared based on projected academic needs, infrastructure priorities, and future growth plans. The committee evaluates proposals submitted by academic departments and administrative units, ensuring alignment with strategic objectives, NEP implementation, and student-centric priorities.

Financial Controls & Risk Management

Robust financial management practices are in place to safeguard Institutional assets and prevent risk exposure. Key mechanisms include:

- Well-defined financial rules and procedures
- Internal and external audits conducted regularly
- Pre- and post-sanction monitoring of expenditure
- Financial approval hierarchy and documentation system
- Vendor and purchase transparency via approved procedures
- Asset verification and fund flow monitoring

Risk management practices include:

- Controlled expenditure aligned with budget priorities
- Diversification of funds and sustainable fiscal planning
- Maintenance of reserve funds for contingencies
- Internal checks and audit trails for all financial transactions

These systems ensure financial prudence, Institutional sustainability, and regulatory compliance.

Transparency & Accountability

Financial management reflects high standards of transparency and accountability. The Finance Committee, management, and statutory bodies (including Governing Body) regularly review:

- Budget utilization and variance reports
- Audit findings and compliance status
- Departmental expenditure heads
- Capital and operational investments

Stakeholder consultations—including academic and administrative leadership—ensure participative financial governance. Feedback systems support course correction, budget optimization, and strategic fund deployment.

Periodic communication of financial decisions and utilization strengthens Institutional trust and supports an open governance culture.

7. Teaching-Learning, Assessment & Student Diversity

The Institute follows a student-centric teaching–learning philosophy, promoting active engagement, experiential learning, and skill development. Pedagogical strategies are aligned with NEP 2020, emphasizing critical thinking, multidisciplinary exposure, and employability enhancement.
Faculty employ diverse and innovative instructional techniques to accommodate different learning styles and foster holistic development.

Student-Centric Pedagogy
The teaching-learning ecosystem integrates a range of progressive and interactive pedagogical approaches, including:
- Experiential learning and hands-on practice
- Group discussions & collaborative learning
- Seminars, presentations, and classroom demonstrations
- Project-based learning and case-based teaching
- Field visits, Institutional tours, and industrial exposure
- Internships and in-field engagement activities
These practices cultivate problem-solving skills, teamwork, leadership, creativity, and real-world readiness.

ICT-Enabled Teaching
The institute has made significant strides in digital pedagogy adoption:
- All classrooms are ICT-enabled

- Six Smart Classrooms equipped with interactive boards and digital learning tools
- Use of multimedia resources, online platforms, and LMS tools
- Access to e-content, digital library resources, and MOOC platforms (SWAYAM/NPTEL)

ICT integration supports blended learning, enhances content delivery, and strengthens technology-assisted teaching culture.

Assessment & Redressal Mechanisms

Continuous Internal Evaluation (CIE) is rigorously implemented, ensuring continuous monitoring of student progress and learning outcomes. Assessment modalities include:

- Assignments and quizzes
- Class tests and internal examinations
- Seminars, viva-voce, and project evaluations
- Group discussions and practical assessments

Such multi-modal evaluation promotes comprehensive academic growth and competency demonstration.

Grievance Redressal in Evaluation

- Each department maintains an Internal Assessment Grievance Cell
- Examination Cell records and addresses grievances related to semester-end examinations
- Complaint redressal follows a transparent and time-bound mechanism

This structured system ensures fairness, accountability, and student confidence in evaluation processes.

Stakeholder Feedback

Regular feedback is collected from:

- Students
- Faculty
- Employers
- Alumni
- Industry partners
- Parents

Feedback focuses on teaching quality, course delivery, curriculum relevance, and learning resources. Inputs are analyzed, and constructive improvements are implemented to strengthen academic delivery and learner satisfaction.

8. Student Support, Progression & Achievements

The Institute has established a comprehensive and student-centered support ecosystem that begins from the point of admission and continues throughout the student lifecycle. Systems are designed to provide academic guidance, emotional support, financial assistance, and career development opportunities, ensuring holistic student growth and well-being.

Admission Support & Academic Guidance

- Dedicated admission counselors assist prospective students in selecting suitable programmes based on aptitude, interests, and career goals.

- Post-admission, Class Coordinators, Mentor and Heads of Departments (HoDs) guide students in choosing multidisciplinary and skill-based courses in line with NEP flexibility.
- A strong scholarship policy ensures that deserving and financially weaker students have equal opportunities to pursue higher education.

This systematic counselling instills confidence and supports informed decision-making among students.

Mentoring & Student Care Mechanisms

A well-structured mentorship system is in place:

- Each student is assigned a faculty mentor who offers academic, personal, and career guidance.
- Continuous academic support is provided by HoDs, class coordinators, and subject faculty members through close monitoring and regular interactions.
- Slow learners are identified and given remedial support to strengthen foundational understanding.
- A qualified psychologist/counselor is available on campus for mental health support and emotional well-being.

These mentoring interventions build student confidence, support personal growth, and promote academic success.

Support Cells & Student Welfare Committees

The Institute maintains multiple functional support bodies to ensure safety, equity, and holistic development:

- Anti-Ragging Cell
- Anti-Narcotic Cell
- Student Grievance Redressal Cell
- Equal Opportunity Cell
- Training & Placement Cell
- Women Empowerment Cell
- Internal Committee (Protection Against Sexual Harassment)
- Students' Welfare Council promoting leadership, engagement & soft skill development

The Institute fosters a safe, inclusive, and empowering environment for all learners.

Alumni Engagement

A strong and active Registered Alumni Association contributes significantly by:

- Conducting interactive alumni-student sessions
- Sharing career guidance & professional insights
- Supporting internships, training, and placement linkages

This strengthens Institute-industry-alumni collaboration and motivates current students to excel.

Student Outcomes

Observations:
The Institute has consistently recorded excellent academic and career outcomes, reflecting effective teaching, strong skill training, and robust student support.

Placement & Career Preparation

- The Training & Placement Cell provides 100% placement assistance
- Prestigious companies are invited for campus drives
- Students undergo mock interviews, aptitude sessions, soft-skills training, and professional grooming
- The placement rate remains above 80%

These initiatives enhance employability and develop professional confidence.

Higher Education Progression

- A significant number of students opt for post-graduate and research programs at reputed universities
- Faculty and mentors support students with exam preparation, applications, and career counseling

This indicates a strong academic foundation and aspirational student culture.

9. Research, Innovation & Extension Activities

The Institute has demonstrated a growing emphasis on research culture, academic scholarship, and innovation, encouraging faculty and students to engage in meaningful scientific and societal inquiry. Research aligns with Institutional strengths in biomedical sciences, life sciences, physiotherapy, agriculture/horticulture, and allied disciplines.

Research Productivity
- Faculty members publish in peer-reviewed journals, Scopus/Web of Science indexed publications, and relevant discipline-specific journals.
- Research output includes original research articles, review papers, book chapters, and conference presentations.
- Students, particularly at the PG level, undertake research dissertations and guided projects, strengthening research exposure at an early stage.

Research Support & Incentives
- Faculty encouraged to attend conferences, seminars, FDPs, and workshops.
- Support system includes registration fee reimbursement, duty leave, and recognition in annual appraisals.

- Research committees and departmental review structures ensure quality and ethical compliance.

Emerging Focus
- The Institute is working toward securing government/industry-funded projects and fellowships, with increasing applications and collaborations.
- Faculty interest in IPR and patent filing is being encouraged, with Institutional plan to support IPR facilitation through an upcoming Research & Innovation Cell.

Research activities contribute to knowledge generation, skill development, and enhanced academic reputation, with growing momentum toward advanced research, innovation, and funding.

Innovation & Collaboration

The Institute actively promotes innovation, entrepreneurship, and skill development, aligned with national skill missions and NEP 2020 thrust on startup culture.

Institutional Initiatives
- Training and workshops on entrepreneurship, intellectual property, and innovation awareness.
- Faculty and students are encouraged to pursue start-up ideas and incubation-linked activities.
- Plans underway for a central Incubation & Start-up Cell with mentorship, seed support, and industry connect.

Collaborations
- Partnerships with industries, hospitals, research laboratories, and academic Institutes enable internships, field exposure, and applied projects.
- Guest lectures and industry-expert sessions foster industry–academia knowledge exchange.

Clubs & Activities:

Describe technical, cultural, sports, mental health, and community engagement programs.

- **Participation & Impact:**
  Assess participation, inclusivity, and outcomes.
- **Stakeholder Feedback:**
  Note feedback from student leaders, coordinators, faculty.

Extension & Community Engagement

Extension remains a distinctive Institutional strength, with impactful community outreach aligned to national priorities and Sustainable Development Goals (SDGs).

Key initiatives include:
- Free on-campus Physiotherapy & Medical OPD services for local residents
- Rural medical and physiotherapy camps, health awareness drives
- Voluntary blood donation camps in collaboration with health authorities
- School outreach with stationery/uniform support and motivational sessions
- Physiotherapy support in sports events organized by government bodies
- Women's Empowerment Center offering tailoring, beauty training, and digital literacy programs
- Participation in environmental programs, plantation drives, cleanliness campaigns
  The initiatives align with **SDGs (3, 4, 5, 8, 10, 16)** and community-focused mandates of NEP 2020.

Stakeholder Feedback

Feedback from diverse stakeholders affirms:

Stakeholder	Feedback Highlights
Faculty	Supportive research ecosystem, academic freedom, encouragement for FDPs and publishing
Students	Exposure to research projects, hands-on training, good mentorship; desire for more advanced research tools and incubation support
Employers/ Industry Partners & External Experts	Appreciation for student discipline, applied knowledge, community orientation; recommend continued focus on internships, collaborative research, and skill training
Alumni	Strong foundation received at Institute, benefiting professional growth; endorse strengthening start-up & innovation ecosystem further

10. Extended Curricular Engagements

The Institute actively promotes co-curricular and extracurricular engagement as a core element of holistic education. A wide range of clubs, activities, and community-based programs nurture students' leadership, creativity, and social responsibility, thereby complementing academic learning with experiential development.

Clubs & Activities

The Institute hosts a vibrant array of technical, cultural, sports, mental health, and community engagement clubs, coordinated through the Students' Welfare Council and respective departments.

Key initiatives include:

- **Technical & Academic Clubs:** Organizing quizzes, model exhibitions, innovation challenges, coding marathons, and scientific presentations that enhance analytical and creative skills.
- **Cultural Clubs:** Annual fests, dance, music, theatre, and literary competitions that promote cultural expression, teamwork, and inclusivity.
- **Sports & Fitness Activities:** Interdepartmental tournaments, yoga sessions, and fitness drives encouraging health, discipline, and team spirit.
- **Mental Health & Wellness Programs:** Awareness workshops, "Mind Matters" campaigns, and counselling sessions under the guidance of a campus psychologist.
- **Community Engagement Clubs:** NSS, Eco Club, and Social Outreach initiatives promoting environmental awareness, cleanliness drives, and social service in rural areas.

These activities align with Institutional goals of developing emotionally balanced, ethically aware, and socially conscious graduates.

Participation & Impact

Student participation across clubs and activities is highly inclusive, ensuring opportunities for every learner irrespective of discipline or background.

Outcomes observed include:

- Enhanced interpersonal and leadership skills
- Improved self-confidence and team collaboration
- Greater participation in inter-Institute and university-level competitions
- Contribution to local community welfare and environmental sustainability

Such engagements help in building a vibrant campus culture that supports personal growth and civic responsibility.

Stakeholder Feedback

Feedback from student leaders, coordinators, and faculty mentors highlights:

- Strong Institutional encouragement for extracurricular involvement
- Availability of adequate facilities and administrative support
- High enthusiasm among students for organizing and participating in events
- Suggestions focused on expanding inter-Institutional collaborations and creating more domain-specific clubs

The feedback process helps in refining activity planning, ensuring that student interests and aspirations remain central to extended curricular offerings.

Impact of extended curricular engagements have been:

- Promotes holistic education through experiential learning

- Fosters creativity, leadership, empathy, and social engagement
- Strengthens emotional resilience and well-being through community and wellness programs
- Builds a sense of belonging and Institutional pride among students

11. Sustainability and Green Initiatives

The Institute actively promotes co-curricular and extracurricular engagement as a core element of holistic education. A wide range of clubs, activities, and community-based programs nurture students' leadership, creativity, and social responsibility, thereby complementing academic learning with experiential development.

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Key initiatives include:
- Academic Club: Organizing quizzes, model exhibitions, innovation challenges, and scientific presentations that enhance analytical and creative skills.
- Cultural Club: Annual fests, dance, music, theatre, and literary competitions that promote cultural expression, teamwork, and inclusivity.
- Sports Committee: Interdepartmental tournaments, yoga sessions, and fitness drives encouraging health, discipline, and team spirit.
- Mental Health & Wellness Programs: Awareness workshops, "Mind Matters" campaigns, and counselling sessions under the guidance of a campus psychologist.
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Such engagements help in building a vibrant campus culture that supports personal growth and civic responsibility.

Stakeholder Feedback
Feedback from student leaders, coordinators, and faculty mentors highlights:
- Strong Institutional encouragement for extracurricular involvement
- Availability of adequate facilities and administrative support
- High enthusiasm among students for organizing and participating in events
- Suggestions focused on expanding inter-Institutional collaborations and creating more domain-specific technical clubs

The feedback process helps in refining activity planning, ensuring that student interests and aspirations remain central to extended curricular offerings.

Impact
- Promotes holistic education through experiential learning
- Fosters creativity, leadership, empathy, and social engagement
- Strengthens emotional resilience and well-being through community and wellness programs
- Builds a sense of belonging and Institutional pride among students

STRENGTHS, WEAKNESSES, OPPORTUNITIES AND CHALLENGES

Strengths

• **Multidisciplinary Approach:** Dolphin Institute's adoption of a multidisciplinary educational model aligns with NEP 2020 directives and MEME principles. Offering programs across science, commerce, life sciences, and professional streams, the college fosters intellectual curiosity and cross-disciplinary competencies. This approach equips students with broader perspectives and adaptability, enhancing both academic growth and employability.

• **Robust Infrastructure:** The campus houses state-of-the-art laboratories, smart classrooms, well-stocked libraries, and specialized research centers. The eco-friendly and scenic surroundings contribute to mental well-being and a focused learning environment, supporting both academic excellence and personal growth.

• **Qualified Faculty:** The institute's diverse and highly qualified teaching staff play a central role in academic delivery. Their industry and research expertise, coupled with a commitment to experiential and skill-based learning, helps students engage deeply with their subjects and prepares them for real-world challenges.

• **Pro-active Management:** A forward-looking and supportive administration ensures that institutional strategies are effectively executed. Their proactive approach fosters innovation, embraces educational reforms like NEP 2020, and strengthens academic and governance structures.

• **Clear Strategic Direction:** The college functions with a well-articulated vision and mission that guide planning, academic choices, and community engagement. These directives ensure alignment with national educational priorities and institutional objectives.

• **Active Internal Quality Assurance:** The IQAC rigorously monitors and evaluates academic and administrative activities. Its consistent feedback and benchmarking practices promote continuous quality improvement, transparency, and accountability.

• **Comprehensive Sports Facilities:** The emphasis on sports and physical development complements cognitive learning. Facilities for multiple disciplines allow students to balance academics with physical activity, promoting overall well-being.

• **Financial Support for Events:** Through dedicated funding, students are enabled to present and participate in national and international platforms. This exposure enhances academic and cultural competence while contributing to personal and institutional recognition.

• **Sustainability Initiatives:** Green practices, including waste management, water conservation, and energy efficiency measures, highlight the college's commitment to sustainability. These efforts instill environmental awareness and responsibility among students.

• **Community Engagement:** The active NSS unit and institutional partnerships with government agencies reflect a strong service orientation. These initiatives develop civic sensibility and encourage experiential learning rooted in societal relevance.

• **Vibrant Alumni Network:** Alumni contribute to student development through mentorship, career guidance, and placement assistance. Their engagement enriches the institution's ecosystem and bridges academic learning with industry needs.

• **Dolphin Students' Welfare Council:** This representative body empowers students, offering them a platform to voice concerns, organize events, and develop leadership skills, thereby enriching campus life.

• **Quarterly Newsletter:** *Dolphin Insight* showcases the institution's academic, cultural, and community achievements. It fosters a sense of identity, continuity, and pride among students, faculty, and alumni.

• **Advanced ICT Facilities:** The integration of ICT tools and ERP solutions enhances teaching, learning, and administrative efficiency. These systems streamline operations and foster data-driven decision-making.

• **Safe Hostel Facilities:** Gender-segregated, secure, and hygienic accommodations cater to the needs of outstation students, ensuring comfort, safety, and focus on academics.

• **Strong Academia-Community Linkage:** Collaborations with local communities' support field-based learning and socially relevant research. These partnerships help students understand real-world challenges and contribute solutions.

• **Inclusive Governance:** The participatory decision-making model involves stakeholders across the board, ensuring that institutional development is inclusive, equitable, and sustainable.

• **Focus on Innovation:** Research incubation, start-up support, and entrepreneurial development programs position the institute as a cradle for innovation. These initiatives

nurture creativity and critical thinking, aligning with the employability focus of the MEME framework.

Weaknesses

• **Lack of International Linkages:** The absence of MoUs and formal collaborations with global universities limits opportunities for global exposure, joint research, and academic exchange. This restricts the global competitiveness and benchmarking of the institution.

• **Research Commercialization Gaps:** While research output exists, there is a lack of structured mechanisms to convert findings into patents, start-ups, or commercial solutions. Strengthening IPR and innovation ecosystems is needed to enhance industry relevance and social impact.

• **Limited Alumni Contributions:** While alumni remain actively engaged in non-financial capacities, their limited financial contributions pose challenges in funding scholarships, infrastructure, and strategic initiatives.

• **Communication Skills Deficiency:** A segment of the student population struggles with English language proficiency and public speaking. This impacts employability, especially in global markets, necessitating the enhancement of language labs and communication skill courses.

Opportunities

• **NEP 2020 Implementation:** The institute is well-positioned to leverage NEP 2020's emphasis on flexibility, experiential learning, and skill integration. MEME-oriented programs, skill enhancement courses, and credit-based multidisciplinary education can be expanded further to strengthen institutional impact.

• **Aspiration for Eminence:** Aiming for "Institute of Eminence" status motivates the college to raise academic benchmarks, invest in niche research areas, and enhance its global standing through quality and innovation.

• **International Accreditations:** Seeking accreditation from agencies like AACSB, ABET, or QS-I Gauge could elevate institutional prestige, attract international collaborations, and benchmark Dolphin Institute against global standards.

• **Online Education Potential:** With autonomous status, the college can explore SWAYAM/NPTEL integration and develop its own MOOCs. This flexibility supports life-long learning and enhances accessibility.

• **International Collaborations:** Strategic partnerships with global institutions can bring international dual-degree programs, cross-border faculty exchange, collaborative research, and cultural exchange, enriching the academic fabric.

- **Focus on Higher Education:** Alignment with national educational priorities and schemes like RUSA can unlock funding, academic support, and infrastructural development for scaling innovation and excellence.

- **Digitization Initiatives:** Expanding ERP, LMS, and AI-based analytics will streamline student lifecycle management and academic delivery, improving stakeholder satisfaction.

- **E-learning Platforms:** Platforms like Infosys Springboard enable the creation of custom digital content, promoting self-paced learning and content democratization.

- **Skill Development Programs:** Courses aligned with industry standards and NSDC certifications enhance graduate employability and bridge the skills gap.

- **National Skill Development Corporation Training:** Training faculty through NSDC's ToT model builds teaching capacity and vocational orientation, making academic delivery more industry-relevant.

- **Expanding Learning Management Systems:** The deployment of LMS tools and microsites improves academic outreach and enhances digital readiness across stakeholders.

- **Participation in Global Competitions:** Encouraging students to participate in international contests like the World Skills Competition not only sharpens skills but enhances the institute's visibility on global platforms.

Challenges

- **Increasing Enrolment:** With rising competition, the institute must innovate marketing strategies, introduce value-added courses, and highlight its NEP-enabled, NAAC A+ accredited status to attract quality applicants.

- **Resource Generation:** Sustained growth requires alternative funding mechanisms beyond tuition fees—such as research grants, industry partnerships, and alumni endowments—to fund new programs and infrastructure.

- **Attracting Competent Faculty:** The challenge of recruiting top-tier faculty is amplified by market competition and geographic factors. Incentives, career growth opportunities, and research support must be bolstered to attract and retain talent.

- **Enhancing Digital Tools:** To maintain academic continuity and innovation, continuous upgrades in smart classrooms, virtual labs, and AI-based learning analytics are essential.

- **IPR Project Development:** Creating awareness among faculty and students about intellectual property rights and developing support mechanisms for patenting and commercialization is vital to unlocking the innovation potential.

- **Industry Consultancy Opportunities:** Establishing a culture of consultancy engagement with industry players can create experiential learning opportunities while enhancing the institution's applied knowledge base.

- **Achieving NIRF Ranking:** To improve its NIRF standing, the college must strengthen research output, boost graduate employability, enhance academic perception, and expand outreach programs.

External Peer Team Report – Concluding Section

Overall Observations

The External Peer Team acknowledges that the institution has demonstrated remarkable progress in academic quality, governance, research culture, community engagement, and NEP 2020 implementation. The conferment of autonomous status has been effectively utilized to initiate curriculum reforms, introduce flexibility, strengthen examinations, and enhance student-centric learning.

A strong governance structure, active IQAC, robust student support systems, environmentally conscious campus, and consistent commitment to quality assurance reflect the institution's readiness for future growth and excellence.

The campus environment is vibrant, academically focused, and committed to holistic development through co-curricular, entrepreneurial, and extension activities.

Key Commendations of the Peer Team

1. **Effective implementation of NEP 2020** with multidisciplinary, choice-based and skill-oriented curriculum.

2. **Robust governance and administrative structure** with transparency, decentralization, and active stakeholder participation.

3. **Strong infrastructure**, ICT-enabled classrooms, modern laboratories, and green campus initiatives.

4. **Highly dedicated and long-serving faculty**, demonstrating institutional stability and a positive work culture.

5. **Timely conduct of examinations and prompt declaration of results** under the autonomous system.

6. **Comprehensive student support system** including mentoring, counselling, scholarships, and welfare committees.

7. **Active research and extension activities**, especially in healthcare, physiotherapy, rural community services, and environmental initiatives.

8. **Vibrant extracurricular ecosystem** with sports, cultural, technical, mental health, and outreach activities.

9. **Strong focus on entrepreneurship**, start-up awareness, and the innovative *Mini Factory Module*.

10. **Excellent compliance record** with UGC, NAAC, AISHE, and statutory requirements.

These strengths reflect a healthy institutional culture geared toward continuous quality enhancement.

Key Suggestions and Recommendations

Based on review and discussions, the Peer Team offers the following suggestions for further strengthening the institution:
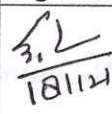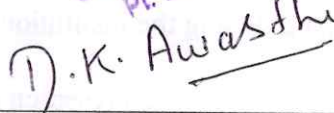
1. Strengthen research output, funded projects, and IPR generation through a fully functional Research & Innovation Cell.

2. Enhance industry collaborations and expand internship/placement partnerships with leading corporates and MSMEs.

3. Increase smart classroom coverage and digital learning tools, including LMS and simulation labs.

4. Accelerate the establishment of an Incubation & Start-up Centre, integrating the Mini Factory Module into all programs.

5. Strengthen soft-skill, communication skill, and leadership programs for students.

6. Broaden international collaborations for student and faculty exchange.

7. Expand the digitization of internal systems through ERP modules and automated IQAC dashboards.

8. Increase opportunities for interdisciplinary and vocational certification courses.

9. Introduction of new Academic Programmes in the domain of Management and Computer Sciences in alignment with emerging industry trends and regional demand.

10. Implement third-party academic and administrative audits for continuous improvement.

11. Intensify sustainability goals by adopting Green Campus Certification, expanding solar energy usage, and promoting paperless administration.

These recommendations aim to support the institution's vision of becoming a future-ready multidisciplinary centre of excellence aligned with NEP 2020.

Signatures of the External Peer Team Members:

S. No.	Name	Designation	Signature with date
1.	Prof. S.P. Sati	Dean Sciences, Dept. of Chemistry, SDS University, Badshahithol, Tehri, Uttarakhand	18/12/2025 *Dean Faculty of Science Sridev Suman Uttarakhand University Pt. L.M.S. Campus, Rishikesh*
2.	Prof. D.K. Awasthi	Professor & Head Retd., Dept. of Chemistry JNM PG College, Lucknow, Uttar Pradesh	D.K. Awasthi