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INSTITUTIONAL ASSESSMENT AND ACCREDITATION (Effective from July 2017)

Accreditation - (Cycle -1)

PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
INTERNATIONAL MANAGEMENT INSTITUTE
S-16690
Orissa
Bhubaneswar
751003

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

Section I:GENERAL INFORMATION

1.Name & Address of the institution:	INTERNATIONAL MANAGEMENT INSTITUTE Bhubaneswar Orissa 751003
2.Year of Establishment	2011
3.Current Academic Activities at the Institution(Numbers):	
• Faculties/Schools:	1
• Departments/Centres:	1

• Programmes/Course offered:	3
• Permanent Faculty Members:	17
• Permanent Support Staff:	27
• Students:	240
4.Three major features in the institutional Context (As perceived by the Peer Team):	<ol style="list-style-type: none"> 1. Geographical Diversity of Students 2. State of Art Teaching and Learning Infrastructure 3. Classrooms with dedicated Computing facility along with advance pedagogical LMS tools
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	Visit Date From : 09-05-2022 Visit Date To : 10-05-2022
6.Composition of Peer Team which undertook the on site visit:	
Chairman:	Karamjeet Singh
Member Co - ordinator:	Anil P Dongre
Member:	Ajims P Mohammed
NAAC Co - ordinator:	Dr. Neelesh Pandey

Section II:CRITERION WISE ANALYSIS

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

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)

1.1	<i>Curriculum Design and Development</i>
1.1.1 QIM	Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which is reflected in Programme outcomes (POs), Programme Specific Outcomes(PSOs) and Course Outcomes(COs) of the Programmes offered by the Institution.
1.2	<i>Academic Flexibility</i>
1.3	<i>Curriculum Enrichment</i>
1.3.1 QIM	Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum
1.4	<i>Feedback System</i>

Qualitative analysis of Criterion 1

International Management Institute being an autonomous institution has its own prerogative to design the curriculum. Accordingly, the institute frame the curricula and set forth the POs, PSOs and COs embedded with local, national, global and industry needs. They have policy to periodically revise and update the syllabi in tune with changing business environment. Faculty members are empowered to develop new courses based on the industry demands and acceptance by the students. For enriching the course content, orientation programmes, guest lectures are being organized by the institute. Apart from this; Programme Committee, Academic Advisory Committee execute and support in designing the syllabi. The Programme committee for all the programmes is responsible for effective programme execution and alignment with the mission and POs and PSOs. The committee coordinates with the faculty members and administration for smooth conduct of the classes, study tours, guest sessions, examinations, declaration of results and other off-campus academic activities. The course curriculum has a strong emphasis on teamwork by staying together in both classroom and hostels and caring for each other. Many of the courses have components which require teamwork to complete the component.

The Institute encourages both inside and outside the classroom learning activities to groom the diversified student community. For inculcating the professional ethics and human values Institute set up Prayas Club, which organizes social outreach programmes. Institute provides a transparent academic environment to all the faculty, staff and students and encourages all the stakeholders to adhere to a professional value system. Courses like Corporate Social Responsibility, Business Ethics, Corporate Governance, Organisational Behaviour are designed in such a manner that they reflect cross-dimensional issues of individual, society and the corporate sector. In tune with this, corporate talk by senior managers are also being arranged by the institute. This allows the students to have a clearer picture of the problems and prospects of both the worlds and help develop global outlook which are rooted in local, regional and national ethos. The institute has put various mechanisms in place to ensure academic integrity and framed zero tolerance policy for plagiarism & violation of personal and professional ethics.

Criterion2 - Teaching-learning and Evaluation
(Key Indicator and Qualitative Metrics(QIM) in Criterion2)

2.1	<i>Student Enrollment and Profile</i>
2.2	<i>Catering to Student Diversity</i>
2.2.1 QIM	The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners
2.3	<i>Teaching- Learning Process</i>
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.2 QIM	Teachers use ICT enabled tools including online resources for effective teaching and learning process.
2.3.4 QIM	Preparation and adherence of Academic Calendar and Teaching plans by the institution
2.4	<i>Teacher Profile and Quality</i>
2.5	<i>Evaluation Process and Reforms</i>
2.5.3 QIM	IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in Examination Management System (EMS) of the Institution
2.6	<i>Student Performance and Learning Outcomes</i>

2.6.1 QIM	Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.
2.6.2 QIM	Attainment of programme outcomes and course outcomes are evaluated by the institution.
2.7	<i>Student Satisfaction Survey</i>

Qualitative analysis of Criterion 2

As far as teaching-learning and evaluation is concerned, Institute focuses on assisting the newly admitted students and plan for pre-course preparation and assign the mentor faculty to them. As institute receive students with diverse backgrounds and so in order to levels of student's various methodologies are put in place to enhance the skills of the students. Some of them are Case Methodology and Role Plays, Internships and Live Projects, Data Analytics and Simulations. In addition to this, additional tutorial sessions for the weak students were arranged by the institute. An open-door policy followed by the institute and further for maintaining transparency, regular meetings of the Director and the students are being held.

Along with student development, the institution also orients its faculty members to make full use of IT and online resources to deliver quality education to its students. A network of Wi-Fi enabled computer, ensure mobile computing at all locations on the campus and license Zoom platform procured by the institute to facilitate for online learning. Further an exclusive computer SAP Lab for ERP and Analytics, Bloomberg Terminal for Finance, Communication Lab for Soft Skills and HR, Markstrat simulation for Marketing, Libsys – online library software management system and other latest software's are available in the campus.

Institute conducts end term examination in different ways; one in traditional way and other in the analytical way for continuous evaluation of the students and institute take the support of Online Learning and Teaching (OLT) platform for smooth conduction of examinations. Institute believes in following a well-defined academic calendar and teaching plan which adheres to a fixed schedule. The mission, vision along with core values are prominently displayed for all stakeholders. The Institute continuously evaluates the attainment of Program Outcomes and Course Outcomes as per the policy framework of the Institute under the guidance of Academic Advisory Committee.

Criterion3 - Research, Innovations and Extension
(Key Indicator and Qualitative Metrics(QIM) in Criterion3)

3.1	Promotion of Research and Facilities
3.1.1 QIM	The institution's Research facilities are frequently updated and there is a well defined policy for promotion of research which is uploaded on the institutional website and implemented
3.2	Resource Mobilization for Research
3.3	Innovation Ecosystem
3.3.1 QIM	Institution has created an eco system for innovations, creation and transfer of knowledge supported by dedicated centers for research, entrepreneurship, community orientation, Incubation etc.
3.4	Research Publications and Awards
3.5	Consultancy
3.6	Extension Activities
3.6.1 QIM	Extension activities are carried out in the neighbourhood community, -sensitising students to social issues, for their holistic development, and impact thereof during the last five years
3.7	Collaboration

Qualitative analysis of Criterion 3

The research promotion policy of the institute is reviewed periodically to incorporate greater focus on research activities and is circulated among faculty members. The policy document is available in the Institute's website. All faculty members are encouraged to develop a research focus and a research grant of Rs. 100,000 is provided to fund research proposals. The faculty members are also provided financial support to attend and present the paper in both national and international conferences. A sum of Rs. 300,000 for every 2 years is allocated to an individual faculty which can be used for presenting papers in national / international conferences or self-development workshops. Institute has constituted the Research Committee to support the research activities and organizes the Research Seminar Series for discussing advances in research arena. To improve the quality of research efforts and output, institute has set up Faculty Review Committee. Institute has also started AICTE approved Fellow Programme in Management.

Institute values research as a way of life and accordingly has created an ecosystem for innovations, creation, and transfer of knowledge. The faculty members are encouraged to conduct MDP programmes for enhanced knowledge sharing with the industry. Incubation centre is actively functioning and was registered under section 8 of company act in 2018-19 in name of IMI Incubation Foundation. Under this foundation institute promoted 6 start-ups till date. Collaborative activities carried out by the institute with foreign counterpart such as ESC Rennes for student exchange programme, Sichuan Academy of Social Sciences (SASS), Chengdu, China and EGADE Business School, Mexico City and Manhattan Institute of Management, New York, USA. For augmenting the research Institute Innovation Council was established by the institute. E-Cell and Incubation foundation of the institute are recognized by Start-up Odisha, a Government of Odisha initiative.

Institute carries out social activities in the vicinity of the campus for raising awareness about cleanliness, rainwater harvesting and plastic ban and adopted five villages under the UNNAT Bharat Abhiyan of the Ministry of HRD, Govt. of India.

Criterion4 - Infrastructure and Learning Resources
(Key Indicator and Qualitative Metrics(QIM) in Criterion4)

4.1	<i>Physical Facilities</i>
4.1.1 QIM	The Institution has adequate infrastructure and physical facilities for teaching-learning. viz., classrooms, laboratories, computing equipment etc.
4.1.2 QIM	The institution has adequate facilities for cultural activities, yoga, games and sports (indoor & outdoor); (gymnasium, yoga centre, auditorium, etc.,)
4.2	<i>Library as a Learning Resource</i>
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.3	<i>IT Infrastructure</i>
4.3.1 QIM	<i>Institution has an IT policy covering wi-fi, cyber security, etc., and allocated budget for updating its IT facilities</i>
4.4	<i>Maintenance of Campus Infrastructure</i>
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

The Institute has adequate classrooms to meet curriculum requirements. The classrooms are well equipped with e-learning facilities including LCD projectors. The Institute has a computer lab to facilitate e-learning. The institute has a total of 7 classrooms with a combined seating capacity of 340 and 2 computer labs with a combined seating capacity of 111 students. It also has 1 tutorial room, 1 video conferencing room and 2 state of art auditorium. All the rooms have whiteboards; LCD Projector; Audio-Visual Systems; Computers with internet Connection; Access to LAN; A/C; Charging Points for Laptops. The Institute provides indoor sports facilities like TT, Carrom, Chess, Billiards, Foosball, Gym and provides space for practicing yoga for its students in the campus. Outdoor sport facilities include Cricket, Football, Basketball, Volleyball, Badminton and Lawn Tennis

The library of the institute is in a spacious and centrally air-conditioned building over 2 floors spread over 6000 sq. feet. The library is fully automated and contains vast repository of resources. It has been maintaining all requirements of the institute's academic programme. The Library has electronic subscriptions of 14000 journals and 10000 books and has 11004 hard bound books & 60 printed journals/magazines. It also has access to online databases like EBSCO-Complete, EBSCO E-Books and Harvard Business Publications. In addition, Faculty members and researchers at institute have access to industry focused databases, prominent being Bloomberg terminals.

To ensure a safe delivery institute has a well-defined IT Policy which governs the uses of IT infrastructure at the institute. The institute ensures optimal budget allocation and utilization for maintenance and upkeep of different facilities at the campus. Institute has well defined policies and SOPs for the purchase and engagement of vendors for upkeep of the campus.

Institute enter third parties payment AMC for maintenance of facilities such as LCD projectors, EPBX, air conditioners, water cooler, gymnasium, water purifier and E-cycles. For upkeeping of all facilities and cleanliness of environment in the hostels institute constituted hostel monitoring committee. Estate Manager and his team are involved in the maintenance of infrastructure facilities.

**Criterion5 - Student Support and Progression
(Key Indicator and Qualitative Metrics(QIM) in Criterion5)**

5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association / Chapters (registered and functional) contributes significantly to the development of the institution through financial and other support services.

Qualitative analysis of Criterion 5

IMI Bhubneshwar is student driven institute. For effective coordination of day-to-day activities of the institute Student Council is constituted by the institute. It is comprised of the elected class representatives and a group of students elected to the student council. In coordination with student council; Placement Committee, Branding Committee, Media & PR Committee, Cultural Committee, E-Cell, Prayas Club, Mess Committee, Newsletter Committee, Sports Committee work are formed for carrying out curricular and extracurricular activities. Students are also a part of Gender Sensitisation Committee against Sexual Harassment (GSCASH) and Anti-Ragging Committee (ARC). Thus, the students at IMI Bhubaneswar are well engaged in the institutional decision making / administrative processes.

Institute have Alumni Association which is under the process of registration. Alumni meets are organised twice a year and one National Level meet is organised every year. Alumni network is managed through the Alma Connect portal and during orientation programme Alumni talk is organized. Apart from this, institute invited alumni for Leadership Talks and Panel Discussions throughout the year. Further alumni help the institute for campus placements, summer internships, Live Projects either in their own organisation or through some industrial contacts to understand real time functioning in the corporate world. The Alumni is involved continuously with the Institute throughout the year. With this type of consistent support from alumni the institute has been growing so fast and it good for the institute in times to come. Alumni also invited for Group Discussion/Personal Interview and mock interview sessions for students and accordingly based on feedback, strengths & weaknesses of the students identified and need base grooming activities conduct by the institute. Since alumni association is not registered, alumni face challenges in extending fullest support to the institute.

***Criterion6 - Governance, Leadership and Management
(Key Indicator and Qualitative Metrics(QIM) in Criterion6)***

6.1 Institutional Vision and Leadership

6.1.1 QIM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution
6.1.2 QIM	The effective leadership is reflected in various institutional practices such as decentralization and participative management.
6.2	<i>Strategy Development and Deployment</i>
6.2.1 QIM	The institutional Strategic / Perspective plan is effectively deployed
6.2.2 QIM	The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules and procedures, etc.
6.3	<i>Faculty Empowerment Strategies</i>
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development/ progression
6.4	<i>Financial Management and Resource Mobilization</i>
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	<i>Internal Quality Assurance System</i>

6.5.1 QIM	<p>Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes visible in terms of – Incremental improvements made for the preceding five years with regard to quality (in case of first cycle)</p> <p>Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives (second and subsequent cycles)</p>
6.5.2 QIM	<p>The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities</p> <p>(For first cycle - Incremental improvements made for the preceding five years with regard to quality</p> <p>For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)</p>

Qualitative analysis of Criterion 6

The institute has clear vision and mission with the active support of governing body comprising of eminent academicians and industry leaders. The vision and mission statements of the Institute are displayed at various places in the campus. The Governing Board comprises of the Finance, Infrastructure, and Steering sub-committees. The Academic Advisory Council, comprises of eminent personalities, meets regularly to guide the Institute to achieve its mission and to ensure that the values are disseminated in its letter and spirit. They bring their rich experience to guide the Institute to achieve its stated objectives. The Finance Committee of the Institute reviews the financials on regular basis and accordingly the budgets are updated. Faculty Council is functioning in the institute in which all the faculty members of

the institute are Members to make rules and regulations governing student learning and discipline and to act as a conscience of the Institute. The Faculty Council is supported by Area Chairs for academic related matters. The inputs from the faculty council were discussed for its strategic requirements by the Governing Board. The Governing Board comprises of Finance Committee, Infrastructure Committee and Steering Committee. The Programme Office at IMI Bhubaneswar maintains a continuous communication channel with the parents / guardians.

The institute conducts periodic assessment for making all the academic and non-academic Activities under the supervision of Academic Advisory Committee and the Governing Board through judicious assessment and budgetary allocation of its resources. The institute has adopted a transparent process for appointment of administrative setup and service rules for a transparent governance. The institute has a very well laid down service rule document to govern various activities and to measure the output of such activities. IMI Service Rules are shared with faculty and staff.

The institute has placed enormous emphasis on providing effective welfare measures for both teaching and non-teaching staff. Faculty and Staff members are sponsored for self-development programs, capacity building training and career development programmes. Faculty members are provided with financial support for attending / presenting the paper at National & International Seminars & Conferences. The promotion policy for the faculty and staff is well defined by the institute and employees are aware of it. Institute has a well-defined mechanism for conducting internal and external audit periodically. The institute has developed a well-defined strategy for mobilization of funds and for optimal utilization of resources. The IQAC of the institute periodically reviews the teaching and learning process and learning outcomes by involving the students, alumni, faculty, and industry experts to obtain their feedback to make the curriculum contemporary and effective.

Criterion7 - Institutional Values and Best Practices
(Key Indicator and Qualitative Metrics(QIM) in Criterion7)

7.1	<i>Institutional Values and Social Responsibilities</i>
7.1.1 QIM	Measures initiated by the Institution for the promotion of gender equity during the last five years.
7.1.3 QIM	<p>Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)</p> <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • Biomedical waste management • E-waste management • Waste recycling system • Hazardous chemicals and radioactive waste management
7.1.8 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).
7.1.9 QIM	Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).
7.1.11 QIM	Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).
7.2	<i>Best Practices</i>

7.2.1 QIM	Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.
7.3	<i>Institutional Distinctiveness</i>
7.3.1 QIM	Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Qualitative analysis of Criterion 7

The institution provides a robust ethical work culture which is based on equality and inclusion. Equal opportunities are provided to all individuals irrespective of gender, race, caste, and socio-economic background. Due to its inclusive policies of the institute, women enjoy a fair representation among students, staff, and faculty. To promote gender equity, female candidates appearing in admission interviews are allotted 2 extra marks to level the playing fields. Once the female candidate is admitted, she is eligible to get 20% extra scholarship provided she qualifies the scholarship norms.

The institute has an Internal Complaints Committee called Gender Sensitization Committee Against Sexual Harassment (GSCASH) which has a representation from students, staff and faculty members, and an external expert. Frequent trainings and workshops are conducted for students and staff to create a workplace free of discrimination and harassment. A separate room is designated as Girls Common Room.

The institution has Solid & Liquid Waste Management plant and Water Treatment Facilities. For creating an inclusive environment, the institute conducts admissions interviews in multiple locations in the country. They accommodate students from various strata of society to make the batch as diverse as possible by offering scholarships under various categories. also provides tuition fees waivers to students from economically weaker sections

Institute encourages the students to organize annual events viz. PHRONESIS, JAZBAA, SPARX etc. The institution integrates value added activities in the course curriculum. The institute has formed a student club named as "Prayas" to undertake various CSR activities under the patronage of senior faculty

member.

The activities undertaken by the Prayas Club includes cloth donation drive, extending a helping hand to cancer patients by raising fund for their treatment, contribution to CM's and PM's relief fund to help calamity affected areas / people in India, organizing various awareness programmes in nearby villages through activities such as Swacchta Pakhwada, water conservation, sanitation, plantation and the like, organizing various outreach programmes for orphanages and old age homes, conducting welfare activities for the housekeeping staff, security guards and mess workers of the institute.

IMI Bhubaneswar organizes and celebrates national and international commemorative days, events, and festivals. The Best Practices like Introduction of Analytics as a Domain course and Core Electives have been successfully implemented by the institution.

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

Overall Analysis

- Visionary Management
- Competent and Committed Faculty
- Emphasis on current Research
- Excellent teaching learning Infrastructure with Wi Fi enabled campus and ICT enabled classrooms
- Mapping of CO, PSO with learning outcome
- Imparting quality education by promoting various skills in the students
- Viable student support services

Section IV: Recommendations for Quality Enhancement of the Institution

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

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

- • Institute must apply for UGC under 2(f) and 12(B)
- • Institute must stive hard to accommodate the capable rural students, who is depriving of taking admission in the institution due to high fees.
- • Institute must expand academically (vertically and horizontally) and start multidisciplinary courses with flexible multiple entry exit option as per NEP 2020
- • Faculties be encouraged to undertake PDF/Post Doctorate
- • Efforts shall be made for effective international campus placements
- • Innovation and Incubation centres shall be rigorously strengthened and endeavour shall be made to procure financial support from external agencies
- • Registration of alumni association shall be prioritised by the institution

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

Signature of the Head of the Institution
Seal of the Institution

Signature of the Peer Team Members:

Sl.No	Name		Signature with date
1	Karamjeet Singh	Chairperson	
2	Anil P Dongre	Member Co-ordinator	
3	Ajims P Mohammed	Member	
4	Dr. Neelesh Pandey	NAAC Co-ordinator	

Place: Date