



YEARLY STATUS REPORT - 2022-2023

| Part A | |
|--|---|
| Data of the Institution | |
| 1.Name of the Institution | UNIVERSITY OF SCIENCE AND TECHNOLOGY, MEGHALAYA |
| • Name of the Head of the institution | Prof Dr Gauri Dutt Sharma |
| • Designation | Vice Chancellor |
| • Does the institution function from its own campus? | Yes |
| • Phone no./Alternate phone no. | 03612895030 |
| • Mobile no | 9406218401 |
| • Registered e-mail | ustm2011@gmail.com |
| • Alternate e-mail address | registrar@ustm.ac.in |
| • City/Town | Ri Bhoi |
| • State/UT | Meghalaya |
| • Pin Code | 793101 |
| 2.Institutional status | |
| • University | Private |
| • Type of Institution | Co-education |
| • Location | Rural |

| | | | | | |
|--|---|----------------|-----------------------------|---------------|-------------|
| • Name of the IQAC Co-ordinator/Director | Dr A H Barbhuiya | | | | |
| • Phone no./Alternate phone no | 03612895072 | | | | |
| • Mobile | 9859978137 | | | | |
| • IQAC e-mail address | directoriqac@ustm.ac.in | | | | |
| • Alternate Email address | barbhuiyaaajmal@gmail.com | | | | |
| 3.Website address (Web link of the AQAR (Previous Academic Year) | https://iqac.ustm.ac.in/ssr/ | | | | |
| 4.Whether Academic Calendar prepared during the year? | Yes | | | | |
| • if yes, whether it is uploaded in the Institutional website Web link: | https://ustm.ac.in/calendar/ | | | | |
| 5.Accreditation Details | | | | | |
| Cycle | Grade | CGPA | Year of Accreditation | Validity from | Validity to |
| Cycle 1 | A | 3.07 | 2021 | 03/11/2021 | 02/11/2026 |
| 6.Date of Establishment of IQAC | | | 26/06/2014 | | |
| 7.Provide the list of Special Status conferred by Central/ State Government-UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc. | | | | | |
| Institution/ Department/Faculty | Scheme | Funding agency | Year of award with duration | Amount | |
| Applied Biology | HRD | MOFPI | 2014 | 7500000 | |
| 8.Whether composition of IQAC as per latest NAAC guidelines | | | Yes | | |
| • Upload latest notification of formation of IQAC | | | View File | | |
| 9.No. of IQAC meetings held during the year | | | 4 | | |
| • The minutes of IQAC meeting and compliance to the decisions have been uploaded on the institutional website. (Please upload, minutes of meetings and | | | Yes | | |

| | |
|--|--|
| action taken report) | |
| <ul style="list-style-type: none"> (Please upload, minutes of meetings and action taken report) | View File |
| 10. Whether IQAC received funding from any of the funding agency to support its activities during the year? | No |
| <ul style="list-style-type: none"> If yes, mention the amount | |
| 11. Significant contributions made by IQAC during the current year (maximum five bullets) | |
| Deployment of IQAC Charter for department and stakeholders. | |
| Development of in-house software for Storage and Retrieval activity documents done as per SOP. | |
| Review of Activity Charter periodically and action taken accordingly. | |
| Series of interventions for the faculty on e-content development training. | |
| Standard operating procedure (SOP) created and adhere to for planning and execution of all activities of the university. Regular follow-up on implementation of NEP 2020 | |
| 12. Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year | |
| Plan of Action | Achievements/Outcomes |
| Deployment of charter for activity monitoring | Focus of all activities mentioned in the charter helped us to do all the activities & more as suggested in the NAAC/AQAR manual. |
| Deployment of archive for documents storage and retrieval | Easy retrieval of documents department wise and stakeholder wise for activities conducted during the academic session seamlessly and submit the AQAR during the stipulated time. |
| | |

| | |
|---|--------------------|
| 13. Whether the AQAR was placed before statutory body? | Yes |
| <ul style="list-style-type: none"> Name of the statutory body | |
| Name | Date of meeting(s) |
| Academic Council | 26/08/2023 |
| 14. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to Assess the functioning? | Yes |
| 15. Whether institutional data submitted to AISHE | |
| Year | Date of Submission |
| 2021 | 10/05/2023 |
| 16. Multidisciplinary / interdisciplinary | |
| <p>Interdisciplinary Major (IDMj) courses, provide additional and required knowledge to supplement the major chosen for a degree. It shall be offered/floated by other relevant departments. The relevant courses from other departments shall be identified by the relevant Department Council of the parent Department with more flexibility and alternatives for students to satisfy the programme requirements. Examples: For Sociology UG Programme, the IDMj courses may include Indian Political Thought, Principles of Management, Social Psychology, etc. For Political Science UG Programme, the IDMj courses may include Society in North East India, Social Movement, History of Ancient and Medieval India, etc. For a Physics UG Programme the IDMj courses may include Physical Chemistry, Inorganic Chemistry, General Mathematics etc. For the Bachelor's programme with Honours/Research, a total of 56 credits shall be allotted to the DMj (40 credits) and IDMj (16 credits) courses and spread across the different semesters. For two-year Master's programme, a total of 36 credits shall be allotted to the DMj (28 credit) and IDMj (8 credit) courses and spread across the semesters. For a one-year Master's programme, a total of 12 credits shall be allotted to the DMj (12 credits) which is spread across the two semesters. For a five-year integrated Bachelor's/Master's programme, a total of 80 credits shall be allotted to the DMj (56 credits) and IDMj (24 credits) which are spread across the ten semesters. Details of the course and credit distribution are given in Table 9. Each Major course shall be of 4 credits. 12 To enrich the students with</p> | |

required research skills, one research related DMj course in the seventh semester of the Bachelor's Honours/Research programme and in the second semester of two-year Master's programme may be offered. The interdisciplinary minor (IDMn) courses are to be opted by the students from other departments of their interest. The relevant IDMn courses from other departments shall be identified by the relevant Department Council of the parent department with more flexibility and alternatives for students to satisfy the programme requirements. Students may select Minor courses within the department for DMn courses and IDMn courses from other departments of their choice. Interdisciplinary Minor Courses (IDMn) Students opting Bachelor's degree in Sociology may choose interdisciplinary minor courses offered by the Department of Commerce such as Sales Management, Micro Finance, Industrial Legislation etc. For the Bachelor's programme with Honours/Research, a total of 26 credits shall be allotted to the DMn (16 credit) and IDMn (10 credit) courses which are spread across the different semesters. Each Minor course shall be of 2 credits. Details of the course and credit distribution are provided in Table 6. For a two-year Master's programme, a total of 12 credits shall be allotted to the DMn (6 credit) and IDMn (6 credit) courses which are spread across the semesters. For a one-year Master's programme, a total of 4 credits shall be allotted to the DMn (2 credit) IDMn (2 credit) courses which are spread across the semesters.

17. Academic bank of credits (ABC):

Registered to Digilocker for Academic Bank of Credits(ABC) and also approved.

The credits of 2022 NEP batch for first and second semester has been uploaded.

18. Skill development:

Skills & Vocational Studies (SVS) Skills and Vocational Studies (SVS) shall be incorporated in the university's academic program. SVS shall be assigned 14 credits spreading across the second, third, fifth, and sixth semesters of Bachelor's programme with Honours/Research and Integrated Bachelor's /Master's programme. Details of the course and credit distribution are given in Table 6 & Table 9 for Bachelor's programme with Honours/Research and Integrated Bachelor's /Master's programme respectively. Guidelines for implementation of SVS in USTM is presented in Apprenticeship/Laboratory/Internship/Field Projects etc is a part of the Skill. As part of their course, the students shall be given opportunities to enrol for Field Project(s) in the areas of

community engagement and service, Internship, Apprenticeship, and Laboratory which shall be prepared by the concerned discipline of study. This component of the programme is allotted 32 credits Bachelor's programme with Honours/Research, 14 credits for two-year Master's programme, 6 credits for one-year Master's programme and 38 credits for Integrated Bachelor's /Master's programme. Each of these courses shall be of 4 credits, spreading across all the semesters, except the last semester of all Master's programme where it is of 2 credits.

19.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

University has introduced online courses in its regular curriculum so that students can choice from a pool of courses offered by Swayam, NPTEL, Inflibnet, Internshala, Learning digital with google, Saylor Academy, Skillzcafe. University is always emphasized on integrity through Indian Language and Culture.

20.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

The university has adopted outcome-based education system across all its programme of studies. The assessment mechanism designed through attainment of Programme Outcomes, Programme Specific Outcomes and Course Outcome in each academic department. The departments have attained sufficient progresses towards these parameters in the shape of conducting class assignments, open discussion, practical evaluation and sessional examinations at periodical intervals throughout the courses and program. The performance of students is tabulated and analyzed continuously throughout the semester and inputs provided in areas of improvement till the end semester examination. The scores obtained by the students are continuously recorded, sessional exam answer sheets are allowed to be verified by the students in order to enable them understand their weakness and strengths. The faculties offer suggestions to improve the learning process of the students by pointing out the skill of conceptualizing a question and the best way of answering a question within a given time frame in the exam hall. The evaluation methodology involves detailed question paper setting wherein each question is mapped to a CO for corresponding PO. The level of attainment of program outcome is varied based on the communication methodology and efficiency of the student. Depending on the level of attainment of desired outcome appropriate action is taken to realign the teaching and classroom communication processes. Our examination cell deals with the effective evaluation and communication reforms regarding the attainment of course outcomes, Programme outcome and program specific outcomes. The evaluations of the students in the form of

assignments, discussions, practical presentation are also designed according to the POs, PSOs, COs. These measurement processes are repeated in every semester after result of end semester examinations. The attainment is evaluated through the results of End Semester Examinations with the help of university Learning Management System (LMS) as each question is set with fine dimension which is linked with the specific course outcomes and thus the score against each COs enables the university authority to measure the attainment with precision to evaluate attainment level of individual students in each semester. Accordingly, as per result feedback and actions are taken on teaching learning process of individual faculty and students. End of final year complete attainment of POs, PSOs, Cos is understood and analyzed for relevant action as required.

21.Distance education/online education:

Applied to DEB, UGC for Approval.

Extended Profile

1.Programme

| | |
|---|----|
| 1.1 | 62 |
| Number of programmes offered during the year: | |

| File Description | Documents |
|------------------|---------------------------|
| Data Template | View File |

| | |
|--|----|
| 1.2 | 21 |
| Number of departments offering academic programmes | |

2.Student

| | |
|------------------------------------|------|
| 2.1 | 3989 |
| Number of students during the year | |

| File Description | Documents |
|------------------|---------------------------|
| Data Template | View File |

| | |
|---|------|
| 2.2 | 1260 |
| Number of outgoing / final year students during the year: | |

| File Description | Documents |
|--|---------------------------|
| Data Template | View File |
| 2.3 Number of students appeared in the University examination during the year | 3715 |
| File Description | Documents |
| Data Template | View File |
| 2.4 Number of revaluation applications during the year | 47 |
| 3.Academic | |
| 3.1 Number of courses in all Programmes during the year | 1303 |
| File Description | Documents |
| Data Template | View File |
| 3.2 Number of full time teachers during the year | 327 |
| File Description | Documents |
| Data Template | View File |
| 3.3 Number of sanctioned posts during the year | 327 |
| File Description | Documents |
| Data Template | View File |
| 4.Institution | |
| 4.1 Number of eligible applications received for admissions to all the Programmes during the year | 23380 |

| File Description | Documents |
|---|---------------------------|
| Data Template | View File |
| 4.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year | 1144 |
| File Description | Documents |
| Data Template | View File |
| 4.3 Total number of classrooms and seminar halls | 162 |
| 4.4 Total number of computers in the campus for academic purpose | 987 |
| 4.5 Total expenditure excluding salary during the year (INR in lakhs) | 7832 |

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - 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 University

USTM has constantly and meticulously pursued the best practices of developing and updating course curricula taking support from the best academic and intellectual talent available in the academia and industry. Institutional bodies prepare the curricula keeping in view their relevance to local, national, regional and global developmental needs and objectives.

The Departmental Council (DC) constituted by faculty members including domain experts (external) and Chaired by the HoD is the primary body for the development and revision of the curricula. In this regard, the DC brainstorms on the need as stated above by taking inputs from different stakeholders such as academia, industry, alumni and students as supported by IQAC and the same is put up for Board of Studies (BOS) meetings which is subsequently

approved by the Academic Council (AC). Due care has been taken to articulate the learning objectives including Program outcomes (POs), Program specific outcomes (PSOs) and Course outcomes (COs) with a view to achieve outcome-based education. Mandatory industrial training/field projects etc are duly included in the syllabi to ensure that students are exposed to contemporary industrial trends, innovations and societal needs.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

55

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

1.1.3 - Total number of courses having focus on employability/ entrepreneurship/ skill development offered by the University during the year

1.1.3.1 - Number of courses having focus on employability/ entrepreneurship/ skill development during the year

514

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced of the total number of courses across all programs offered during the year

57

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

1.2.2 - Number of Programmes in which Choice Based Credit System (CBCS)/elective course system has been implemented during the year

62

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

USTM integrates cross cutting issues relevant to gender, environment and sustainability, human values and professional ethics which are evident from a list of mandatory courses in the curricula across the Programmes. The university believes and promotes gender equity, sensitizes on issues of environment and sustainability, humanitarian ideals and ethical issues etc. being integrated in to curricula in order to uphold the core values of social significance.

Gender:

Different courses like Human Rights Education, Gender School and Society, Equity and Gender Issues in Rural Development, Introduction to Human Rights, Sociology of Gender etc so that students can inculcate these values in them and practice mutual respect all throughout.

Environment and Sustainability:

The courses such as Environmental Studies, Environmental Education, Fundamental of Ecology, Climate Change and Environmental Management etc are integrated in to curricula provide the students with a perspective of co-existence with nature and sensitizes them on the need for healthy environment.

Human Values and Professional Ethics:

The courses such as Peace and Value Addition, Human Rights Education, Employees Relationship Management and Labour Laws, Human Values and Professional Ethics etc are imparted across the programmes so that students imbibe these values and develop high standard of ethics in their professional career.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

79

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

1.3.3 - Total number of students enrolled in the courses under 1.3.2 above

1.3.3.1 - Number of students enrolled in value-added courses imparting transferable and life skills offered during the year

3900

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

1.3.4 - Number of students undertaking field projects / research projects / internships during the year

1274

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

1.4 - Feedback System

1.4.1 - Structured feedback for design and review of syllabus – semester wise / is received from Students Teachers Employers Alumni

- All 4 of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

1.4.2 - Feedback processes of the institution may be classified as follows

- Feedback collected, analysed and action taken and feedback available on website

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Demand Ratio

2.1.1.1 - Number of seats available during the year

2190

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.1.2 - Total number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per applicable reservation policy during the year (Excluding Supernumerary Seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

947

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners

The University admits students into various programs based on qualifying marks, entrance tests, and national examinations like MAT

for Management programs and CUET for UG and PG programs. For professional programs like B.Ed., LLB, BA LLB, BBALLB, B.Pharm, BPT, USTM conducts its own entrance test.

To support the diverse backgrounds of incoming students, the university has initiated several measures:

- Initial induction programme for newly admitted students.
- Identification and support for both slow and advanced learners.
- Bridge classes for slow learners and remedial English classes for students from vernacular backgrounds.
- Soft skills and communication classes for all.
- Personalized attention through one-on-one interactions, especially for slow learners.
- Special mentors are assigned to slow learners, and regular counseling sessions are arranged for their support.
- Advanced learners receive coaching for various competitive examinations like NET/GATE/UPSC/Bank PO.
- Advanced learners are also encouraged to take up assignments, project reports, and presentations early in the session.
- Opportunities for improvement courses to enhance semester grades.
- Implementation of CBCS System for flexible learning.
- Integration of NEP 2020 to enhance student employability.

| File Description | Documents |
|-------------------------------------|---|
| Upload relevant supporting document | View File |
| Link For Additional Information | https://iqac.ustm.ac.in/wp-content/uploads/2024/05/2.2.1.-S2.-Sample-action-taken-report-on-slow-and-advanced-learner.pdf |

2.2.2 - Student - Full time teacher ratio during the year

| Number of Students | Number of Teachers |
|--------------------|--------------------|
| 3989 | 327 |

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences

The University has designed its curricula for various programs to ensure that students are substantially sound, able to apply the concepts in the practical field, analyze the outcomes of such practical applications and are in a position to analyze and evolve new techniques and processes. The university has adopted syllabi keeping in mind the different students' centric methods such as experimental learning (EL), participative learning (PL), and problem-solving methodologies (PSM) for enhancing the learning experience.

The following measures are in place to ensure enhancement of learning processes:

- Industrial training/Internship/ field visit/ excursions for students as per the demand of programme/course
- Visiting different research laboratories to explore the various research activities going on in different parts of the region/country.
- Participate in competitions/conferences/ workshops/ seminars
- Presentation of project report in presence of the external subject experts invited from industry/reputed organizations.
- Socially relevant projects have been carried out by the students as teams with guidance of faculties.
- Value added courses are offered to give additional skills to the students in respective fields.
- Student's Feedback is collected in every semester to resolve the gaps between knowledge delivery system and the learning process.
- Inter-disciplinary competitions viz. group discussion, debate, quiz, seminars, workshops are held regularly

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.3.2 - Teachers use ICT enabled tools including online resources for effective teaching and learning processes during the year

The University believes in enriching the teaching-learning process with the incorporation of ICT based learning and simulated learning methodologies so that the students get a wider perspective of the domain knowledge instead of being merely restricted to textbooks

In order to achieve ICT based teaching learning process the

university had introduced complete learning management system (LMS) for all the academic programs offered. The faculty members record their lectures and upload them in the LMS portal for the students to take advantage outside the classroom.

The faculty uses the wi-fi facility to access various educational lectures and content to display and discuss with the students enhancing their domain knowledge and this makes the process more effective. LMS powered by artificial intelligence with Natural Language Processing is based upon the keyword recognition technique which helps to bring up the relevant videos, journals, blogs, etc.

Video contents are also run on relevant topics to further enrich the understanding of the students. This method has been very effective in enriching the teaching learning process and takes away the restriction in teaching learning process to the classroom and text books only and makes the process interesting and exciting.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.3.3 - Ratio of students to mentor for academic and other related issues during the year

2.3.3.1 - Number of mentors

327

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.4 - Teacher Profile and Quality

2.4.1 - Total Number of full time teachers against sanctioned posts during the year

327

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.4.2 - Total Number of full time teachers with Ph.D./D.M/M.Ch./D.N.B Superspeciality/D.Sc./D’Lit. during the year

279

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.4.3 - Total teaching experience of full time teachers in the same institution during the year

2.4.3.1 - Total experience of full-time teachers

1239

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.4.4 - Total number of full time teachers who received awards, recognition, fellowships at State, National, International level from Government/Govt. recognised bodies during the year

31

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

11

2.5.1.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results year wise during the year

11

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.5.2 - Total number of student complaints/grievances about evaluation against total number appeared in the examinations during the year

47

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.5.3 - IT integration and reforms in the examination procedures and processes (continuous internal assessment and end-semester assessment) have brought in considerable improvement in examination management system of the institution

IT Integration in the examination is one of the major components in the examination system of HEI. The USTM adopted the same which is as follows:

- Time table preparation, room allotment, seat planning, duty allotment of invigilators, tabulation, Students registration, hall ticket download, etc. using IT integration gives a time bound, systemic and error free examination system.
- IT integration has reduced the paper work for the faculty members and examination team. Students are also benefitted through these systems as they can apply online for appearing in the end semester examinations through the university examination portal.
- Students can immediately download their admit card after online registration which boosts their energy for preparation of examination.
- Before filling up of examination form, the students can check the status of fees clearance, attendance clearance etc. through web log in. It saves their time as they don't need to move from one section to the other before examination.
- Computerised process ensures smooth entry of marks for internal and external evaluations, attendance etc. Faculty members can enter marks through individual login which reduces error in mark entry system.
- Result can be published through the web portal and students can access e-grade just after declaration of result.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.5.4 - Status of automation of Examination division along with approved Examination

A. 100% automation of entire division & implementation of

Manual**Examination Management System
(EMS)**

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.6 - Student Performance and Learning Outcomes

2.6.1 - The institution has stated learning outcomes (generic and programme specific)/graduate attributes which are integrated into the assessment process and widely publicized through the website and other documents

The university has designed its curriculum as outcome based learning which clearly indicates Programme Outcomes (PO), Programme Specific Outcomes (PSO) and Course Outcomes(CO). These are communicated to the faculties and students in order to enhance teaching - learning aptitude and generate interest in learning within and outside the classroom and also to ignite research quest in the learners. The POs, PSOs, and COs are documented and displayed in the USTM website so that even the aspiring candidates can clearly understand what they would learn by undergoing a particular program and then can decide and choose the program studysuitably. Brainstorming sessions are conducted with students and faculty members for better understanding and implementation of POs, PSOs, and COs in each teaching department of the university.

As the POs, PSOs, COs are part of the syllabus which is printed and shared with the students and faculties so that they can ensure the realization of the learning outcomes and can make a concerted effort to ensure that after learning a course, it would enable them to face the real life problems and to arrive at a solution. The course-wise outcomes are clearly mentioned in the syllabus for the awareness of students.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.6.2 - Attainment of Programme outcomes, Programme specific outcomes and course outcomes are evaluated by the institution during the year

The university has adopted assessment mechanism regarding attainment of POs, PSOs, and COs in each academic department. The departments have attained sufficient progresses towards these parameters in the

shape of conducting class assignments, open discussion, practical evaluation and sessional examinations at periodical intervals throughout the courses and program. The performance of students is tabulated and analyzed continuously throughout the semester and inputs provided in areas of improvement till the end semester examination.

Course Outcome Programme Specific Outcome based on Course Outcome Programme Outcome based on Course outcome Attainment Level
 Attainment Description Percentage of marks Above 80% Courses % > 80% Courses % > 80% Level 3 Significant Percentage of marks = 71% - 80% Courses % = 71% - 80% Courses % = 71% - 80% Level 2 Satisfactory Percentage of marks = 60% - 70% Courses % = 60% - 70% Courses % = 60% - 70% Level 1 Moderate Percentage of Marks < 60% Courses % < 60% Courses % < 60% Level 0 Low

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.6.3 - Number of students passed during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

1260

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a web link)

<https://iqac.ustm.ac.in/wp-content/uploads/2024/05/Student-Satisfaction-Survey-on-Overall-Institutional-Performance-1.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution Research facilities are frequently updated and there is well defined policy for

promotion of research which is uploaded on the institutional website and implemented

USTM is primarily concerned in advancing the frontiers of knowledge in STEM, cutting edge research aligned with global standards and avenues is of paramount importance. The University of Science and Technology, Meghalaya takes cognizance of the importance of outlining, clearly defining and articulating, envisaging and executing institutional commitment to research through well defined policies, norms and codes which are clearly and prominently articulated. USTM has put in place a robust, in-situ research mechanism which is duly communicated and informed to all stakeholders and practitioners which is focused in our website. The same is clearly defined in the University's Research Policy which has been disseminated widely among the relevant stakeholders and encourage them for meaningful research through endowments, grants, incentives etc. to promote outcomes and achievements through rewards, recognitions, awards and so on.

USTM is also committed to attracting top notch talent in academia and research, industry and related avenues, especially those with global exposure and adhering to international standards.

However, it is relevant to develop our research and infrastructural facilities, logistics and resources to facilitate, engage and retain such talent and carry out such cutting-edge research.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.1.2 - The institution provides seed money to its teachers for research (amount INR in Lakhs)

90.115

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.1.3 - Number of teachers receiving national/ international fellowship/financial support by various agencies for advanced studies/ research during the year

10

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.1.4 - Number of JRFs, SRFs, Post-Doctoral Fellows, Research Associates and other research fellows enrolled in the institution during the year

33

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.1.5 - Institution has the following facilities to support research **A. Any 4 or more of the above** Central Instrumentation Centre Animal House/Green House Museum Media laboratory/Studios Business Lab Research/Statistical Databases Moot court Theatre Art Gallery

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.1.6 - Number of departments with UGC-SAP, CAS, DST-FIST, DBT, ICSSR and other recognitions by national and international agencies during the year

9

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.2 - Resource Mobilization for Research

3.2.1 - Extramural funding for Research (Grants sponsored by the non-government sources such as industry, corporate houses, international bodies for research projects) endowments, Chairs in the University during the year (INR in Lakhs)

101.25

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.2.2 - Grants for research projects sponsored by the government agencies during the year (INR in Lakhs)

114.198

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.2.3 - Number of research projects per teacher funded by government and non-government agencies during the year

108

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an eco-system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge

Our Innovation Ecosystem has been in operation since 2014 with the intervention from MOFPI and DST. The NGEIDC projects under DST has been operational since 2017 and in 2021-22 we have successfully initiated 22 Projects. Around 3 startups have also been initiated.

To further progress our incubation USTM has been successful in obtaining approval as host Institution for Technology Business Incubator (TBI) by Ministry of Micro, Small & Medium Enterprises (MSME), Govt of India and we shall be responsible for ideas of not only our University but also Incubates from across the NE region. We have already participated in Hackathon of MSME, Innovation Conclave and received awards. We expect to come up with path breaking Ideas for Incubation through MSME.

Various activities for strengthening the ecosystem of innovation:

- **Entrepreneurship Awareness camps**
- **Faculty are encouraged with financial support for seminar, workshop and training. Faculty across the University are encouraged to do research in multi-disciplinary and inter disciplinary areas. Young Faculty members are financially supported by the University for their Research Research scholars, the UG and PG students are being funded for their research/projects, Financial Support for Paper publication and travel grants for national and international travels is also been granted**

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

83

3.3.2.1 - Total number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR), entrepreneurship, skill development year wise during the year

83

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.3.3 - Number of awards / recognitions received for research/innovations by the institution/teachers/research scholars/students during the year**3.3.3.1 - Total number of awards / recognitions received for research/innovations won by institution/teachers/research scholars/students year wise during the year**

12

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4 - Research Publications and Awards

3.4.1 - The institution ensures implementation of its stated Code of Ethics for research

3.4.1.1 - The institution has a stated Code of Ethics for research and the implementation of which is ensured through the following **A. All of the above**

- 1. Inclusion of research ethics in the research methodology course work**
- 2. Presence of institutional Ethics committees (Animal, chemical, bio-ethics etc)**
- 3. Plagiarism check**
- 4. Research Advisory Committee**

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.4.2 - The institution provides incentives to teachers who receive state, national and international recognitions/awards **A. All of the above**
Commendation and monetary incentive at a University function
Commendation and medal at a University function
Certificate of honor
Announcement in the Newsletter / website

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.3 - Number of Patents published/awarded during the year

3.4.3.1 - Total number of Patents published/awarded year wise during the year

99

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.4 - Number of Ph.D's awarded per teacher during the year

3.4.4.1 - How many Ph.D's are awarded during the year

12

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.5 - Number of research papers per teacher in the Journals notified on UGC website during the year

253

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.6 - Number of books and chapters in edited volumes published per teacher during the year

3.4.6.1 - Total number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings during the year

106

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.7 - E-content is developed by teachers For e- D. Any 2 of the above PG-Pathshala For CEC (Under Graduate) For SWAYAM For other MOOCs platform For NPTEL/NMEICT/any other Government Initiatives For Institutional LMS

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.8 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

| | |
|--------|----------------|
| Scopus | Web of Science |
| 81 | 30 |

| File Description | Documents |
|---|---------------------------|
| Any additional information | View File |
| Bibliometrics of the publications during the year | View File |

3.4.9 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

| | |
|--------|----------------|
| Scopus | Web of Science |
| 81 | 30 |

| File Description | Documents |
|--|---------------------------|
| Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution | View File |
| Any additional information | View File |

3.5 - Consultancy

3.5.1 - Institution has a policy on consultancy including revenue sharing between the institution and the individual and encourages its faculty to undertake consultancy

USTM has implemented a policy to encourage faculty participation in consultancy and training, fostering collaboration and knowledge transfer while providing incentives through shared income.

Recognizing the value of both research-based and non-research-based consultancy, faculty members are motivated to engage in these activities as part of their societal responsibilities.

Operated by the Consultancy & Training Division, the university offers diverse sessions in fields like Business Management, Accounting, Applied Biology, Social Work, and Political Science. The aim is to expand services for the mutual benefit of the university, faculty, and external agencies.

Consultancy services cater to industries, service sectors, and government departments, utilizing university expertise. Notable initiatives include residential training sessions like those under the Jal Jeevan Mission in Nagaland and the Capacity Building component of the PMFME Scheme in Meghalaya, targeting areas such as

construction, plumbing, electrical work, and water management to enhance human resources.

This policy undergoes periodic review to maintain relevance and effectiveness in promoting collaboration, knowledge exchange, and societal contribution.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.5.2 - Revenue generated from consultancy and corporate training during the year (INR in Lakhs)

3.5.2.1 - Total amount generated from consultancy and corporate training during the year (INR in lakhs)

55.18

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.6 - Extension Activities

3.6.1 - Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the year

USTM Neighbourhood Mission (UNM): USTM has adopted a village named Jorbill from the neighboring area along with more 11 villages in the locality. Multifarious activities involving the students with the objective of sensitizing various social issues and strengthening community participation for holistic development are carried in the adopted villages.

Impacts: 1. Career counselling has increased the number of students joining in the higher education in their desired courses and drop out has reduced. 2. The employment ratio has increased as livelihood opportunities has been extended by the University. 3. Many start-ups and small business centres have come up in the locality.

Signage on cleanliness, ornamental plantations, dustbins, etc, are put up in the neighbouring shops and village market as part of the clean and green mission of the university. The cleanliness in the schools, community halls, etc have improved. 2000 saplings were

planted as part of the green drive to create awareness on deforestation and the protection of environment. Awareness is created on various Government schemes and policies to be implemented has been initiated for the villagers. The university extends support and relief to the community in times of need and in exigent circumstances. A systematic plan and event calendar is prepared every year with an aim to extend services in the neighbourhood community and sensitize students towards social issues and holistic development

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.6.2 - Number of awards received by the Institution, its teachers and students from Government /Government recognised bodies in recognition of the extension activities carried out during the year

3.6.2.1 - Total number of awards and recognition received for extension activities from Government / Government recognised bodies during the year

15

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.6.3 - Number of extension and outreach programs conducted by the institution including those through NSS/NCC/Red cross/YRC during the year(including Government initiated programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. and those organised in collaboration with industry, community and NGOs)

175

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.6.4 - Total number of students participating in extension activities listed at 3.6.3 above during the year

4312

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.7 - Collaboration

3.7.1 - Number of collaborative activities with other institutions/ research establishment/industry for research and academic development of faculty and students during the year

3.7.1.1 - Total number of Collaborative activities with other institutions/ research establishment/industry for research and academic development of faculty and students during the year

296

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.7.2 - Number of functional MoUs with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the year

181

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The institution has adequate facilities for teaching - learning. viz., classrooms, laboratories, computing equipment, etc.

The University of Science and Technology Meghalaya (USTM) boasts ample infrastructure, meeting the standards set by esteemed regulatory bodies such as UGC, AICTE, PCI, NCTE, among others. Our facilities include 156 classrooms, equipped with modern amenities like 154 LCD projectors 154 , Over Head Projectors, and ICT

interfaces. Additionally, there are 6 seminar halls and a centrally located auditorium with a seating capacity exceeding 3000, ideal for academic seminars and cultural events.

For practical learning, we provide 88 well-equipped laboratories, including a state-of-the-art Central Instrumentation Facility (CIF) catering to research needs. Moreover, we offer 10 computer labs and 987 Computers for Academic use. and a Language Laboratory, all furnished with high-speed Internet connectivity.

Our Central Library is a treasure trove with over 6,10,000 books, complemented by 13 regular journals and access to various electronic databases through platforms like DELNET, J-Gate, and EBSCO.

The university campus is Wi-Fi enabled, ensuring connectivity across academic and administrative areas with a robust 1Gbps bandwidth. Additional amenities such as scanning, photocopying facilities, a Center for Incubation & Entrepreneurship, Gymnasium, Student Activity Centre, and Media Centre contribute to enriching the overall learning experience at USTM.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.1.2 - The institution has adequate facilities for cultural activities, yoga, games (indoor, outdoor) and sports. (gymnasium, yoga centre, auditorium, etc.)

USTM focuses on holistic student growth by prioritizing both academic progress and overall development. It begins by identifying students' interests and tailoring exposure accordingly. The university's Sports Forum and Cultural Forum, managed by competent officials, are pivotal to this comprehensive approach.

With two auditoriums, one accommodating over 3500 people and the other over 220, and a conference hall equipped with state-of-the-art media and sound technologies, USTM offers excellent infrastructure. Additionally, there's an Amphitheater and a Biodiversity Park for cultural activities. Students receive training in various musical instruments under the guidance of skilled artists.

The university boasts a robust sports infrastructure, including fields for football, basketball, badminton, volleyball, kho kho, kabaddi, and more, along with facilities like a gymnasium hall and yoga center. Furthermore, recreational games like caroms and chess are available in all hostels.

Special occasions such as International Yoga Day and National Sports Day witness active participation from both faculty and students, featuring yoga sessions and sports competitions, including a half marathon.

Professional instructors conduct coaching sessions, leading to students' accomplishments in sports competitions at regional, national, and international levels. Each class is led by qualified professionals, ensuring top-notch instruction and guidance in cultural and sports activities.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.1.3 - Availability of general campus facilities and overall ambience

Nestled in picturesque hilly terrain and enveloped by lush green forests, the university boasts an environmentally conscious campus designed to cater not only to human needs but also to preserve and enhance the surrounding ecosystem.

With a commitment to sustainability, the campus is entirely pollution-free, utilizing solar energy to power all street lights and employing battery-operated carts for intra-campus transportation. Air quality is closely monitored through installed devices, while a comprehensive waste management system ensures efficient disposal and recycling.

Furthermore, rainwater harvesting initiatives harness the economic, social, and environmental benefits of water conservation.

In terms of facilities, an Amenity Center offers various services including food hubs and stationeries, while a dedicated health clinic staffed with a doctor, nurse, and pharmacy provides medical assistance, supplemented by ambulance services for emergencies. Separate accommodations for male and female students, along with a plethora of sports facilities and additional amenities such as a Guest House, Shuttle bus, ATMs, Central Auditorium, Herbal Garden, and Bio-Diversity Park, ensure a well-rounded experience for all.

Security measures include round-the-clock CCTV surveillance and security personnel, alongside vigilant monitoring of hostel visitors, ensuring a safe and secure campus environment.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.1.4 - Total expenditure excluding salary for infrastructure augmentation during the year (INR in Lakhs)

7832.41

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS) and has digitisation facility

In 2016, the Maulana Azad Central Library embarked on an automation journey, adopting the ILMS Automation software known as "KOHA." With a vast collection exceeding 70,000 books organized according to the DDC 23rd edition, the library utilizes MARC-21 and ISBD formats through KOHA Software for cataloging. Its online catalog provides users with easy access, offering barcoded books and user IDs to streamline operations. The integration of RFID technology ensures efficient management and security, complemented by around-the-clock self-check-in and check-out facilities.

Established in 2011, our library has garnered recognition through affiliations with AICTE, NCTE, and UGC. Our initiatives like the Institutional Repository in DSPACE and collaborations with DELNET and INFLIBNET Centre have enriched our resources.

Embracing innovation, the library has incorporated technologies like URKUND for anti-plagiarism measures, NDL registration, and databases such as Manupatra, i-Scholar, and J-Gate. These efforts resulted in ISO certification in 2020 and NAAC recognition with an "A" grade in their initial cycle assessment in 2021. Continuous enhancements are evident through activities such as webinar hosting and the introduction of resources like the EBSCO ACADEMIC SEARCH ELITE DATABASE after 2022. Through these digital initiatives, the library has significantly enhanced accessibility and service quality for all the University Fraternity.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.2.2 - Institution has subscription for e-Library resources Library has regular subscription for the following: e – journals e-books e-ShodhSindhu Shodhganga Databases

A. Any 4 or all of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.2.3 - Annual expenditure for purchase of books/ e-books and subscription to journals/e-journals during the year (INR in Lakhs)

61.26

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

4.2.4 - Number of usage of library by teachers and students per day (foot falls and login data for online access)

77

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.3 - IT Infrastructure

4.3.1 - Number of classrooms and seminar halls with ICT - enabled facilities such as LCD, smart board, Wi-Fi/LAN, audio video recording facilities during the year

156

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

4.3.2 - Institution has an IT policy, makes appropriate budgetary provision and updates its IT facilities including Wi-Fi facility

Yes, the University has an IT policy covering all major areas like Wi-Fi, broadband, etc., which is updated whenever required as per the need. There is a continuous effort to upgrade IT infrastructure (hardware/software) covering Wi-Fi access, software up-gradation, ERP system, ICT enabled teaching-learning. The IT Policy applies to Employees, Students, Vendors, and Visitors. University has framed various policies like Procurement, Installation of Hardware, Networks, and software. The University provides 3 to 5 % of the annual budget for the up-gradation of IT facilities, and current changes in the system are as follows:

1. As per the previous accreditation, the campus was enabled with an internet bandwidth of 1Gbps; now, we have extended internet support to outdoor areas which were not covered earlier.
2. A Total of 158 Wi-Fi routers/access points are also increased with high configuration, and Wi-Fi network facilities are deployed across the uncovered areas.
3. A total of 80 computers were newly added in the computer laboratory with configurations ranging from I3, 10th generation to Raygen 3, 2GB to 4GB ram size with SSD hard disk (160 GB).
4. University has installed additional CCTV across the campus, covering maximum areas within the campus to provide better security.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.3.3 - Student - Computer ratio during the year

| Number of students | Number of Computers available to students for academic purposes |
|--------------------|---|
| 3989 | 987 |

4.3.4 - Available bandwidth of internet connection in the Institution (Leased line)

- ?1 GBPS

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.3.5 - Institution has the following Facilities for e-content development Media centre Audio visual centre Lecture Capturing System(LCS) Mixing equipment's and softwares for editing **A. All of the above**

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |
| Upload the data template | View File |

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Total expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component during the year

7832.41

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

At USTM, the management of physical infrastructure is intricately organized and supervised by the Estate Officer in collaboration with maintenance teams. Working under the guidance of the Deputy Registrar, the Estate Officer reviews and resolves complaints and suggestions to ensure the seamless operation of various facilities.

Maintenance responsibilities on campus are divided among various entities:

- The Estate Office oversees infrastructure like classrooms and libraries, while departmental maintenance teams handle laboratory repairs. It also manages scheduled preventive maintenance for electrical assets and water pumping plants.
- Hostel buildings and common areas in the Amenity center receive central maintenance, while other areas are maintained by contracted service providers.
- The Sports department is responsible for sports facilities.
- The Transport department monitors campus transport services and conducts routine maintenance tasks like oil changes.

The systematic approach ensures comprehensive maintenance across the entire campus, promoting smooth operations of university facilities and services.

Maintenance of Physical Facilities:

The Estate office is responsible for maintaining physical infrastructure through both Adhoc and Regular maintenance. Adhoc maintenance involves reviewing repair requests, obtaining approvals, completing the work, and issuing completion certificates. Regular maintenance tasks like whitewashing, painting, and pest control follow similar procedural steps.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Total number of students benefited by scholarships and free ships provided by the institution, Government and non-government agencies (NGOs) during the year (other than the students receiving scholarships under the government schemes for reserved categories)

1949

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.1.2 - Total number of students benefited by career counselling and guidance for competitive examinations offered by the Institution during the year

3804

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.1.3 - Following Capacity development and skills enhancement initiatives are taken by the institution Soft skills Language and

A. All of the above

**communication skills Life skills (Yoga, physical fitness, health and hygiene)
Awareness of trends in technology**

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.1.4 - The Institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- All of the above

Implementation of guidelines of statutory/regulatory bodies Organisation wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

5.2 - Student Progression

5.2.1 - Number of students qualifying in state/ national/ international level examinations during the year (eg:NET/SLET/GATE/GMAT/CAT/ GRE/TOEFL/Civil Services/State government examinations)

5.2.1.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

81

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.2.2 - Total number of placement of outgoing students during the year

910

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.2.3 - Number of recently graduated students who have progressed to higher education (previous graduating batch) during the year

401

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter -university/state/national/international events (award for a team event should be counted as one) during the year

56

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.3.2 - Presence of Student Council and its activities for institutional development and student welfare

The university has an active Selected Student Council. The Class Representatives and Joint Class Representatives System has been incorporated in every department for student representation as leaders. Different centers and forums organizing activities like Cultural, Sports, Debate, Quiz, etc. serve as ex officio in the forum which ensures the smooth and successful functioning of the events.

The Forum also nominate two portfolio holders for the Institutional Quality Assurance Cell (IQAC) where for the overall growth of the university.

Under the University's Neighborhood Mission, student support welfare and outreach initiatives such as blood donation drives, free health

check up, and raising awareness of HIV/AIDS, hygiene, etc. The University's Student Grievance Redressal Cell chooses two nominees from the Students Forum. The sessions that the Grievance Redressal Committee holds to address the issues of complaints are also attended by the student members.

Besides, each and every student pays one rupee during admission for a total of 365 days through community bank programme. The forum uses half of the funds to needy students for study at USTM, while the other half is used for welfare for the University's neighboring communities.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

5.3.3 - Number of sports and cultural events / competitions organised by the institution during the year

42

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.4 - Alumni Engagement

5.4.1 - The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and other support services during the year

University of Science & Technology Meghalaya Alumni Association, shortly ---USTAA is a Registered Society under the Meghalaya Societies Registration Act, 1983. Student graduated from the university is the member of the Association. The fee for registration is collected as part of the fee from the caution deposit from all the outgoing students.

Financial Support:

- @. Scholarships for the underprivileged meritorious students to pursue higher education at USTM.
- @. Construction of Alumni Guest House.
- @. Organising Annual Alumni Chapter Meetings
- @. Library/Academic building and laboratories
- @. Welfare programs and relief works.

Alumni Meets & Delivering lectures:

Alumni meets are conducted once in a year at institution and departmental levels. Alumni share their expertise with the students for guidance in Projects, Placements, Internships and events, Entrepreneurship Awareness, Training and Placement opportunities, etc. Aluminis are the torchbearers for the young aspiring minds and also for current students of University.

Alumni Chapters:

University has departmental and regional Alumni Chapters, The University has constituted chapters for each State of North-East namely: Lower Assam, Upper Assam, Barak Valley and Kamrup, Khasi and Garo Hills Chapters, Arunachal Pradesh, Nagaland, Manipur, Mizoram, Tripura and Sikkim.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

5.4.2 - Alumni contribution during the year (INR in Lakhs) A. ? 5Lakhs

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

GOVERNANCE, LEADERSHIP AND MANAGEMENT**6.1 - Institutional Vision and Leadership**

6.1.1 - The institution has a clearly stated vision and mission which are reflected in its academic and administrative governance

Our entrepreneurial journey towards becoming one of the best destinations of teaching learning by 2030 have the following attributes.

1. Quality Education
2. Innovation
3. Cutting edge Research

We shall contribute to our society by enabling the youth potential

for excellence.

Our MILESTONES were created in line with our Vision 2030.

Governance:

USTM Vision is guided by the Chancellor at the apex and supported by the Vice Chancellor who implements the policies and takes executive decisions.

Registrar - Implement administrative decisions.

Controller of Examinations & Admissions - admission and evaluation process.

Directors in different Forums/Centres - execution related to their key focus areas.

Perspective Plans for 2025 and 2030:

With Mission Silver milestone accomplished being twice consecutively ranked amongst top 200 Universities, "Vison 2030" is helping us reach our next milestones. Our focus is now to consolidate for our future mission milestones towards a Global Academic Destination.

Initiatives towards our mission to go Global:

- MOU with international Universities for Student exchange and admissions
- Hon'ble VC represented USTM with AIU-British Council to UK Universities
- Discussion with EFS Dubai to collaborate for a USTM Skill Centre

| File Description | Documents |
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| Upload relevant supporting document | View File |

6.1.2 - The effective leadership is reflected in various institutional practices such as decentralization and participative management

USTM believes in success through decentralization and participation management by the leadership and in learning and executing everyday through collective decision making & execution process for the delegated responsibility with accountability. Few instances are elaborated below:

- IQAC is a hub for academic feedback & quality initiatives to explore improvement.
- Curriculum is prepared/revised with feedbacks from stakeholders by Departmental Council, Board of Studies and approved by Academic Council (AC)
- Research programs work with guidance of departmental research committee (DRC) and School research Committee (SRC) regulated by the University Research Council (URC).
- Our forums conduct various activities with guidance from the respective Directors and stakeholders.

Execution of academic time table exhibits decentralization and participative management. Reports are compiled daily and analyzed under guidance of Director University Classes, which are then shared with the Vice Chancellor, Academic Registrar and respective HoDs. HoDs ensure corrections basis this report which also goes to the Office of the Chancellor for records.

| File Description | Documents |
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| Upload relevant supporting document | View File |

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic plan is effectively deployed

The ethos of excellence encapsulated through the vision of emerging as a world class institution is manifested in the strategic plans and perspectives at the USTM. While academic rigour and intellectual capital constitute one of the pillars, the other pillars thrive on meaningful human connections amidst an ambient, world class infrastructure.

The University, since its inception, has put in place best-in-class infrastructure with provision of smart classrooms, well equipped & world class auditoriums, conference and seminar halls interspersed within the University. In line with our Strategic Plan, we initiated the work of Ayurvedic Hospital and College. We also laid the foundation stone for our 1000 bedded Medical Hospital & College.

We have always wanted to reach out to the best of the academicians for guidance and support in achieving our objective of becoming a Global destination. We hosted the National Vice Chancellor's Conference with the Theme of 'AtmaNirbhar Bharat', where almost 400 plus Vice Chancellors along with family & many more dignitaries joined the event. The Hon'ble Former President Mr. Ram Nath Kovind

also graced the occasion along with the Chief Economic Advisor to the PMO, Govt of India.

| File Description | Documents |
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6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The University HR policies & rules effectively uses the bodies for guidance, decision making and efficient execution as per job roles specified.

Formulation of policies and review/approve of proposals done by Board of Governors which comes with recommendations of the Board of Management, which is the supreme executive body.

However, the curriculum & academic policies sent by the Departmental Councils are approved by Academic Council with recommendations from Board of Studies.

Finance Committee formulates annual budget, scrutinizes the accounts & expenditure proposals.

Board of Governors is Headed by the Chancellor, Board of Management and Academic Council is headed by Vice Chancellor & Finance Officer as the Secretary of Finance Committee.

IQAC engages in all quality initiatives of the university.

Research & Development Cell supervises research and project work received from different funding agencies proposed by DRC, put up by SRC for approval by URC

Hon'ble Governor of Meghalaya being The Visitor the administrative setup is headed by the The Chancellor and The Vice-Chancellor is the Principal Executive and Chief Academic Officer executing the Chancellor/BoG's decisions.

The Registrar, Academic Registrar, Controller of Examinations and Admissions supervises the administration, curriculum/research and admissions/examinations respectively.

Deans of Schools/ Directors drive activities of concerned School/Centre.

| File Description | Documents |
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6.2.3 - Institution Implements e-governance in its areas of operations

6.2.3.1 - e-governance is implemented covering A. All of the above following areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

| File Description | Documents |
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6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff

HR Manual has policies of performance appraisal system for the teaching & non-teaching staff. Appraisal & promotion committees evaluate and recommend increments, promotions, reward & recognitions.

Faculty: CAPE committee evaluates and does annual appraisal scoring under DAPE & FAPE. FAPE-Faculty assessment & performance evaluation-for faculty. DAPE-Departmental assessment & performance evaluation-for HoD. Scoring the attributes are done by various authorities as a 360° evaluation and a final score is arrived at for DAPE and FAPE both.

Non-Teaching Staff: For the junior cadre non-teaching staff, the members are evaluated by the appraisal committee and are done on qualitative inputs of punctuality, regularity, job involvement and they are graded in three scales for increments.

As for the Administrative staff, the evaluation is done basis the parameters like execution, performance and contribution, the increments are decided.

Welfare of the staff is an important area for the University.

Special incentives on performance & achievements.

Employee PF, Leaves, Personal and Professional Development, Interest free Car, Marriage, Other Loans mobilized from community fund, Free education to wards of staff members are few welfare schemes.

World Class Campus infrastructure with Day care & Health Centre facility, Free Transport for work life balance.

| File Description | Documents |
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6.3.2 - Total number of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

37

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
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6.3.3 - Number of professional development / administrative training Programmes organized by the institution for teaching and non-teaching staff during the year

7

| File Description | Documents |
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| Upload the data template | View File |
| Upload relevant supporting document | View File |

6.3.4 - Total number of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the year(Professional Development Programmes, Orientation / Induction Programmes Refresher Course, Short Term Course)

167

| File Description | Documents |
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| Upload the data template | View File |
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6.4 - Financial Management and Resource Mobilization

6.4.1 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

USTM, an outcome of entrepreneurial effort with its journey starting from 1 computer & 4 students, today has almost 4000 students getting groomed as future human resource. We have robust mechanism to monitor effective and efficient utilization of resources for development of academic processes and infrastructure.

Resource Mobilisation: The financial pie of expenses come from the following sources

Promoter's Contribution, Student Fees, Bank Loan: Bank interest, Grants from Government & Non-Government Agencies, Alumni Contribution, Consultancy, Training& Miscellaneous.

Resource Utilization: The infrastructure of the University is utilized imaginatively and to the optimum.

Building, Roads and Horticulture, Computer Laboratories, Seminar Halls& Auditoriums, Libraries, Sports and other amenities, Outreach and Welfare.

Procedures for Resource Mobilization:

- The Board of Governors approve the annual budget of the University
- The Board of Management regulates and administers the revenue and property of the university.
- Finance Committee examines and monitors the accounts and scrutinizes the university proposals for expenditure and the Finance Officer is responsible for formulating the annual budget of the university.
- Internal Audit is conducted by independent Chartered Accountants regularly.

The Statutory Financial Audit compliance is conducted by chartered accountant every financial year.

| File Description | Documents |
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6.4.2 - Funds / Grants received from government bodies during the year for development and maintenance of infrastructure (not covered under Criteria III and V) (INR in Lakhs)

0

| File Description | Documents |
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6.4.3 - Funds / Grants received from non-government bodies, individuals, philanthropists during the year for development and maintenance of infrastructure (not covered under Criteria III and V)(INR in Lakhs)

31.23

| File Description | Documents |
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6.4.4 - Institution conducts internal and external financial audits regularly

University has system of Internal and External Audits to ensure control and compliance which is objective and transparent.

Internal Audit:

Control system of accounting is quarterly audit. Independent auditor team thoroughly audits each and every payment and the supporting documentation. The auditor checks each aspect of control from adequacy of requisition, documentation, and authorization and approval perspective at each stage of transaction to ensure propriety of the payments.

Observations raised by the auditor are given back to Accounts Department. Accounts department follows up with the concerned section to properly address auditor's queries by providing the requisite additional supporting documentation, authorization or corroborating evidence.

Finance Officer monitors the correction of deviations to update the Finance Committee and Sponsors through Board of Governors.

External Audit

Once a year External Auditors review the books of accounts and analyse the receipts and payments as per the applicable auditing standards and statues to ensure proper and timely compliance of applicable statutory and regulatory requirements. External auditors discuss observations with Accounts to seek explanations to satisfy themselves on the financial statements. The Auditors discuss the audit progress with the Finance Officer to address bottlenecks, if any, for the completion of audit as per the plan.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes by constantly reviewing the teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals

Post NAAC accreditation Institutionalization of few Quality processes:

1. Departmental Activity Control Mechanism.
2. Documentation and Retrieval of activity evidence.

We had initiated implementation of these control mechanisms in 21-22 and now these have been institutionalized.

IQAC Charter & SOP:

Charter of activities for the individual faculties and departments deployed in 21-22. On similar lines we also carved out charter of activities for the various centres. SOP for IQAC approval was circulated to ensure activities are done keeping the NAAC manual and SOP in mind. Charters were also reviewed periodically for guidance. This helped us to have 'First Time Right' Documentation and streamlined the documentation process.

IQAC Archive:

The IQAC Archive software was deployed in 21-22 wherein the activity

convenors could submit activity reports and upload the relevant documents for review and storage. IQAC reviewed the uploaded documents and approved for storage. We retrieved the reports/documents from the archive and uploaded to the NAAC portal. The process was further simplified and a revised AQAR was deployed in 22-23. This ensured requisite documents are submitted basis the relevant metric as reference. This helped us to submit the 1st & 2nd AQAR on time without errors.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

6.5.2 - Institution has adopted the following for Quality assurance Academic Administrative Audit (AAA) and follow up action taken

A. Any 5 or all of the above

Confernces, Seminars, Workshops on quality conducted Collaborative quality initiatives with other institution(s) Orientation programme on quality issues for teachers and studens Participation in NIRF Any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

| File Description | Documents |
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| Upload relevant supporting document | View File |

6.5.3 - Incremental improvements made for the preceding during the year with regard to quality (in case of first cycle) Post accreditation quality initiatives(second and subsequent cycles)

Our University's engagement with the NAAC assessment process has revealed gaps in both academic and non-academic activities, prompting proactive strategies aligned with NAAC's standards. Addressing the initial setback in research activities, we revamped our Research Policy in 2021-2022, introducing incentives to spur faculty involvement in high-caliber research. This initiative led to a significant uptick in publications, faculty-edited books, and patents. To further bolster research endeavors, we reduced teaching loads and allocated dedicated research time in 2022-2023.

In tandem, we designated specific slots for E-Content creation,

encouraging faculty to enrich our Learning Management System (LMS) and enhance student learning experiences. Efforts also extend to disseminating faculty E-Content on Swayam, and we are currently awaiting a response from the AICTE regarding our applications in this regard.

These ongoing endeavors underscore our commitment to elevating academic and non-academic standards, as evidenced by the revised Research Policy, comparative data on research outputs, and documentation of LMS enhancements. Applications to AICTE for Swayam inclusion reflect our dedication to fostering a robust educational ecosystem.

Documents:

Revised Research Policy and Incentive Circular

Pre and Post-Incentive Publication/Book/Patent Comparison

LMS E-Content and Media Centre Session Recordings

AICTE Swayam Inclusion Applications

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

MONITORING ON SAFETY & SECURITY:

- **Anti-Sexual Harassment Committee:** USTM codified an Anti-Sexual Harassment committee for women safety.
- Security Personnel deployed in blocks, hostels round the clock.
- CCTV Surveillance provided throughout the campus.
- Adequate Lighting all through the campus.
- Intercom Facility in each block.
- app provided wherein students can connect 24x7.

PHYSICAL FACILITIES

- Common Room for Boys & Girls with the necessary facilities provided.
- Washrooms for female located in each block.
- Day Care Centre is equipped with nurses, care-takers for the young children.
- Medical Facility provided with lady doctors and nurses.
- Wardens & Floor Coordinators allotted to each girls' hostel.
- Buses provided for female students, faculties and staff.

ACADEMIC ACTIVITIES:

- : 50% seat in all academic programs is reserved for girls.
- Women's Driving School is established by USTM.
- Competitive Examinations: Girl students are motivated to opt for competitive examinations.
- Counseling & Orientation: separate counselling session provided to each student.
- Women Empowerment Forum provides interest for free marriage loans, car loans etc.
- A Gender Audit to enhance facilities for girl students provided every consecutive year.

| File Description | Documents |
|--|---|
| Upload relevant supporting document | View File |
| Annual gender sensitization action plan(s) | https://igac.ustm.ac.in/wp-content/uploads/2023/12/7.1.1-S1-Initiatives-for-Gender-Equity.pdf |
| Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common rooms d. Daycare Centre e. Any other relevant information | https://igac.ustm.ac.in/wp-content/uploads/2023/12/7.1.1-S1-Initiatives-for-Gender-Equity.pdf |

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

A. Any 4 or All of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

As the University is growing the management has taken all necessary measures to implement proper waste disposal system.

SOLID WASTE MANAGEMENT

All the organic/biodegradable waste and non-degradable/recyclable wastes is handed over to concerned agency for recycling. University has installed an Organic Waste Composting plant to convert organic wastes to manure for in-house use.

LIQUID WASTE MANAGEMENT

The Liquid Waste generated from different blocks/ Laboratories is treated through Effluent Treatment Plant (ETP) before releasing the waste water in to the nature.

BIO MEDICAL WASTE MANAGEMENT

An authorized Bio Medical waste collector has been appointed; who in turn collects the segregated Bio Medical Waste (within 48 hrs) generated during the biological practicals or any research activities.

WATER RECYCLING SYSTEM

The waste water generated from different hostels and blocks are treated through Effluent Treatment Plant (ETP) and reused for watering saplings/greeneries.

HAZARDOUS CHEMICAL WASTE MANAGEMENT

The university has a well-defined policy to handle Hazardous Chemical after using in the laboratory for experimental purpose. Usually these are treated by Chemical methods before it is send to

the ETP for further treatment.

E-WASTE MANAGEMENT

- The non-reusable electronic devices are segregated into chemical and non-chemical e waste and store them accordingly.

| File Description | Documents |
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| Upload relevant supporting document | View File |

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus A. Any 4 or all of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: A. Any 4 or All of the above

- 1.Restricted entry of automobiles
- 2.Use of bicycles/ Battery-powered vehicles
- 3.Pedestrian-friendly pathways
- 4.Ban on use of plastic
- 5.Landscaping

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following: A. Any 4 or all of the above

1. Green audit

2. Energy audit
- 3.Environment audit
4. Clean and green campus recognitions/awards
- 5.Beyond the campus environmental promotional activities

| File Description | Documents |
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| Upload relevant supporting document | View File |

7.1.7 - The Institution has a disabled-friendly and barrier-free environment Ramps/lifts for easy access to classrooms and centres. Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software,mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

A. Any 4 or all of the above

| File Description | Documents |
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| Upload relevant supporting document | View File |

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words)

USTM epitomizes a stronghold of tolerance and inclusivity, embodying an unwavering commitment to nurturing an environment that cherishes diversity among its stakeholders. It fosters harmony amidst cultural, regional, linguistic, communal, and socio-economic disparities. The core initiatives prioritize the dignity of each individual, ensuring tolerance and parity for all, irrespective of race, ethnicity, age, gender, sexual orientation, socio-economic status, religious beliefs, or disabilities.

The Institution's recognition of outstanding students extends to an inclusive environment that inspires young minds, reaching beyond its campus to students belonging to institutions in other Northeastern states. USTM honored Assam state toppers of HS Arts, Science, and Commerce, fostering excellence beyond its immediate purview.

The law school launched a Mobile Legal House, offering legal aid to the underprivileged across various societal strata. Additionally, the outreach activities, spanning plantation drives, flood relief efforts, blood donation camps, NSS endeavors, and cancer patient assistance, mirror its commitment to inclusivity.

The Institution conducts film screenings and awareness workshops, emphasizing girls' rights and the unique challenges they confront globally. Scholarships and free ships, distributed across diverse categories such as merit, economic status, disabilities, sports, and culture, are awarded irrespective of religion, race, ethnicity, or caste.

| File Description | Documents |
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7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

USTM endeavors to create responsible citizens by raising awareness among students and staff regarding constitutional duties, values, and rights. This is exemplified through:

The university boasts a comprehensive array of initiatives and events, all geared towards holistic development. Celebration of Azadi ka Amrit Mahotsav conducting different programs has instilled the values of humanism, national unity, communal harmony, and social cohesion among the students.

Under its Neighborhood Development Mission, USTM works for the local community, while the I Can I Will Academy empowers the physically challenged. The campus buzzes with intellectual energy through national and international seminars, workshops, and expert talks.

The practice of the unique "Pay Back Policy" of returning fees to students for their excellent results in competitive exams inspires all students about their duties and responsibilities. The campus prominently features statues of freedom fighters and national leaders, with roads named after key figures, serving as reminders of civic values, rights, and duties. Constitution Day and Gandhi Jayanti were celebrated to inculcate the values of a responsible citizen. The institution leverages social media to promote national identities and symbols, while students actively engage in debates, seminars, conferences, and more, propelling a culture of awareness and participation.

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on Code of Conduct are organized All of the above

| File Description | Documents |
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| Upload relevant supporting document | View File |

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

USTM hosts national and global commemorative events, fostering the essence of each day among learners. Through tributes, discussions, debates, quizzes, and cultural showcases, students and teachers honor remarkable figures. These activities unify diverse communities and ignite enthusiasm for science, innovation, and research. Some events include celebrating national and international days, creating a platform to impart valuable insights, and promoting cross-cultural understanding.

The institution pays homage to distinguished figures like Mahatma Gandhi, Dr APJ Abdul Kalam, Albert Einstein, and Stephen Hawking. These celebrations stand as a testimony to the institution's dedication to acknowledging and honoring key figures and critical global issues.

Annually, the institution hosts grand celebrations for Republic Day and Independence Day on its campus. The institution also dedicates events to commemorate World Social Work Day, where outstanding social workers receive the prestigious Social Work Excellence Award. Other important days such as World Rhino Day, International Women's Day, International Day of Women in Science, NSS Day, and International Yoga Day are observed enthusiastically.

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - 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 University

USTM has constantly and meticulously pursued the best practices of developing and updating course curricula taking support from the best academic and intellectual talent available in the academia and industry. Institutional bodies prepare the curricula keeping in view their relevance to local, national, regional and global developmental needs and objectives.

The Departmental Council (DC) constituted by faculty members including domain experts (external) and Chaired by the HoD is the primary body for the development and revision of the curricula. In this regard, the DC brainstorms on the need as stated above by taking inputs from different stakeholders such as academia, industry, alumni and students as supported by IQAC and the same is put up for Board of Studies (BOS) meetings which is subsequently approved by the Academic Council (AC). Due care has been taken to articulate the learning objectives including Program outcomes (POs), Program specific outcomes (PSOs) and Course outcomes (COs) with a view to achieve outcome-based education. Mandatory industrial training/field projects etc are duly included in the syllabi to ensure that students are exposed to contemporary industrial trends, innovations and societal needs.

| File Description | Documents |
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1.1.2 - Number of Programmes where syllabus revision was carried out during the year

55

| File Description | Documents |
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1.1.3 - Total number of courses having focus on employability/ entrepreneurship/ skill development offered by the University during the year**1.1.3.1 - Number of courses having focus on employability/ entrepreneurship/ skill development during the year**

514

| File Description | Documents |
|-------------------------------------|---------------------------|
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1.2 - Academic Flexibility**1.2.1 - Number of new courses introduced of the total number of courses across all programs offered during the year**

57

| File Description | Documents |
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1.2.2 - Number of Programmes in which Choice Based Credit System (CBCS)/elective course system has been implemented during the year

62

| File Description | Documents |
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1.3 - Curriculum Enrichment**1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum**

USTM integrates cross cutting issues relevant to gender, environment and sustainability, human values and professional ethics which are evident from a list of mandatory courses in the curricula across the Programmes. The university believes and promotes gender equity, sensitizes on issues of environment and

sustainability, humanitarian ideals and ethical issues etc. being integrated in to curricula in order to uphold the core values of social significance.

Gender:

Different courses like Human Rights Education, Gender School and Society, Equity and Gender Issues in Rural Development, Introduction to Human Rights, Sociology of Gender etc so that students can inculcate these values in them and practice mutual respect all throughout.

Environment and Sustainability:

The courses such as Environmental Studies, Environmental Education, Fundamental of Ecology, Climate Change and Environmental Management etc are integrated in to curricula provide the students with a perspective of co-existence with nature and sensitizes them on the need for healthy environment.

Human Values and Professional Ethics:

The courses such as Peace and Value Addition, Human Rights Education, Employees Relationship Management and Labour Laws, Human Values and Professional Ethics etc are imparted across the programmes so that students imbibe these values and develop high standard of ethics in their professional career.

| File Description | Documents |
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1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

79

| File Description | Documents |
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1.3.3 - Total number of students enrolled in the courses under 1.3.2 above

1.3.3.1 - Number of students enrolled in value-added courses imparting transferable and life

skills offered during the year**3900**

| File Description | Documents |
|-------------------------------------|---------------------------|
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1.3.4 - Number of students undertaking field projects / research projects / internships during the year**1274**

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

1.4 - Feedback System

1.4.1 - Structured feedback for design and review of syllabus – semester wise / is received from Students Teachers Employers Alumni

- All 4 of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

1.4.2 - Feedback processes of the institution may be classified as follows

- Feedback collected, analysed and action taken and feedback available on website

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

TEACHING-LEARNING AND EVALUATION**2.1 - Student Enrollment and Profile****2.1.1 - Demand Ratio****2.1.1.1 - Number of seats available during the year**

2190

| File Description | Documents |
|-------------------------------------|---------------------------|
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| Upload relevant supporting document | View File |

2.1.2 - Total number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per applicable reservation policy during the year (Excluding Supernumerary Seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

947

| File Description | Documents |
|-------------------------------------|---------------------------|
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| Upload relevant supporting document | View File |

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners

The University admits students into various programs based on qualifying marks, entrance tests, and national examinations like MAT for Management programs and CUET for UG and PG programs. For professional programs like B.Ed., LLB, BA LLB, BBALLB, B.Pharm, BPT, USTM conducts its own entrance test.

To support the diverse backgrounds of incoming students, the university has initiated several measures:

- Initial induction programme for newly admitted students.
- Identification and support for both slow and advanced learners.
- Bridge classes for slow learners and remedial English classes for students from vernacular backgrounds.
- Soft skills and communication classes for all.
- Personalized attention through one-on-one interactions, especially for slow learners.
- Special mentors are assigned to slow learners, and regular counseling sessions are arranged for their support.
- Advanced learners receive coaching for various competitive examinations like NET/GATE/UPSC/Bank PO.

- Advanced learners are also encouraged to take up assignments, project reports, and presentations early in the session.
- Opportunities for improvement courses to enhance semester grades.
- Implementation of CBCS System for flexible learning.
- Integration of NEP 2020 to enhance student employability.

| File Description | Documents |
|-------------------------------------|---|
| Upload relevant supporting document | View File |
| Link For Additional Information | https://iqac.ustm.ac.in/wp-content/uploads/2024/05/2.2.1.-S2.-Sample-action-taken-report-on-slow-and-advanced-learner.pdf |

2.2.2 - Student - Full time teacher ratio during the year

| Number of Students | Number of Teachers |
|--------------------|--------------------|
| 3989 | 327 |

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences

The University has designed its curricula for various programs to ensure that students are substantially sound, able to apply the concepts in the practical field, analyze the outcomes of such practical applications and are in a position to analyze and evolve new techniques and processes. The university has adopted syllabi keeping in mind the different students' centric methods such as experimental learning (EL), participative learning (PL), and problem-solving methodologies (PSM) for enhancing the learning experience.

The following measures are in place to ensure enhancement of learning processes:

- Industrial training/Internship/ field visit/ excursions for

students as per the demand of programme/course

- Visiting different research laboratories to explore the various research activities going on in different parts of the region/country.
- Participate in competitions/conferences/ workshops/ seminars
- Presentation of project report in presence of the external subject experts invited from industry/reputed organizations.
- Socially relevant projects have been carried out by the students as teams with guidance of faculties.
- Value added courses are offered to give additional skills to the students in respective fields.
- Student's Feedback is collected in every semester to resolve the gaps between knowledge delivery system and the learning process.
- Inter-disciplinary competitions viz. group discussion, debate, quiz, seminars, workshops are held regularly

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.3.2 - Teachers use ICT enabled tools including online resources for effective teaching and learning processes during the year

The University believes in enriching the teaching-learning process with the incorporation of ICT based learning and simulated learning methodologies so that the students get a wider perspective of the domain knowledge instead of being merely restricted to textbooks

In order to achieve ICT based teaching learning process the university had introduced complete learning management system (LMS) for all the academic programs offered. The faculty members record their lectures and upload them in the LMS portal for the students to take advantage outside the classroom.

The faculty uses the wi-fi facility to access various educational lectures and content to display and discuss with the students enhancing their domain knowledge and this makes the process more effective. LMS powered by artificial intelligence with Natural Language Processing is based upon the keyword recognition technique which helps to bring up the relevant videos, journals, blogs, etc.

Video contents are also run on relevant topics to further enrich the understanding of the students. This method has been very effective in enriching the teaching learning process and takes away the restriction in teaching learning process to the classroom and text books only and makes the process interesting and exciting.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.3.3 - Ratio of students to mentor for academic and other related issues during the year

2.3.3.1 - Number of mentors

327

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.4 - Teacher Profile and Quality

2.4.1 - Total Number of full time teachers against sanctioned posts during the year

327

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.4.2 - Total Number of full time teachers with Ph.D./D.M/M.Ch./D.N.B Superspeciality/D.Sc./D'Lit. during the year

279

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.4.3 - Total teaching experience of full time teachers in the same institution during the year

2.4.3.1 - Total experience of full-time teachers

| 1239 | |
|---|---------------------------|
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| 2.4.4 - Total number of full time teachers who received awards, recognition, fellowships at State, National, International level from Government/Govt. recognised bodies during the year | |
| 31 | |
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| 2.5 - Evaluation Process and Reforms | |
| 2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year | |
| 11 | |
| 2.5.1.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results year wise during the year | |
| 11 | |
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| 2.5.2 - Total number of student complaints/grievances about evaluation against total number appeared in the examinations during the year | |
| 47 | |
| File Description | Documents |
| Upload relevant supporting document | View File |
| 2.5.3 - IT integration and reforms in the examination procedures and processes (continuous | |

internal assessment and end-semester assessment) have brought in considerable improvement in examination management system of the institution

IT Integration in the examination is one of the major components in the examination system of HEI. The USTM adopted the same which is as follows:

- Time table preparation, room allotment, seat planning, duty allotment of invigilators, tabulation, Students registration, hall ticket download, etc. using IT integration gives a time bound, systemic and error free examination system.
- IT integration has reduced the paper work for the faculty members and examination team. Students are also benefitted through these systems as they can apply online for appearing in the end semester examinations through the university examination portal.
- Students can immediately download their admit card after online registration which boosts their energy for preparation of examination.
- Before filling up of examination form, the students can check the status of fees clearance, attendance clearance etc. through web log in. It saves their time as they don't need to move from one section to the other before examination.
- Computerised process ensures smooth entry of marks for internal and external evaluations, attendance etc. Faculty members can enter marks through individual login which reduces error in mark entry system.
- Result can be published through the web portal and students can access e-grade just after declaration of result.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.5.4 - Status of automation of Examination division along with approved Examination Manual

A. 100% automation of entire division & implementation of Examination Management System (EMS)

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.6 - Student Performance and Learning Outcomes

2.6.1 - The institution has stated learning outcomes (generic and programme specific)/graduate attributes which are integrated into the assessment process and widely publicized through the website and other documents

The university has designed its curriculum as outcome based learning which clearly indicates Programme Outcomes (PO), Programme Specific Outcomes (PSO) and Course Outcomes(CO). These are communicated to the faculties and students in order to enhance teaching - learning aptitude and generate interest in learning within and outside the classroom and also to ignite research quest in the learners. The POs, PSOs, and COs are documented and displayed in the USTM website so that even the aspiring candidates can clearly understand what they would learn by undergoing a particular program and then can decide and choose the program studysuitably. Brainstorming sessions are conducted with students and faculty members for better understanding and implementation of POs, PSOs, and COs in each teaching department of the university.

As the POs, PSOs, COs are part of the syllabus which is printed and shared with the students and faculties so that they can ensure the realization of the learning outcomes and can make a concerted effort to ensure that after learning a course, it would enable them to face the real life problems and to arrive at a solution. The course-wise outcomes are clearly mentioned in the syllabus for the awareness of students.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.6.2 - Attainment of Programme outcomes, Programme specific outcomes and course outcomes are evaluated by the institution during the year

The university has adopted assessment mechanism regarding attainment of POs, PSOs, and COs in each academic department. The departments have attained sufficient progresses towards these parameters in the shape of conducting class assignments, open discussion, practical evaluation and sessional examinations at periodical intervals throughout the courses and program. The performance of students is tabulated and analyzed continuously throughout the semester and inputs provided in areas of improvement till the end semester examination.

Course Outcome Programme Specific Outcome based on Course Outcome Programme Outcome based on Course outcome Attainment Level
 Attainment Description Percentage of marks Above 80% Courses % > 80% Courses % > 80% Level 3 Significant Percentage of marks = 71% - 80% Courses % = 71% - 80% Courses % = 71% - 80% Level 2 Satisfactory Percentage of marks = 60% - 70% Courses % = 60% - 70% Courses % = 60% - 70% Level 1 Moderate Percentage of Marks < 60% Courses % < 60% Courses % < 60% Level 0 Low

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

2.6.3 - Number of students passed during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

1260

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a web link)

<https://iqac.ustm.ac.in/wp-content/uploads/2024/05/Student-Satisfaction-Survey-on-Overall-Institutional-Performance-1.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution Research facilities are frequently updated and there is well defined policy for promotion of research which is uploaded on the institutional website and implemented

USTM is primarily concerned in advancing the frontiers of knowledge in STEM, cutting edge research aligned with global standards and avenues is of paramount importance. The University of Science and Technology, Meghalaya takes cognizance of the importance of outlining, clearly defining and articulating, envisaging and executing institutional commitment to research

through well defined policies, norms and codes which are clearly and prominently articulated. USTM has put in place a robust, in-situ research mechanism which is duly communicated and informed to all stakeholders and practitioners which is focused in our website. The same is clearly defined in the University's Research Policy which has been disseminated widely among the relevant stakeholders and encourage them for meaningful research through endowments, grants, incentives etc. to promote outcomes and achievements through rewards, recognitions, awards and so on.

USTM is also committed to attracting top notch talent in academia and research, industry and related avenues, especially those with global exposure and adhering to international standards.

However, it is relevant to develop our research and infrastructural facilities, logistics and resources to facilitate, engage and retain such talent and carry out such cutting-edge research.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.1.2 - The institution provides seed money to its teachers for research (amount INR in Lakhs)

90.115

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.1.3 - Number of teachers receiving national/ international fellowship/financial support by various agencies for advanced studies/ research during the year

10

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.1.4 - Number of JRFs, SRFs, Post-Doctoral Fellows, Research Associates and other research fellows enrolled in the institution during the year

| 33 | |
|-------------------------------------|---------------------------|
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.1.5 - Institution has the following facilities to support research
Central Instrumentation Centre
Animal House/Green House
Museum
Media laboratory/Studios
Business Lab
Research/Statistical Databases
Moot court
Theatre
Art Gallery

A. Any 4 or more of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.1.6 - Number of departments with UGC-SAP, CAS, DST-FIST, DBT, ICSSR and other recognitions by national and international agencies during the year

9

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.2 - Resource Mobilization for Research

3.2.1 - Extramural funding for Research (Grants sponsored by the non-government sources such as industry, corporate houses, international bodies for research projects) endowments, Chairs in the University during the year (INR in Lakhs)

101.25

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.2.2 - Grants for research projects sponsored by the government agencies during the year (INR in Lakhs)

| 114.198 | |
|--|---------------------------|
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| 3.2.3 - Number of research projects per teacher funded by government and non-government agencies during the year | |
| 108 | |
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| 3.3 - Innovation Ecosystem | |
| 3.3.1 - Institution has created an eco-system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge | |
| <p>Our Innovation Ecosystem has been in operation since 2014 with the intervention from MOFPI and DST. The NGEIDC projects under DST has been operational since 2017 and in 2021-22 we have successfully initiated 22 Projects. Around 3 startups have also been initiated.</p> <p>To further progress our incubation USTM has been successful in obtaining approval as host Institution for Technology Business Incubator (TBI) by Ministry of Micro, Small & Medium Enterprises (MSME), Govt of India and we shall be responsible for ideas of not only our University but also Incubates from across the NE region. We have already participated in Hackathon of MSME, Innovation Conclave and received awards. We expect to come up with path breaking Ideas for Incubation through MSME.</p> <p>Various activities for strengthening the ecosystem of innovation:</p> <ul style="list-style-type: none"> • Entrepreneurship Awareness camps • Faculty are encouraged with financial support for seminar, workshop and training. Faculty across the University are encouraged to do research in multi-disciplinary and inter disciplinary areas. Young Faculty members are financially supported by the University for their Research Research | |

scholars, the UG and PG students are being funded for their research/projects, Financial Support for Paper publication and travel grants for national and international travels is also been granted

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

83

3.3.2.1 - Total number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR), entrepreneurship, skill development year wise during the year

83

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.3.3 - Number of awards / recognitions received for research/innovations by the institution/teachers/research scholars/students during the year

3.3.3.1 - Total number of awards / recognitions received for research/innovations won by institution/teachers/research scholars/students year wise during the year

12

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4 - Research Publications and Awards

3.4.1 - The institution ensures implementation of its stated Code of Ethics for research

3.4.1.1 - The institution has a stated Code of Ethics for research and the implementation of which is ensured through the following

A. All of the above

| | |
|--|-----------------------------------|
| <p>1. Inclusion of research ethics in the research methodology course work</p> <p>2. Presence of institutional Ethics committees (Animal, chemical, bio-ethics etc)</p> <p>3. Plagiarism check</p> <p>4. Research Advisory Committee</p> | |
| File Description | Documents |
| Upload relevant supporting document | View File |
| <p>3.4.2 - The institution provides incentives to teachers who receive state, national and international recognitions/awards</p> <p>Commendation and monetary incentive at a University function</p> <p>Commendation and medal at a University function</p> <p>Certificate of honor</p> <p>Announcement in the Newsletter / website</p> | <p>A. All of the above</p> |
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| <p>3.4.3 - Number of Patents published/awarded during the year</p> | |
| <p>3.4.3.1 - Total number of Patents published/awarded year wise during the year</p> | |
| <p>99</p> | |
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| <p>3.4.4 - Number of Ph.D's awarded per teacher during the year</p> | |
| <p>3.4.4.1 - How many Ph.D's are awarded during the year</p> | |
| <p>12</p> | |

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.5 - Number of research papers per teacher in the Journals notified on UGC website during the year

253

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.6 - Number of books and chapters in edited volumes published per teacher during the year

3.4.6.1 - Total number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings during the year

106

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.7 - E-content is developed by teachers For e-PG-Pathshala For CEC (Under Graduate) For SWAYAM For other MOOCs platform For NPTEL/NMEICT/any other Government Initiatives For Institutional LMS

D. Any 2 of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.4.8 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

| | |
|-----------|----------------|
| Scopus | Web of Science |
| 81 | 30 |

| File Description | Documents |
|---|---------------------------|
| Any additional information | View File |
| Bibliometrics of the publications during the year | View File |

3.4.9 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

| | |
|-----------|----------------|
| Scopus | Web of Science |
| 81 | 30 |

| File Description | Documents |
|--|---------------------------|
| Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution | View File |
| Any additional information | View File |

3.5 - Consultancy

3.5.1 - Institution has a policy on consultancy including revenue sharing between the institution and the individual and encourages its faculty to undertake consultancy

USTM has implemented a policy to encourage faculty participation in consultancy and training, fostering collaboration and knowledge transfer while providing incentives through shared income. Recognizing the value of both research-based and non-research-based consultancy, faculty members are motivated to engage in these activities as part of their societal responsibilities.

Operated by the Consultancy & Training Division, the university offers diverse sessions in fields like Business Management, Accounting, Applied Biology, Social Work, and Political Science. The aim is to expand services for the mutual benefit of the university, faculty, and external agencies.

Consultancy services cater to industries, service sectors, and government departments, utilizing university expertise. Notable initiatives include residential training sessions like those

under the Jal Jeevan Mission in Nagaland and the Capacity Building component of the PMFME Scheme in Meghalaya, targeting areas such as construction, plumbing, electrical work, and water management to enhance human resources.

This policy undergoes periodic review to maintain relevance and effectiveness in promoting collaboration, knowledge exchange, and societal contribution.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.5.2 - Revenue generated from consultancy and corporate training during the year (INR in Lakhs)

3.5.2.1 - Total amount generated from consultancy and corporate training during the year (INR in lakhs)

55.18

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.6 - Extension Activities

3.6.1 - Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the year

USTM Neighbourhood Mission (UNM): USTM has adopted a village named Jorbill from the neighboring area along with more 11 villages in the locality. Multifarious activities involving the students with the objective of sensitizing various social issues and strengthening community participation for holistic development are carried in the adopted villages.

Impacts: 1. Career counselling has increased the number of students joining in the higher education in their desired courses and drop out has reduced. 2. The employment ratio has increased as livelihood opportunities has been extended by the University. 3. Many start-ups and small business centres have come up in the locality.

Signage on cleanliness, ornamental plantations, dustbins, etc,

are put up in the neighbouring shops and village market as part of the clean and green mission of the university. The cleanliness in the schools, community halls, etc have improved. 2000 saplings were planted as part of the green drive to create awareness on deforestation and the protection of environment. Awareness is created on various Government schemes and policies to be implemented has been initiated for the villagers. The university extends support and relief to the community in times of need and in exigent circumstances. A systematic plan and event calendar is prepared every year with an aim to extend services in the neighbourhood community and sensitize students towards social issues and holistic development

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

3.6.2 - Number of awards received by the Institution, its teachers and students from Government /Government recognised bodies in recognition of the extension activities carried out during the year

3.6.2.1 - Total number of awards and recognition received for extension activities from Government / Government recognised bodies during the year

15

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.6.3 - Number of extension and outreach programs conducted by the institution including those through NSS/NCC/Red cross/YRC during the year(including Government initiated programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. and those organised in collaboration with industry, community and NGOs)

175

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

3.6.4 - Total number of students participating in extension activities listed at 3.6.3 above during the year

| 4312 | |
|---|---------------------------|
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| 3.7 - Collaboration | |
| 3.7.1 - Number of collaborative activities with other institutions/ research establishment/industry for research and academic development of faculty and students during the year | |
| 3.7.1.1 - Total number of Collaborative activities with other institutions/ research establishment/industry for research and academic development of faculty and students during the year | |
| 296 | |
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| 3.7.2 - Number of functional MoUs with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the year | |
| 181 | |
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| INFRASTRUCTURE AND LEARNING RESOURCES | |
| 4.1 - Physical Facilities | |
| 4.1.1 - The institution has adequate facilities for teaching - learning. viz., classrooms, laboratories, computing equipment, etc. | |
| The University of Science and Technology Meghalaya (USTM) boasts ample infrastructure, meeting the standards set by esteemed regulatory bodies such as UGC, AICTE, PCI, NCTE, among others. | |

Our facilities include 156 classrooms, equipped with modern amenities like 154 LCD projectors 154 , Over Head Projectors, and ICT interfaces. Additionally, there are 6 seminar halls and a centrally located auditorium with a seating capacity exceeding 3000, ideal for academic seminars and cultural events.

For practical learning, we provide 88 well-equipped laboratories, including a state-of-the-art Central Instrumentation Facility (CIF) catering to research needs. Moreover, we offer 10 computer labs and 987 Computers for Academic use. and a Language Laboratory, all furnished with high-speed Internet connectivity.

Our Central Library is a treasure trove with over 6,10,000 books, complemented by 13 regular journals and access to various electronic databases through platforms like DELNET, J-Gate, and EBSCO.

The university campus is Wi-Fi enabled, ensuring connectivity across academic and administrative areas with a robust 1Gbps bandwidth. Additional amenities such as scanning, photocopying facilities, a Center for Incubation & Entrepreneurship, Gymnasium, Student Activity Centre, and Media Centre contribute to enriching the overall learning experience at USTM.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.1.2 - The institution has adequate facilities for cultural activities, yoga, games (indoor, outdoor) and sports. (gymnasium, yoga centre, auditorium, etc.)

USTM focuses on holistic student growth by prioritizing both academic progress and overall development. It begins by identifying students' interests and tailoring exposure accordingly. The university's Sports Forum and Cultural Forum, managed by competent officials, are pivotal to this comprehensive approach.

With two auditoriums, one accommodating over 3500 people and the other over 220, and a conference hall equipped with state-of-the-art media and sound technologies, USTM offers excellent infrastructure. Additionally, there's an Amphitheater and a Biodiversity Park for cultural activities. Students receive training in various musical instruments under the guidance of skilled artists.

The university boasts a robust sports infrastructure, including fields for football, basketball, badminton, volleyball, kho kho, kabaddi, and more, along with facilities like a gymnasium hall and yoga center. Furthermore, recreational games like caroms and chess are available in all hostels.

Special occasions such as International Yoga Day and National Sports Day witness active participation from both faculty and students, featuring yoga sessions and sports competitions, including a half marathon.

Professional instructors conduct coaching sessions, leading to students' accomplishments in sports competitions at regional, national, and international levels. Each class is led by qualified professionals, ensuring top-notch instruction and guidance in cultural and sports activities.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.1.3 - Availability of general campus facilities and overall ambience

Nestled in picturesque hilly terrain and enveloped by lush green forests, the university boasts an environmentally conscious campus designed to cater not only to human needs but also to preserve and enhance the surrounding ecosystem.

With a commitment to sustainability, the campus is entirely pollution-free, utilizing solar energy to power all street lights and employing battery-operated carts for intra-campus transportation. Air quality is closely monitored through installed devices, while a comprehensive waste management system ensures efficient disposal and recycling.

Furthermore, rainwater harvesting initiatives harness the economic, social, and environmental benefits of water conservation.

In terms of facilities, an Amenity Center offers various services including food hubs and stationeries, while a dedicated health clinic staffed with a doctor, nurse, and pharmacy provides medical assistance, supplemented by ambulance services for emergencies. Separate accommodations for male and female students, along with a plethora of sports facilities and additional amenities such as a Guest House, Shuttle bus, ATMs,

Central Auditorium, Herbal Garden, and Bio-Diversity Park, ensure a well-rounded experience for all.

Security measures include round-the-clock CCTV surveillance and security personnel, alongside vigilant monitoring of hostel visitors, ensuring a safe and secure campus environment.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.1.4 - Total expenditure excluding salary for infrastructure augmentation during the year (INR in Lakhs)

7832.41

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS) and has digitisation facility

In 2016, the Maulana Azad Central Library embarked on an automation journey, adopting the ILMS Automation software known as "KOHA." With a vast collection exceeding 70,000 books organized according to the DDC 23rd edition, the library utilizes MARC-21 and ISBD formats through KOHA Software for cataloging. Its online catalog provides users with easy access, offering barcoded books and user IDs to streamline operations. The integration of RFID technology ensures efficient management and security, complemented by around-the-clock self-check-in and check-out facilities.

Established in 2011, our library has garnered recognition through affiliations with AICTE, NCTE, and UGC. Our initiatives like the Institutional Repository in DSPACE and collaborations with DELNET and INFLIBNET Centre have enriched our resources.

Embracing innovation, the library has incorporated technologies like URKUND for anti-plagiarism measures, NDL registration, and databases such as Manupatra, i-Scholar, and J-Gate. These efforts resulted in ISO certification in 2020 and NAAC recognition with

an "A" grade in their initial cycle assessment in 2021. Continuous enhancements are evident through activities such as webinar hosting and the introduction of resources like the EBSCO ACADEMIC SEARCH ELITE DATABASE after 2022. Through these digital initiatives, the library has significantly enhanced accessibility and service quality for all the University Fraternity.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.2.2 - Institution has subscription for e-Library resources Library has regular subscription for the following: e – journals e-books e-ShodhSindhu Shodhganga Databases

A. Any 4 or all of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.2.3 - Annual expenditure for purchase of books/ e-books and subscription to journals/e-journals during the year (INR in Lakhs)

61.26

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

4.2.4 - Number of usage of library by teachers and students per day (foot falls and login data for online access)

77

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.3 - IT Infrastructure

4.3.1 - Number of classrooms and seminar halls with ICT - enabled facilities such as LCD, smart board, Wi-Fi/LAN, audio video recording facilities during the year

156

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

4.3.2 - Institution has an IT policy, makes appropriate budgetary provision and updates its IT facilities including Wi-Fi facility

Yes, the University has an IT policy covering all major areas like Wi-Fi, broadband, etc., which is updated whenever required as per the need. There is a continuous effort to upgrade IT infrastructure (hardware/software) covering Wi-Fi access, software up-gradation, ERP system, ICT enabled teaching-learning. The IT Policy applies to Employees, Students, Vendors, and Visitors. University has framed various policies like Procurement, Installation of Hardware, Networks, and software. The University provides 3 to 5 % of the annual budget for the up-gradation of IT facilities, and current changes in the system are as follows:

1. As per the previous accreditation, the campus was enabled with an internet bandwidth of 1Gbps; now, we have extended internet support to outdoor areas which were not covered earlier.
2. A Total of 158 Wi-Fi routers/access points are also increased with high configuration, and Wi-Fi network facilities are deployed across the uncovered areas.
3. A total of 80 computers were newly added in the computer laboratory with configurations ranging from I3, 10th generation to Raygen 3, 2GB to 4GB ram size with SSD hard disk (160 GB).
4. University has installed additional CCTV across the campus, covering maximum areas within the campus to provide better security.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

4.3.3 - Student - Computer ratio during the year

| Number of students | Number of Computers available to students for academic purposes |
|--------------------|---|
| 3989 | 987 |

| | |
|--|----------------------------|
| 4.3.4 - Available bandwidth of internet connection in the Institution (Leased line) | • ?1 GBPS |
| File Description | Documents |
| Upload relevant supporting document | View File |
| 4.3.5 - Institution has the following Facilities for e-content development Media centre Audio visual centre Lecture Capturing System(LCS) Mixing equipment's and softwares for editing | A. All of the above |
| File Description | Documents |
| Upload relevant supporting document | View File |
| Upload the data template | View File |
| 4.4 - Maintenance of Campus Infrastructure | |
| 4.4.1 - Total expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component during the year | |
| 7832.41 | |
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| <p>4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.</p> <p>At USTM, the management of physical infrastructure is intricately organized and supervised by the Estate Officer in collaboration with maintenance teams. Working under the guidance of the Deputy Registrar, the Estate Officer reviews and resolves complaints and suggestions to ensure the seamless operation of various facilities.</p> <p>Maintenance responsibilities on campus are divided among various entities:</p> <ul style="list-style-type: none"> • The Estate Office oversees infrastructure like classrooms and libraries, while departmental maintenance teams handle | |

laboratory repairs. It also manages scheduled preventive maintenance for electrical assets and water pumping plants.

- Hostel buildings and common areas in the Amenity center receive central maintenance, while other areas are maintained by contracted service providers.
- The Sports department is responsible for sports facilities.
- The Transport department monitors campus transport services and conducts routine maintenance tasks like oil changes.

The systematic approach ensures comprehensive maintenance across the entire campus, promoting smooth operations of university facilities and services.

Maintenance of Physical Facilities:

The Estate office is responsible for maintaining physical infrastructure through both Adhoc and Regular maintenance. Adhoc maintenance involves reviewing repair requests, obtaining approvals, completing the work, and issuing completion certificates. Regular maintenance tasks like whitewashing, painting, and pest control follow similar procedural steps.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Total number of students benefited by scholarships and free ships provided by the institution, Government and non-government agencies (NGOs) during the year (other than the students receiving scholarships under the government schemes for reserved categories)

1949

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.1.2 - Total number of students benefited by career counselling and guidance for competitive examinations offered by the Institution during the year

3804

| File Description | Documents |
|---|----------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| 5.1.3 - Following Capacity development and skills enhancement initiatives are taken by the institution Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) Awareness of trends in technology | A. All of the above |
| File Description | Documents |
| Upload the data template | View File |
| Upload relevant supporting document | View File |
| 5.1.4 - The Institution adopts the following for redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organisation wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees | • All of the above |
| File Description | Documents |
| Upload relevant supporting document | View File |
| 5.2 - Student Progression | |
| 5.2.1 - Number of students qualifying in state/ national/ international level examinations during the year (eg:NET/SLET/GATE/GMAT/CAT/ GRE/TOEFL/Civil Services/State government examinations) | |
| 5.2.1.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year | |
| 81 | |

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.2.2 - Total number of placement of outgoing students during the year

910

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.2.3 - Number of recently graduated students who have progressed to higher education (previous graduating batch) during the year

401

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter -university/state/national/international events (award for a team event should be counted as one) during the year

56

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.3.2 - Presence of Student Council and its activities for institutional development and student welfare

The university has an active Selected Student Council. The Class Representatives and Joint Class Representatives System has been incorporated in every department for student representation as leaders. Different centers and forums organizing activities like

Cultural, Sports, Debate, Quiz, etc. serve as ex officio in the forum which ensures the smooth and successful functioning of the events.

The Forum also nominate two portfolio holders for the Institutional Quality Assurance Cell (IQAC) where for the overall growth of the university.

Under the University's Neighborhood Mission, student support welfare and outreach initiatives such as blood donation drives, free health check up, and raising awareness of HIV/AIDS, hygiene, etc. The University's Student Grievance Redressal Cell chooses two nominees from the Students Forum. The sessions that the Grievance Redressal Committee holds to address the issues of complaints are also attended by the student members.

Besides, each and every student pays one rupee during admission for a total of 365 days through community bank programme. The forum uses half of the funds to needy students for study at USTM, while the other half is used for welfare for the University's neighboring communities.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

5.3.3 - Number of sports and cultural events / competitions organised by the institution during the year

42

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
| Upload relevant supporting document | View File |

5.4 - Alumni Engagement

5.4.1 - The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and other support services during the year

University of Science & Technology Meghalaya Alumni Association, shortly ---USTAA is a Registered Society under the Meghalaya Societies Registration Act, 1983. Student graduated from the university is the member of the Association. The fee for registration is collected as part of the fee from the caution

deposit from all the outgoing students.

Financial Support:

- @. Scholarships for the underprivileged meritorious students to pursue higher education at USTM.
- @. Construction of Alumni Guest House.
- @. Organising Annual Alumni Chapter Meetings
- @. Library/Academic building and laboratories
- @. Welfare programs and relief works.

Alumni Meets & Delivering lectures:

Alumni meets are conducted once in a year at institution and departmental levels. Alumni share their expertise with the students for guidance in Projects, Placements, Internships and events, Entrepreneurship Awareness, Training and Placement opportunities, etc. Aluminis are the torchbearers for the young aspiring minds and also for current students of University.

Alumni Chapters:

University has departmental and regional Alumni Chapters, The University has constituted chapters for each State of North-East namely: Lower Assam, Upper Assam, Barak Valley and Kamrup, Khasi and Garo Hills Chapters, Arunachal Pradesh, Nagaland, Manipur, Mizoram, Tripura and Sikkim.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

| | |
|---|--------------------|
| 5.4.2 - Alumni contribution during the year (INR in Lakhs) | A. ? 5Lakhs |
|---|--------------------|

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The institution has a clearly stated vision and mission which are reflected in its academic and administrative governance

Our entrepreneurial journey towards becoming one of the best destinations of teaching learning by 2030 have the following attributes.

1. Quality Education

2. Innovation

3. Cutting edge Research

We shall contribute to our society by enabling the youth potential for excellence.

Our MILESTONES were created in line with our Vision 2030.

Governance:

USTM Vision is guided by the Chancellor at the apex and supported by the Vice Chancellor who implements the policies and takes executive decisions.

Registrar - Implement administrative decisions.

Controller of Examinations & Admissions - admission and evaluation process.

Directors in different Forums/Centres - execution related to their key focus areas.

Perspective Plans for 2025 and 2030:

With Mission Silver milestone accomplished being twice consecutively ranked amongst top 200 Universities, "Vision 2030" is helping us reach our next milestones. Our focus is now to consolidate for our future mission milestones towards a Global Academic Destination.

Initiatives towards our mission to go Global:

- MOU with international Universities for Student exchange and admissions
- Hon'ble VC represented USTM with AIU-British Council to UK Universities
- Discussion with EFS Dubai to collaborate for a USTM Skill Centre

| File Description | Documents |
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| Upload relevant supporting document | View File |

6.1.2 - The effective leadership is reflected in various institutional practices such as decentralization and participative management

USTM believes in success through decentralization and participation management by the leadership and in learning and executing everyday through collective decision making & execution process for the delegated responsibility with accountability. Few instances are elaborated below:

- IQAC is a hub for academic feedback & quality initiatives to explore improvement.
- Curriculum is prepared/revised with feedbacks from stakeholders by Departmental Council, Board of Studies and approved by Academic Council (AC)
- Research programs work with guidance of departmental research committee (DRC) and School research Committee (SRC) regulated by the University Research Council (URC).
- Our forums conduct various activities with guidance from the respective Directors and stakeholders.

Execution of academic time table exhibits decentralization and participative management. Reports are compiled daily and analyzed under guidance of Director University Classes, which are then shared with the Vice Chancellor, Academic Registrar and respective HoDs. HoDs ensure corrections basis this report which also goes to the Office of the Chancellor for records.

| File Description | Documents |
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| Upload relevant supporting document | View File |

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic plan is effectively deployed

The ethos of excellence encapsulated through the vision of emerging as a world class institution is manifested in the strategic plans and perspectives at the USTM. While academic rigour and intellectual capital constitute one of the pillars, the other pillars thrive on meaningful human connections amidst an ambient, world class infrastructure.

The University, since its inception, has put in place best-in-class infrastructure with provision of smart classrooms, well equipped & world class auditoriums, conference and seminar halls interspersed within the University. In line with our Strategic Plan, we initiated the work of Ayurvedic Hospital and College. We also laid the foundation stone for our 1000 bedded Medical Hospital & College.

We have always wanted to reach out to the best of the academicians for guidance and support in achieving our objective of becoming a Global destination. We hosted the National Vice Chancellor's Conference with the Theme of 'AtmaNirbhar Bharat', where almost 400 plus Vice Chancellors along with family & many more dignitaries joined the event. The Hon'ble Former President Mr. Ram Nath Kovind also graced the occasion along with the Chief Economic Advisor to the PMO, Govt of India.

| File Description | Documents |
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6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The University HR policies & rules effectively uses the bodies for guidance, decision making and efficient execution as per job roles specified.

Formulation of policies and review/approve of proposals done by Board of Governors which comes with recommendations of the Board of Management, which is the supreme executive body.

However, the curriculum & academic policies sent by the Departmental Councils are approved by Academic Council with recommendations from Board of Studies.

Finance Committee formulates annual budget, scrutinizes the accounts & expenditure proposals.

Board of Governors is Headed by the Chancellor, Board of Management and Academic Council is headed by Vice Chancellor & Finance Officer as the Secretary of Finance Committee.

IQAC engages in all quality initiatives of the university.

Research & Development Cell supervises research and project work

received from different funding agencies proposed by DRC, put up by SRC for approval by URC

Hon'ble Governor of Meghalaya being The Visitor the administrative setup is headed by the The Chancellor and The Vice-Chancellor is the Principal Executive and Chief Academic Officer executing the Chancellor/BoG's decisions.

The Registrar, Academic Registrar, Controller of Examinations and Admissions supervises the administration, curriculum/research and admissions/examinations respectively.

Deans of Schools/ Directors drive activities of concerned School/Centre.

| File Description | Documents |
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6.2.3 - Institution Implements e-governance in its areas of operations

6.2.3.1 - e-governance is implemented covering following areas of operation

- 1. Administration**
- 2. Finance and Accounts**
- 3. Student Admission and Support**
- 4. Examination**

A. All of the above

| File Description | Documents |
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6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff

HR Manual has policies of performance appraisal system for the teaching & non-teaching staff. Appraisal & promotion committees evaluate and recommend increments, promotions, reward & recognitions.

Faculty: CAPE committee evaluates and does annual appraisal scoring under DAPE & FAPE. FAPE-Faculty assessment & performance

evaluation-for faculty. DAPE-Departmental assessment & performance evaluation-for HoD. Scoring the attributes are done by various authorities as a 360° evaluation and a final score is arrived at for DAPE and FAPE both.

Non-Teaching Staff: For the junior cadre non-teaching staff, the members are evaluated by the appraisal committee and are done on qualitative inputs of punctuality, regularity, job involvement and they are graded in three scales for increments.

As for the Administrative staff, the evaluation is done basis the parameters like execution, performance and contribution, the increments are decided.

Welfare of the staff is an important area for the University.

Special incentives on performance & achievements.

Employee PF, Leaves, Personal and Professional Development, Interest free Car, Marriage, Other Loans mobilized from community fund, Free education to wards of staff members are few welfare schemes.

World Class Campus infrastructure with Day care & Health Centre facility, Free Transport for work life balance.

| File Description | Documents |
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6.3.2 - Total number of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

37

| File Description | Documents |
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| Upload the data template | View File |
| Upload relevant supporting document | View File |

6.3.3 - Number of professional development / administrative training Programmes organized by the institution for teaching and non-teaching staff during the year

7

| File Description | Documents |
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| Upload the data template | View File |
| Upload relevant supporting document | View File |

6.3.4 - Total number of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the year(Professional Development Programmes, Orientation / Induction Programmes Refresher Course, Short Term Course)

167

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
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6.4 - Financial Management and Resource Mobilization

6.4.1 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

USTM, an outcome of entrepreneurial effort with its journey starting from 1 computer & 4 students, today has almost 4000 students getting groomed as future human resource. We have robust mechanism to monitor effective and efficient utilization of resources for development of academic processes and infrastructure.

Resource Mobilisation: The financial pie of expenses come from the following sources

Promoter's Contribution, Student Fees, Bank Loan: Bank interest, Grants from Government & Non-Government Agencies, Alumni Contribution, Consultancy, Training& Miscellaneous.

Resource Utilization: The infrastructure of the University is utilized imaginatively and to the optimum.

Building, Roads and Horticulture, Computer Laboratories, Seminar Halls& Auditoriums, Libraries, Sports and other amenities, Outreach and Welfare.

Procedures for Resource Mobilization:

- The Board of Governors approve the annual budget of the University
- The Board of Management regulates and administers the revenue and property of the university.
- Finance Committee examines and monitors the accounts and scrutinizes the university proposals for expenditure and the Finance Officer is responsible for formulating the annual budget of the university.
- Internal Audit is conducted by independent Chartered Accountants regularly.

The Statutory Financial Audit compliance is conducted by chartered accountant every financial year.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

6.4.2 - Funds / Grants received from government bodies during the year for development and maintenance of infrastructure (not covered under Criteria III and V) (INR in Lakhs)

0

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload the data template | View File |
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6.4.3 - Funds / Grants received from non-government bodies, individuals, philanthropists during the year for development and maintenance of infrastructure (not covered under Criteria III and V)(INR in Lakhs)

31.23

| File Description | Documents |
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6.4.4 - Institution conducts internal and external financial audits regularly

University has system of Internal and External Audits to ensure control and compliance which is objective and transparent.

Internal Audit:

Control system of accounting is quarterly audit. Independent auditor team thoroughly audits each and every payment and the supporting documentation. The auditor checks each aspect of control from adequacy of requisition, documentation, and authorization and approval perspective at each stage of transaction to ensure propriety of the payments.

Observations raised by the auditor are given back to Accounts Department. Accounts department follows up with the concerned section to properly address auditor's queries by providing the requisite additional supporting documentation, authorization or corroborating evidence.

Finance Officer monitors the correction of deviations to update the Finance Committee and Sponsors through Board of Governors.

External Audit

Once a year External Auditors review the books of accounts and analyse the receipts and payments as per the applicable auditing standards and statues to ensure proper and timely compliance of applicable statutory and regulatory requirements. External auditors discuss observations with Accounts to seek explanations to satisfy themselves on the financial statements. The Auditors discuss the audit progress with the Finance Officer to address bottlenecks, if any, for the completion of audit as per the plan.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes by constantly reviewing the teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals

Post NAAC accreditation Institutionalization of few Quality processes:

1. Departmental Activity Control Mechanism.
2. Documentation and Retrieval of activity evidence.

We had initiated implementation of these control mechanisms in 21-22 and now these have been institutionalized.

IQAC Charter & SOP:

Charter of activities for the individual faculties and departments deployed in 21-22. On similar lines we also carved out charter of activities for the various centres. SOP for IQAC approval was circulated to ensure activities are done keeping the NAAC manual and SOP in mind. Charters were also reviewed periodically for guidance. This helped us to have 'First Time Right' Documentation and streamlined the documentation process.

IQAC Archive:

The IQAC Archive software was deployed in 21-22 wherein the activity convenors could submit activity reports and upload the relevant documents for review and storage. IQAC reviewed the uploaded documents and approved for storage. We retrieved the reports/documents from the archive and uploaded to the NAAC portal. The process was further simplified and a revised AQAR was deployed in 22-23. This ensured requisite documents are submitted basis the relevant metric as reference. This helped us to submit the 1st & 2nd AQAR on time without errors.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

6.5.2 - Institution has adopted the following for Quality assurance Academic Administrative Audit (AAA) and follow up action taken Confernces, Seminars, Workshops on quality conducted Collaborative quality initiatives with other institution(s) Orientation programme on quality issues for teachers and studens Participation in NIRF Any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

A. Any 5 or all of the above

| File Description | Documents |
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6.5.3 - Incremental improvements made for the preceding during the year with regard to quality

(in case of first cycle) Post accreditation quality initiatives(second and subsequent cycles)

Our University's engagement with the NAAC assessment process has revealed gaps in both academic and non-academic activities, prompting proactive strategies aligned with NAAC's standards. Addressing the initial setback in research activities, we revamped our Research Policy in 2021-2022, introducing incentives to spur faculty involvement in high-caliber research. This initiative led to a significant uptick in publications, faculty-edited books, and patents. To further bolster research endeavors, we reduced teaching loads and allocated dedicated research time in 2022-2023.

In tandem, we designated specific slots for E-Content creation, encouraging faculty to enrich our Learning Management System (LMS) and enhance student learning experiences. Efforts also extend to disseminating faculty E-Content on Swayam, and we are currently awaiting a response from the AICTE regarding our applications in this regard.

These ongoing endeavors underscore our commitment to elevating academic and non-academic standards, as evidenced by the revised Research Policy, comparative data on research outputs, and documentation of LMS enhancements. Applications to AICTE for Swayam inclusion reflect our dedication to fostering a robust educational ecosystem.

Documents:

Revised Research Policy and Incentive Circular

Pre and Post-Incentive Publication/Book/Patent Comparison

LMS E-Content and Media Centre Session Recordings

AICTE Swayam Inclusion Applications

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

MONITORING ON SAFETY & SECURITY:

- Anti-Sexual Harassment Committee: USTM codified an Anti-Sexual Harassment committee for women safety.
- Security Personnel deployed in blocks, hostels round the clock.
- CCTV Surveillance provided throughout the campus.
- Adequate Lighting all through the campus.
- Intercom Facility in each block.
- app provided wherein students can connect 24x7.

PHYSICAL FACILITIES

- Common Room for Boys & Girls with the necessary facilities provided.
- Washrooms for female located in each block.
- Day Care Centre is equipped with nurses, care-takers for the young children.
- Medical Facility provided with lady doctors and nurses.
- Wardens & Floor Coordinators allotted to each girls' hostel.
- Buses provided for female students, faculties and staff.

ACADEMIC ACTIVITIES:

- : 50% seat in all academic programs is reserved for girls.
- Women's Driving School is established by USTM.
- Competitive Examinations: Girl students are motivated to opt for competitive examinations.
- Counseling & Orientation: separate counselling session provided to each student.
- Women Empowerment Forum provides interest for free marriage loans, car loans etc.
- A Gender Audit to enhance facilities for girl students provided every consecutive year.

| File Description | Documents |
|--|---|
| Upload relevant supporting document | View File |
| Annual gender sensitization action plan(s) | https://iqac.ustm.ac.in/wp-content/uploads/2023/12/7.1.1-S1-Initiatives-for-Gender-Equity.pdf |
| Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common rooms d. Daycare Centre e. Any other relevant information | https://iqac.ustm.ac.in/wp-content/uploads/2023/12/7.1.1-S1-Initiatives-for-Gender-Equity.pdf |

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

A. Any 4 or All of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

As the University is growing the management has taken all necessary measures to implement proper waste disposal system.

SOLID WASTE MANAGEMENT

All the organic/biodegradable waste and non-degradable/recyclable wastes is handed over to concerned agency for recycling. University has installed an Organic Waste Composting plant to convert organic wastes to manure for in-house use.

LIQUID WASTE MANAGEMENT

The Liquid Waste generated from different blocks/ Laboratories is treated through Effluent Treatment Plant (ETP) before releasing the waste water in to the nature.

BIO MEDICAL WASTE MANAGEMENT

An authorized Bio Medical waste collector has been appointed; who in turn collects the segregated Bio Medical Waste (within 48 hrs) generated during the biological practicals or any research activities.

WATER RECYCLING SYSTEM

The waste water generated from different hostels and blocks are treated through Effluent Treatment Plant (ETP) and reused for watering saplings/greeneries.

HAZARDOUS CHEMICAL WASTE MANAGEMENT

The university has a well-defined policy to handle Hazardous Chemical after using in the laboratory for experimental purpose. Usually these are treated by Chemical methods before it is send to the ETP for further treatment.

E-WASTE MANAGEMENT

- The non-reusable electronic devices are segregated into chemical and non-chemical e waste and store them accordingly.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

**7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting
Bore well /Open well recharge Construction of tanks and bunds Waste water recycling
Maintenance of water bodies and distribution system in the campus**

A. Any 4 or all of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

A. Any 4 or All of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

- 1. Green audit**
- 2. Energy audit**
- 3. Environment audit**
- 4. Clean and green campus recognitions/awards**
- 5. Beyond the campus environmental promotional activities**

A. Any 4 or all of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

7.1.7 - The Institution has a disabled-friendly and barrier-free environment Ramps/lifts for easy access to classrooms and centres. Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies

A. Any 4 or all of the above

| of reading materials, screen reading, etc. | |
|---|---------------------------|
| File Description | Documents |
| Upload relevant supporting document | View File |
| <p>7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words)</p> <p>USTM epitomizes a stronghold of tolerance and inclusivity, embodying an unwavering commitment to nurturing an environment that cherishes diversity among its stakeholders. It fosters harmony amidst cultural, regional, linguistic, communal, and socio-economic disparities. The core initiatives prioritize the dignity of each individual, ensuring tolerance and parity for all, irrespective of race, ethnicity, age, gender, sexual orientation, socio-economic status, religious beliefs, or disabilities.</p> <p>The Institution's recognition of outstanding students extends to an inclusive environment that inspires young minds, reaching beyond its campus to students belonging to institutions in other Northeastern states. USTM honored Assam state toppers of HS Arts, Science, and Commerce, fostering excellence beyond its immediate purview.</p> <p>The law school launched a Mobile Legal House, offering legal aid to the underprivileged across various societal strata. Additionally, the outreach activities, spanning plantation drives, flood relief efforts, blood donation camps, NSS endeavors, and cancer patient assistance, mirror its commitment to inclusivity.</p> <p>The Institution conducts film screenings and awareness workshops, emphasizing girls' rights and the unique challenges they confront globally. Scholarships and free ships, distributed across diverse categories such as merit, economic status, disabilities, sports, and culture, are awarded irrespective of religion, race, ethnicity, or caste.</p> | |
| File Description | Documents |
| Upload relevant supporting document | View File |
| <p>7.1.9 - Sensitization of students and employees of the institution to constitutional obligations:</p> | |

values, rights, duties and responsibilities of citizens:

USTM endeavors to create responsible citizens by raising awareness among students and staff regarding constitutional duties, values, and rights. This is exemplified through:

The university boasts a comprehensive array of initiatives and events, all geared towards holistic development. Celebration of Azadi ka Amrit Mahotsav conducting different programs has instilled the values of humanism, national unity, communal harmony, and social cohesion among the students.

Under its Neighborhood Development Mission, USTM works for the local community, while the I Can I Will Academy empowers the physically challenged. The campus buzzes with intellectual energy through national and international seminars, workshops, and expert talks.

The practice of the unique "Pay Back Policy" of returning fees to students for their excellent results in competitive exams inspires all students about their duties and responsibilities. The campus prominently features statues of freedom fighters and national leaders, with roads named after key figures, serving as reminders of civic values, rights, and duties. Constitution Day and Gandhi Jayanti were celebrated to inculcate the values of a responsible citizen. The institution leverages social media to promote national identities and symbols, while students actively engage in debates, seminars, conferences, and more, propelling a culture of awareness and participation.

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on Code of Conduct are organized

All of the above

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

USTM hosts national and global commemorative events, fostering the essence of each day among learners. Through tributes, discussions, debates, quizzes, and cultural showcases, students and teachers honor remarkable figures. These activities unify diverse communities and ignite enthusiasm for science, innovation, and research. Some events include celebrating national and international days, creating a platform to impart valuable insights, and promoting cross-cultural understanding.

The institution pays homage to distinguished figures like Mahatma Gandhi, Dr APJ Abdul Kalam, Albert Einstein, and Stephen Hawking. These celebrations stand as a testimony to the institution's dedication to acknowledging and honoring key figures and critical global issues.

Annually, the institution hosts grand celebrations for Republic Day and Independence Day on its campus. The institution also dedicates events to commemorate World Social Work Day, where outstanding social workers receive the prestigious Social Work Excellence Award. Other important days such as World Rhino Day, International Women's Day, International Day of Women in Science, NSS Day, and International Yoga Day are observed enthusiastically.

| File Description | Documents |
|-------------------------------------|---------------------------|
| Upload relevant supporting document | View File |

7.2 - Best Practices

7.2.1 - Describe one best practice successfully implemented by the Institution as per NAAC format provided in the Manual

Objective of the practice:

Visioning an educated, developed, sustainable and economically growing Meghalaya with initiatives beginning from the Neighbourhood

The context:

Thrust was to create a sustainable plan against critical issues & challenges in the field faced earlier. Economic up-gradation was addressed and focus was on organic farming.

The Practice:

USTM adopted villages of nearby areas to uphold development of community around the SDG objectives. This initiative was revised in more precise manner where departments were allotted activity considering their domain knowledge. Department wise Neighborhood Mission Activity Charter is in supporting Documents uploaded. The main focus areas are given below:

Evidence of success:

- Poverty reduced through skill development
- Economy became better as handholding provided
- Lifestyle became healthier with campaigns on sanitation and hygiene
- School dropouts decreased with mass awareness & counseling sessions
- Environmental sustainability ensured through plantation drives

Problems encountered and resources required

- Distance of marketing facility: Rural Hatts
- Village road: Construct Roads
- Sanitation knowledge: Awareness campaigns
- School dropouts: Community library.

Environmental sustainability awareness: plantation drives & awareness

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

USTM has set a vision to become one of the best destinations of Teaching Learning by 2030 and the initiatives in this regards has been initiated during the last Academic Session. The initiative was kicked off with an 'Ambassadors Meet' which was conducted in New Delhi, wherein various Senior Academicians, Bureaucrats, High Commissioners & Ambassadors of various countries in India had met to agree on a Roadmap to move forward in this direction for attainment of this objective.

Interventions made by USTM towards these initiatives are as follows:

1. Our Vision towards the Global Objective
<https://ustm.ac.in/vision-2030/>
2. USTM website was modified to introduce international students web page <https://ustm.ac.in/international-students/>
3. Our Hon'ble VC , Prof.G D Sharma had visited & interacted with the Officials of London University ,British Council of UK & Association of Commonwealth Universities on 4th- 8th June,2023
4. The Education Minister, Govt. of Gabon & 8 delegates visited USTM on 17-18th June, 2023 to explore Higher Education options for their students.
5. Ambassadors Meet in Maurya Sheraton at New Delhi on 8th July,2023
6. USTM delegates visited Gabonese Universities on invitation from the Govt. of Gabon & MOU signed on 25th July,2023
7. Few MoUs are yet to get signed in the upcoming months.

7.3.2 - Plan of action for the next academic year

In the upcoming academic year 2023-24, a comprehensive plan is in place to foster various Faculty Development Programmes and Capacity Building Programme through. AIU-USTM-Academic &Administrative Development Center that has been approved . The topics planned are Mentoring Pedagogy & Classroom Delivery Enhancement Techniques, . Bridging Traditions: Incorporating Indigenous Knowledge in Higher Education Curriculum Artificial Intelligence in Advanced Teaching Learning ,Catalysing Academic Reforms through Capacity Building of Universities Administration to name a few.

Additionally, there will be a series of workshops on refining E-Content and conducting surveys in neighboring villages to address community needs. Efforts to attract international students will be intensified through expedited admission processes and the signing of more MoUs. Faculty development will be emphasized, particularly in research and pedagogy skills, alongside professional development workshops for senior officials. Submissions for NIRF Ranking and AQAR have been meticulously prepared for timely submission. Financial literacy workshops and mid-semester reviews will further enhance organizational efficiency. Initiatives such as updating AQAR archives, NBA accreditation, entrepreneurship workshops with IITG, ODL program implementation, establishment of Robotics Labs, and student skill enhancement programs will be undertaken. Finally, there will be a focus on integrating e-governance to streamline the teaching-

learning process.