

**PERIYAR MANIAMMAI INSTITUTE
OF SCIENCE AND TECHNOLOGY**

(Under Sec. 3 of UGC ACT 1956)

Periyar Nagar, Vallam Thanjavur - 613 403, Tamil Nadu, India
Phone : +91 4362 -264600 Fax : + 91 4362 - 264660
Email : registrar@pmu.edu Website : www.pmu.edu



**POLICIES, STRATEGIES
AND MECHANISMS
of
PMIST**

CONTENT LIST

POLICIES		
No.	Type of Policy	Page No
UQMS/ Policy No : 1	POLICY AND STRATEGY FOR ATTRACTING INTERNATIONAL STUDENTS	1
UQMS/ Policy No : 2	UNIVERSITY'S POLICY ON INVITING EXPERTS / PEOPLE OF EMINENCE TO DELIVER LECTURES AND/OR ORGANIZE SEMINARS	1
UQMS/ Policy No : 3	POLICIES/SYSTEMS REJUVENATE TEACHERS	2
UQMS/ Policy No : 4	POLICY OF THE UNIVERSITY TO CHECK MALPRACTICES AND PLAGIARISM IN RESEARCH	3
UQMS/ Policy No : 5	POLICY OF THE UNIVERSITY FOR STRUCTURED CONSULTANCY	3
UQMS/ Policy No : 6	POLICY FOR THE CREATION AND ENHANCEMENT OF INFRASTRUCTURE	4
UQMS/ Policy No : 7	COMPREHENSIVE IT POLICY	4
UQMS/ Policy No :8	POLICIES OF THE UNIVERSITY FOR ENHANCING STUDENT PARTICIPATION IN SPORTS AND EXTRACURRICULAR ACTIVITIES	6
UQMS/ Policy No:9	QUALITY POLICY	7
UQMS/ Policy No:10	POLICIES FOR PERIODIC REVIEW OF ADMINISTRATIVE AND ACADEMIC DEPARTMENTS, SUBJECT AREAS, RESEARCH CENTERS, ETC	8
UQMS/ Policy No:11	POLICY FOR GREEN AUDIT	8

STRATEGIES		
No.	Type of Strategies	Page No
UQMS / Strategy No:1	STRATEGIES ADOPTED FOR THE REVISION OF THE EXISTING PROGRAMMES	10
UQMS / Strategy No:2	STRATEGIES ADOPTED TO INCREASE / IMPROVE ACCESS FOR STUDENTS BELONGING TO THE FOLLOWING CATEGORIES	10
UQMS / Strategy No:3	STRATEGIES HAVE BEEN EVOLVED TO MEET THE NEEDS OF RESEARCHERS IN EMERGING DISCIPLINES	12
UQMS / Strategy No:4	STRATEGIES TO COLLECT FROM LIBRARY USER	13
UQMS / Strategy No:5	KNOWLEDGE MANAGEMENT STRATEGY	14

MECHANISMS		
No.	Type of Strategies	Page No
UQMS / Mechanism No:1	FORMAL MECHANISM TO OBTAIN FEEDBACK FROM STUDENTS REGARDING THE CURRICULUM	15
UQMS / Mechanism No:2	MECHANISM FOR THE EVALUATION OF TEACHERS BY THE STUDENTS / ALUMNI	15
UQMS / Mechanism No:3	MECHANISM TO ENCOURAGE MOBILITY OF FACULTY BETWEEN UNIVERSITIES FOR TEACHING AND FACULTY EXCHANGE PROGRAMMES WITH NATIONAL AND INTERNATIONAL BODIES	15
UQMS / Mechanism No:4	MECHANISM FOR REDRESSAL OF GRIEVANCES WITH REFERENCE TO EXAMINATIONS	16
UQMS / Mechanism No:5	MECHANISM TO TRACK THE STUDENTS' INVOLVEMENT IN VARIOUS SOCIAL MOVEMENTS / ACTIVITIES	16
UQMS / Mechanism No:6	INSTITUTIONAL MECHANISM TO MONITOR THE EFFECTIVE AND EFFICIENT USE OF FINANCIAL RESOURCES	17

UQMS / Policy No : 1	POLICY AND STRATEGY FOR ATTRACTING INTERNATIONAL STUDENTS
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The University has an International Student cell to help the students who are from abroad and who want to carry out higher studies and research at this University. University has received students from Malaysia, Singapore and Ghana. University has International student admission policy:

- 10% of the seats are reserved for NRI / PIO / Foreign National category following the norms of UGC / MHRD
- The curriculum meets the requirements of such student in terms of employability and suitability to work in their own countries on their return.
- Relative Grading System in line with Washington Accord enables International students' for credit transfer.
- International Academic Advisor (IAA) provides information about various programs to international students. Also on the campus and community besides providing support and assistance concerned with visas and other related immigration issues.
- International Student Services (ISS) provides them with the opportunity to:
 - ❖ Meet Indian students and get used to indigenous Culture
 - ❖ Meet students from other countries
- Offering Foreign Languages such as Russian, German and Chinese Mandarin etc.,
- Signing MoU with National and International Universities / Agencies / Organizations.

UQMS / Policy No : 2	UNIVERSITY'S POLICY ON INVITING EXPERTS / PEOPLE OF EMINENCE TO DELIVER LECTURES AND/OR ORGANIZE SEMINARS
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The University's policy as follows:

- Based on Feedback from students / faculties / Heads / Deans / Stakeholders
- The departments identify the emerging topics to be covered in the academic year in discussion with the faculties.
- Eminent persons are invited from MoUs signed Institutions / Industries / Organizations.
- Experts with national/international repute are invited for National/International seminar, workshop and conferences.
- The experts in various fields, identified from reputed academia, research institute and industry are invited for guest lectures, seminars and workshop for the benefit of students and faculties.
- For studio / field based courses, departments invite practicing professionals to handle classes for every semester on regular basis.

- Each department organize one seminar every semester by inviting people of repute. Eminent person from Academic, Industry and Research Institute are invited.

UQMS / Policy No : 3	POLICIES/SYSTEMS REJUVENATE TEACHERS
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- **Providing Research Grant**
 - Seed money is provided for initiating projects in thrust areas namely Health / Education / Agriculture / Rural Development / Tourism & Culture (HEART) based on the recommendation of the sub Committee constituted by the Vice-Chancellor.
 - In-house Research grants are also provided for the emerging areas on Energy, Environment and Empowerment extensively practiced in the campus.
 - Special incentives are provided to the faculties for publications in national/international journals / intellectual property rights / books, e-books etc.
- **Study Leave**
 - Study leave is provided for the permanent faculties who got admission for P.G. / Ph.D./ PDF as per the duration required.
- **Nomination to national/international conferences/seminars, in-service training, organizing national / international conferences**
 - Faculties are encouraged to attend national/international and to presence paper in conference/seminar/workshop/in-service training by availing On-Other Duty (OD).
 - HoD may recommend the faculties to attend the seminar/workshop/conference on roster basis as per the relevancy and specialization.
 - Each faculty can avail a maximum of ten days of OD per year. Additional number of ODs may be granted as needed by the Vice-Chancellor as per the recommendation of HoD and Dean.
 - Registration fee, TA and DA are provided for the faculties to attend these programs.
- **Organizing Conference and Workshop**
 - University encourages and supports the faculties to organize national/international level workshops/seminars/conferences.
 - University provides fund and other infrastructure facilities for conducting the conference / seminar / workshop.
 - Departments are encouraged to apply for funds from various government funding agencies.
 - Shortfall in grant if any is supplemented by the University

UQMS / Policy No : 4	POLICY OF THE UNIVERSITY TO CHECK MALPRACTICES AND PLAGIARISM IN RESEARCH
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- PMIST on malpractices has been given in section 21.2 and 21.3 of PMIST, M.Phil. /Ph.D., Regulations 2014.
- Research scholars must maintain research log book and it should be counter signed by the Research Supervisor.
- Research scholars shall submit a written report of work carried out by him /her in the prescribed proforma to the Supervisor who shall forward it to the Doctoral Committee within two weeks before the end of each 12 months period from the date of registration up to first 2 years and before the end of each 6 months period beyond 2 years.
- The progress report is to be submitted to the supervisor every three months, for which a detailed log book is maintained chronologically by the scholar.
- To detect and prevent plagiarism, open source software such as Viper, white smoke are used for manuscript.

Any adverse feedback about the originality of theses / published articles is taken into serious consideration for appropriate action.

UQMS / Policy No : 5	POLICY OF THE UNIVERSITY FOR STRUCTURED CONSULTANCY
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Official Policy of PMIST Structured Consultancy

- Experienced faculties/staff with appropriate skill are assigned to carry out consultancy work.
- In consultancy involving more machineries/instruments, earned income is shared in the ratio of 60% to University and 40 % to faculties/staff members.
- In consultancy involving less machineries/instruments, earned income is shared in the ratio of 40% to University and 60 % to faculties/staff members.
- Faculties/Staff are free to undertake consultancy and professional practices
- Consultancy being provided to PMIST/PSRPI- A Sister Trust.

UQMS / Policy No : 6	POLICY FOR THE CREATION AND ENHANCEMENT OF INFRASTRUCTURE
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- PMIST is committed to a sustainable existence and strives to reduce the environmental impacts of its operation strictly adhering to the National Building Codes (NBC), Indian Green Building Codes (IGBC) and Bureau of Indian Standards (BIS).
- PMU-2020, An institutional Building Approach, has been formulated and adhered to meet the demands and requirements of the University for the proportionate strength of students and the infrastructure development in three phases, viz.
Phase I - 2008-12,
Phase II - 2012-16 and
Phase III- 2016-20.
- The need of infrastructure is analyzed regularly, based on the departments' requirement and University's target, got it approved from the Board of Management of the University.
- The departments are to be equipped with ICT enabled classrooms to enhance good teaching-learning environment along with Wi-Fi connectivity, LCD projectors, LED TV, Interactive Smart Boards, document camera, audio and video systems with latest technology.

UQMS / Policy No : 7	COMPREHENSIVE IT POLICY
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IT Service Management

- To develop indigenous, home grown academic ERP package to manage all the data and process of the University as a single unified system and is used as a single unified database to store and retrieve data for various system modules.
- An e-governance committee is to be constituted for the design, development and deployment of the software package developed.
- The committee activities are aligned with administrative, academic, training and research needs of the University.

Information Security

- The e-governance Administration Group has overall responsibility for the security of the university's and student's information. Implementation of security policies is delegated throughout the university to all its users.
- The Head / e-governance is the individual or entity in possession or control of all data and is responsible for safeguarding the data and prevent disclosure of confidential or sensitive data.
- The Employee user is the individual, automated application or process that is authorized by the University e-governance Administration

group to create, enter, edit, and access data, in accordance with University e-governance policies and procedures. Each employee maintains the individual security of user name and passwords, and accountable for any activities linked to their accounts.

- Schools, departments, and other sections are responsible for securing any information they create, manage, or store, and for any information they acquire.
- Faculty and staff who use personally-owned systems to access university resources are responsible for the security of their personally-owned computers or other network devices.
- Any entity who is a registered guest user and connected to the university network is responsible for the security of its computers and network devices.

Network Security

- Internet services use web filtering, content filtering and gateway antivirus and Firewall in order to restrict the access of unwanted websites.
- CCTV surveillance systems are to be deployed at various points in all computer labs of the University campus.
- Wi-Fi access is to be controlled.

Risk Management

- All the eligible IT and electronic equipments are to be insured against ravages and also damage due to fire / natural hazards and disasters.
- The blade server setup helps in combating the risk due to failure by high end mirroring and are placed in different buildings.
- Lengthy smart passwords are to be provided for protection. (minimum length of characters shall be ensured).
- Non-dictionary words are to be avoided and password-aging features as well as shadow password are to be configured. Servers are to be configured with the minimum necessary services and packages.
- For Systems updation is to be done periodically.
- Spyware and adware pose security, privacy and productivity risks are to be made available.
- All the systems are installed with 'Clean Catch' software to scan and clean the systems automatically when switched on.
- Access control rules for users / user restrictions are enforced and old accounts are removed from machines
- Disaster recovery plan is to be developed and made available and all operators are to be trained.
- Examination and Finance Section data is to be securely backed-up every day.
- Backup is to be kept in a secure locked storage to prevent theft or tampering with stored data.

Software Asset Management

- Faculty and staff are to be made aware of the copyright and licensing requirements of the software.
- Proof of purchase and other authorization of all software installed are to be documented which includes the appropriate number of copies to support the simultaneous users in a networked environment.
- Software is subject to copyright and license restrictions including reproduction and distribution limitations. Software from old computers are to be removed when licensed software is installed on replacement computers. Demonstration copies of software when not purchased for use are to be removed and unauthorized copies of software are to be discarded. Unauthorized copies of software for use or distribution are prevented.
- The University follows the GOI policy to promote Free Open Source Software for Education (FOSSE).
- The FOSSE are to be identified for teaching in all the departments while a few Proprietary Software are to be taught to enhance the employability.

Green Computing

- Wi-Fi enabled infrastructure reduces the wired hazard, resource consumption and improve the disposal of electronic waste.
- Following the appropriate standards, efficient tools and operating platforms are to be used for energy consumption in various domains such as hardware, data and applications.
- All the academic and administrative information are to be communicated among faculty and staff through e-mails.

UQMS / Policy No :8	POLICIES OF THE UNIVERSITY FOR ENHANCING STUDENT PARTICIPATION IN SPORTS AND EXTRACURRICULAR ACTIVITIES
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- The institution advertises prominently to attract national, state, district and zonal and local players and provides sports scholarships as below.
 - National Level Participation- 100 % waive off in tuition fee
 - State Level Participation- 75 % waive off in tuition fee
 - District Level Prize Winners-50 % waive off in tuition fee
- Female and male sport persons are given equal opportunities
- National, State, District and Zonal and local players studying in this university are continuously monitored and motivated to participate in programmes conducted by Association of Indian Universities/ Consortium of Deemed Universities of Tamilnadu and any other agencies/ organizations/ various events across the country.

- Sports persons are permitted to attend national events even during their University Examination and special exams are being conducted for them without affecting their exam credits.
- Sports person's absence is considered as On other Duty (OD) in the department during sports practice session and participation in the sports event and attendance is given.
- Special Lectures / Tutorials / Lab Sessions are conducted for those who miss their regular classes during the participation in sport events.
- Uniform and other required materials are provided to the students / teams when they represent University in various events both as an individual and as a team.
- Special nutritious dietaries such as egg, milk, meat, rich protein based pulses, cereals are provided.
- Special sports awards are provided to outstanding sports students and their names are displayed in the Physical Education Department Honor Board / University Roll of Honour Board.
- Special Coaching and Training is provided by External Experts for athletics, sport and games.
- Outstanding sport person is to lead the Intramural Houses during Annual Sports Meet.
- To attract students participation in sports tuition fee waiver and scholarship are provided.

UQMS / Policy No:9	QUALITY POLICY
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Quality Policy

To be a leading institution of excellence in education and research by providing professional competence to meet the academic, scholastic and societal needs.

This policy is incorporated in the University Quality Management System.

- It was designed reflecting the vision and mission of the university and based on deliberations carried out by the Board of Management.
- The motivation towards the quality policy and professional competency of the university commences from the day one onwards initiated by the competent authorities like Chancellor, Vice Chancellor and other authorities participating in various programs like orientation etc.
- Quality policy is printed in university calendar, and also displayed on various strategic locations.
- The quality policy is periodically reviewed in the monthly IQAC meeting, special IQAC meeting, in-house surveillance audit, annual surveillance, ISO auditing.

UQMS / Policy No:10	POLICIES FOR PERIODIC REVIEW OF ADMINISTRATIVE AND ACADEMIC DEPARTMENTS, SUBJECT AREAS, RESEARCH CENTERS, ETC
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- Administrative and academic policies, subject areas policies and Research Centers are reviewed periodically by UQMS to design strategies to improve the functioning of the systems through its periodical and surveillance audit.

All the meetings of the statutory Committees / boards are regularly conducted with the periodicity described in the constitution and bye-laws of PMIST for reviewing and rectifying fallacies and redundancies

UQMS / Policy No:11	Policy for Green Audit
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Since its inception in 1988 the sprawling Campus of 120 acres of arid land has gradually been transformed into a green garden with 36,820 trees by establishing a centre called Periyar Centre for Environmental Management (PCEM). This centre has been established under Women's Environmental Programme sponsored by Canadian International Development Agency (CIDA) in collaboration with University College of Cape Breton (UCCB) and the College of the North Atlantic (CAN), Canada. It offers Environmental and Energy related services to safeguard the planet earth from disaster. As the institution has been engaging more attention on Water Conservation and Grey water Utilization, the Centre further bloomed in to a Centre for Clean Water. Not only conserving the water in the premises, the centre extended its service to the rural areas nearby under Periyar PURA Scheme and was renamed as **Centre for Climate Change** in the year 2009. It renders its service towards the cleanliness of its neighborhood through active participation in Clean Thanjavur and *Valam Kundra Vallam* movements, and also monitors and manages the solid and liquid waste inside the premises.

- The University is committed to a green policy which includes sustainable development activities like landscaping and vegetation, water conservation, energy conservation, waste management and green building materials like fly-ash bricks.
- The University aims to achieve Zero Carbon Footprint by 2025. One of the ways identified for achieving this goal is reduction of wastage in energy and increasing the use of renewable energy.
- Consumption of energy is continuously monitored by a team of faculty and students from the Department of Electrical and Electronics Engineering. Ways to reduce energy usage are discussed every month in the IQAC meeting. Promising ideas are implemented subsequently.
- The University published a booklet called “GREEN PRACTICES IN PMU TOWARDS ZERO CARBON BY 2025” to create awareness among faculty and students. The University practices Reduce, Reuse, Recycle, Refuse and Recover philosophy in all its activities. Colour coded bins are used in the entire campus to segregate the solid waste.
- The university has a Periyar R & D Centre for Solar and Bio Energies to perform research in renewable energy and continuously strives to increase the use of renewable energy in the university’s day to day operations.
- Two student clubs, namely Energy Club and Environment Club along with the centre for climate change conduct awareness programs periodically among students and the public about energy conservation, water conservation, tree plantation and solid waste management.
- Use of motor vehicles is not permitted inside the campus. All are motivated to use bicycles inside. This reduces pollution in the total area of the university.
- The university continuously increases its green cover by planting trees. Every year tree saplings are planted by the newly admitted students of that academic year and also by the guests. All pervasive greenery on the sprawling premises of the university symbolizes the institutions success in countering environmental pollution and Eco-friendliness. Greenery and vegetation are maintained all over the campus.

UQMS / Strategy No:1	STRATEGIES ADOPTED FOR THE REVISION OF THE EXISTING PROGRAMMES
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Strategies adopted for revising the existing programmes:

- Outcome of Academic audit availing experts from reputed academic institutions and also from industry / corporate incorporated.
- Referring to National and International premier academic institutions.
- Guidelines from the regulatory and statutory bodies such as MHRD, UGC, AICTE, CoA and NCTE.
- Input received from stakeholders as feedback.
- Industrial / societal needs drawn from national and international organizations and published reports
- Inclusion of experts from industry to serve as members in Board of Studies in all the programmes.

UQMS / Strategy No:2	STRATEGIES ADOPTED TO INCREASE / IMPROVE ACCESS FOR STUDENTS BELONGING TO THE FOLLOWING CATEGORIES
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- **SC/ST**
- **OBC**
- **Women**
- **Persons with varied disabilities**
- **Economically weaker sections**
- **Outstanding achievers in sports and other extracurricular Activities**
- 100% reservation policy of Govt. of India is being followed.
- 3% of seats are allotted for Persons with Disabilities and sports persons
- Being the Institution run by the public charitable trust, Management merit scholarships are awarded besides scholarships awarded by State, Central Governments and other benevolent organizations/foundations.
- PMIST Management Merit Scholarship awarded are as follows:
- Reservation policy of GoI, seat allocation (3%) for disabled persons and sports, award of various scholarships are strategies adopted.

- **SC/ST and Persons with Disabilities**

Name of Scholarship	Eligibility	Cut off Mark	Quantum per annum
Merit Scholarship III A	Overall 65% Marks and above in H. Sc.	170 & above	45% in tuition fee
		180 & above	50% in tuition fee

- **OBC**

Name of Scholarship	Eligibility	Cut off Mark	Quantum per annum
Merit Scholarship III A	Overall 75% Marks and above in H.Sc.	170 & above	45% in tuition fee
		180 & above	50% in tuition fee
Scholarship for Students from Sister Institutions	Students from Sister Institutions		15% in tuition fee
Scholarship for Siblings of existing PMU Students.	Brothers or Sisters of Existing Students		15% in tuition fee
Scholarship for Wards of PMU Employees	Wards of Employees of University and Sister Institutions		15% in tuition fee

- **Women**

Name of Scholarship	Eligibility	Cut off Mark	Quantum per annum
Scholarship for Thanjavur District Students	General-75%	General- 140	□10,000
	OBC-70%	OBC-130	
	SC/ST/PwD-65%	SC/ST/PwD-120	

- **Economically weaker sections**

Name of Scholarship	Eligibility	Quantum per annum
First Graduate Scholarship	Students should be first graduate in the family	□20,000
Socio-Economic Scholarship	Poor Students with good marks (applicable on case to case basis)	Scholarship of upto 90% on tuition fee for poor students who secured more than 85%
Periyar PURA Villages Scholarship	Students from Periyar PURA Villages (67 Adopted Villages)	15% in tuition fee

- **Outstanding achievers in sports**

Name of Scholarship	Eligibility	Participation	Quantum per annum
Sports Scholarship	Participated and got rank in Games / Athlete	National Level Participation	100 % in tuition fee
		State Level Participation	75 % in tuition fee
		District Level Prize Winners	50 % in tuition fee

UQMS/ Strategy No:3	STRATEGIES HAVE BEEN EVOLVED TO MEET THE NEEDS OF RESEARCHERS IN EMERGING DISCIPLINES
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PMIST has established the following centres to promote its Research activities.

Centre for Climate Change (CCC) is engaging in research in clean development mechanisms such as carbon footprint, disposal and management of solid and liquid wastes.

Centre for Rural Development (CRD) is undertaking research on sustainable technologies on rural developments.

Veeramani Mohana Centre for Quality of Life Engineering Research (VMCQLER) promotes traditional and herbal health practices, early diagnosis of diabetics, CpG methylation in cancer tissues.

Centre for Periyar Thought (CPT) involves in the dissemination of the ideals of Periyar EVR and encourages research in the study of Periyar and his thoughts in a comparative angle.

Conducts certificate courses, M.Phil and Ph.D programmes.

Periyar R&D Centre for Solar and Bio Energies has been established to promotes research in Renewable Energy. A Bio-methanisation plant was set up to carry out research which is jointly funded by MNRE, GoI and PMIST.

In addition, the following three Centres of Excellence have been established.

Centre of Excellence for Next Generation Networks (CNGN) – with the investment of Rs. 120 Lakhs.

- To help students and staff to take up research oriented projects.
- Joint establishment will provide better skills for the students in the placement and research in SDH, DWDM, L2 & L3 switching networks and in networking industries.

Centre of Excellence for Enterprise Resource Planning (CEERP) – with the investment of Rs. 255 Lakhs.

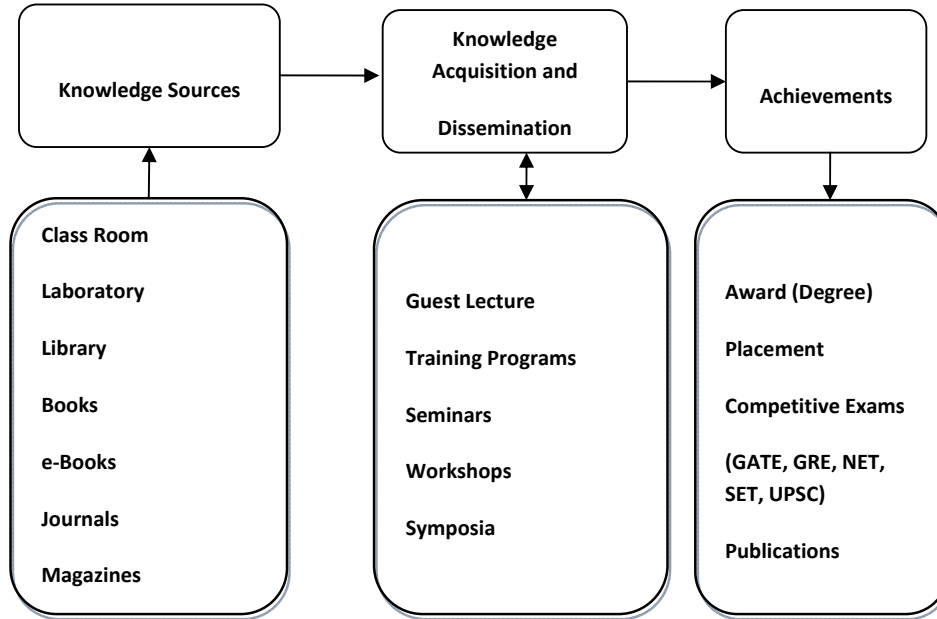
- Provides basic knowledge for research on Enterprise Resource Planning (ERP)

Centre of Excellence for Training and Automation Technologies (CETAT)– with the investment of 388 Lakhs. Provides an insight into Automation and instrumentation for research.

UQMS/ Strategy No:4	STRATEGIES TO COLLECT FROM LIBRARY USER
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- Feedback is collected from the students and faculties once in a semester.
- Suggestions and Problem-solution register is made available in the library.

Constructive suggestions obtained through feedback collected and from Problem-solution register are analyzed in the library committee meeting and implemented by the library



PMIST – Knowledge Management System

UQMS/ Mechanism No:1	FORMAL MECHANISM TO OBTAIN FEEDBACK FROM STUDENTS REGARDING THE CURRICULUM
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- Feedback is obtained from the students at the end of each semester regarding curriculum and syllabus.
- Overall feedback is obtained from the outgoing students at the end of the programme.
- Feedback input from alumni.

UQMS/ Mechanism No:2	MECHANISM FOR THE EVALUATION OF TEACHERS BY THE STUDENTS / ALUMNI
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- University Quality Management System (UQMS) is well established in the University, which monitors the feedback mechanism in the University.
- There are feedback mechanisms to get feedback from students regarding the teachers using Form B and Form C for every semester for every course.
- Another feedback through “PMU/UQMS/002 Students Feedback on Faculty” is received from the whole class for further action. The feedback is anonymous for maintaining confidentiality.
- The report is informed to the faculty by the HoDs for corrective action.
- Based on the feedback the course teacher modifies the teaching methodology which improves the quality of teaching.
- This is monitored by the concerned HoD and School Dean.

UQMS is well established and monitors the feedback mechanism. Different (Question Papers) to collect feedback from students, about the performance of teachers for corrective answers

UQMS/ Mechanism No:3	MECHANISM TO ENCOURAGE MOBILITY OF FACULTY BETWEEN UNIVERSITIES FOR TEACHING AND FACULTY EXCHANGE PROGRAMMES WITH NATIONAL AND INTERNATIONAL BODIES
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- The University permits the faculty members to participate as resource persons in specialized programmes organized by different universities across the country.
- University also attracts experts from national and international level for brain gain.
- Teaching / Faculty Exchange programme at National and International level is implemented through MoUs.

UQMS / Mechanism No:4	MECHANISM FOR REDRESSAL OF GRIEVANCES WITH REFERENCE TO EXAMINATIONS
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- University has got three stage mechanisms for redressal of grievances.
 - The system allows the students to clarify their doubt/grievances regarding the paper valuation with the course teacher.
 - If the student is still not satisfied with the evaluation, the student can take the grievance to the concerned HoD and then to School Dean.
- Recommendations given by the course teacher, HoD and School Dean are to be placed to the Quality Assurance Committee (QAC). QAC is the final authority to take final decisions on the grievances.
- For major grievances, on recommendations of the School Dean, the final authority to redress is Vice Chancellor.

UQMS / Mechanism No:5	MECHANISM TO TRACK THE STUDENTS' INVOLVEMENT IN VARIOUS SOCIAL MOVEMENTS / ACTIVITIES
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- It is mandatory for all the students to participate in any one of NSS / NCC / YRC / NSO / RRC and any one activity of Clubs and Societies.
- Every student has to participate / work in the above mentioned activities for 240 hours aiming at personality and character development as partial fulfillment of their UG Programme.
- Every activity of the student is being monitored and recorded by the independent counselor / mentor in their student counseling record.

UQMS/ Mechanism No:6	INSTITUTIONAL MECHANISM TO MONITOR THE EFFECTIVE AND EFFICIENT USE OF FINANCIAL RESOURCES
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- Finance Committee monitors the effective and efficient use of financial resources.
- As per the recommendations of ICAI / MHRD, the University is following 'Accrual system' and 'fund based accounting' from the year 2013-14.
- The Institutional mechanism for controlling the financial resources consists of Budgeting, Allocation, Monitoring (in-house auditing) and statutory annual auditing.
- Annual budgets are prepared according to the requirements from the Departments, Centers, Estate office. The budget is presented to the Finance Committee which scrutinizes and recommends it.
- Once the Finance Committee approves the budget, it is presented to the Board of Management (BOM) for its approval.
- After the approval of BOM, departments are informed about the allocation of funds made against various heads.
- The Finance Department monitors the actual expenditure against budget.
- In the middle of the year the budget and actuals are compared and a revised budget is prepared and presented to the finance committee if necessary.
- The above points deal with managing funds at a macro level. The university has its own set of financial rules and regulations as checks and balances at the micro level also. Some of the financial regulations at the micro levels are as follows:
- Separate bank Accounts are maintained for Government funded projects, scholarships, NSS, and all professional bodies such as ISTE, CSI, IEEE, IE(I) etc.
- All expenditures are made with the authorization of competent authorities. The authorization levels are, HoDs upto Rs.5000/-, Registrar up to Rs.1,00,000/- and above Rs. 1,00,000/- by the Vice-Chancellor.
- Whenever financial transactions are involved, separate committees like Purchase committee / Scholarship Committee/ Fees Committee/ Asset Disposal committee etc., are formed and their activities are monitored.

**Management Representative/
University Quality Management System**