YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution   CALCUTTA INSTITUTE OF ENGINEERING AND MANAGEMENT

- Name of the Head of the institution   Prof. (Dr.) Sanjib Sil

- Designation   Principal

- Does the institution function from its own campus?   Yes

- Phone no./Alternate phone no.   03324219951

- Mobile no   7605027823

- Registered e-mail   principalciem@ciem.co.in

- Alternate e-mail   iqac@ciem.co.in

- Address   24/1A, Chandi Ghosh Road

- City/Town   Kolkata

- State/UT   West Bengal

- Pin Code   700040

2.Institutional status

- Affiliated /Constituent   Affiliated

- Type of Institution   Co-education

- Location   Urban

- Financial Status   **Self-financing**

- Name of the Affiliating University   **Maulana Abul Kalam Azad University of Technology**

- Name of the IQAC Coordinator   **Prof. (Dr.) Sanjib Sil**

- Phone No.   **03324219951**

- Alternate phone No.   **7605027824**

- Mobile   **7605027823**

- IQAC e-mail address   **iqac@ciem.co.in**

- Alternate Email address   **principalciem@ciem.co.in**

3.Website address (Web link of the AQAR (Previous Academic Year)   https://ciem.co.in/wp-content/themes/ciem/assets/iqac-docs/aqar/AQAR_20_21.pdf

4.Whether Academic Calendar prepared during the year?   **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: https://docs.google.com/document/d/1pRbDBsu4lBt-kngD2NwAt7QrQo44kNZV/edit

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B+**	**2.7**	**2019**	**04/03/2019**	**03/03/2024**

6.Date of Establishment of IQAC   **12/02/2018**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	**NIL**	**NIL**	**NIL**	**0**

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   **2**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?   **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report   No File Uploaded

10.Whether IQAC received funding from any of the funding agency to support its activities during the year?   **No**

- If yes, mention the amount

11.Significant contributions made by IQAC during the current year (maximum five bullets)

Conducting Internal Audit

Successful completion of Add on courses

Arranging Faculty development program

Completion of green audit

Feedback analysis of stake holders

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
Monitoring Add on courses	**Successful completion of Add on courses**
Monitoring Faculty Development Program	**Sucessful completion of FDPs**
Taking Feedback from all the stakeholders	**Feedback analysis**
Monitoring Academic audit and green audit	**Conducting academic audit and green audit**

13.Whether the AQAR was placed before statutory body?   **Yes**

- Name of the statutory body

Name	Date of meeting(s)
CIEM Society	**26/04/2024**

14.Whether institutional data submitted to AISHE

Part A

Data of the Institution

1.Name of the Institution	CALCUTTA INSTITUTE OF ENGINEERING AND MANAGEMENT
• Name of the Head of the institution	Prof. (Dr.) Sanjib Sil
• Designation	Principal
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• Mobile no	7605027823
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• Alternate e-mail	iqac@ciem.co.in
• Address	24/1A, Chandi Ghosh Road
• City/Town	Kolkata
• State/UT	West Bengal
• Pin Code	700040
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• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban
• Financial Status	Self-financing
• Name of the Affiliating University	Maulana Abul Kalam Azad University of Technology
• Name of the IQAC Coordinator	Prof. (Dr.) Sanjib Sil

• Phone No.	**03324219951**
• Alternate phone No.	**7605027824**
• Mobile	**7605027823**
• IQAC e-mail address	**iqac@ciem.co.in**
• Alternate Email address	**principalciem@ciem.co.in**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://ciem.co.in/wp-content/themes/ciem/assets/iqac-docs/aqar/AQAR_20_21.pdf
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://docs.google.com/document/d/1pRbDBsu4lBt-kngD2NwAt7QrQo44kNZV/edit

5.Accreditation Details

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Cycle 1	**B+**	**2.7**	**2019**	**04/03/2019**	**03/03/2024**

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• Upload latest notification of formation of IQAC	View File
9.No. of IQAC meetings held during the year	**2**
• Were the minutes of IQAC meeting(s) and compliance to the decisions have	**Yes**

been uploaded on the institutional website?		
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**	
• If yes, mention the amount		

11.Significant contributions made by IQAC during the current year (maximum five bullets)

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13.Whether the AQAR was placed before statutory body?	**Yes**
• Name of the statutory body	

Name	Date of meeting(s)
CIEM Society	26/04/2024

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	24/02/2022

15. Multidisciplinary / interdisciplinary

CIEM follows multidisciplinary curriculum to equip the students with an overall knowledge on allied fields besides their core subjects under MAKAUT.

For every B.Tech. Course there are options for learning subjects like Physics, Chemistry, Mathematics, English, Biology, Environmental Science, Language laboratory are taught in their 1st four semesters.

Sample course structure for B.Tech 1st year:

First Year First Semester							
Mandatory Induction Program- 3 weeks duration							
Sl No.	Category	Subject Code	Subject Name	Total Number of contact hours			Credits
				L	T	P	
Theory							
1	Basic Science course	BS-PH101/ BS-CH101	Physics-I (Gr-A)/ Chemistry-I(Gr-B)	3	1	0	4
2	Basic Science course	BS-M101/ BS-M102	Mathematics –IA*/ Mathematics –IB *	3	1	0	4
3	Engineering Science Courses	ES-EE101	Basic Electrical Engineering	3	1	0	4
	Total Theory			9	3	0	12
Practical							

1	Basic Science course	BS-PH191/ BS-CH191	Physics-I Laboratory (Gr-A)/ Chemistry-I Laboratory (Gr-B)	0	0	3	1.5
2	Engineering Science Courses	ES-EE191	Basic Electrical Engineering Laboratory	0	0	2	1
3	Engineering Science Courses	ES-ME191/ ES-ME192	Engineering Graphics & Design (Gr-B)/ Workshop /Manufacturing Practices (Gr-A)	1	0	4	3
	Total Practical			1		9	5.5
	Total of First Semester			10	3	9	17.5

Credit based course on Environmental education is a part of the curriculum. Students are encourage to take part in various activities like distribution of necessary accessories to needy people, blood donation camps, celebration of International Womens' and Language Day, sit and draw competition for local children, facilitation and providing of scholarship to under priviledged and meritorius students. These are credited as a part of their Mandatory Additional Requirement (MAR) points.

As per the present curriculum structure B.Tech. Students take admission in 1st year and in 2nd year(lateral entry) and finally complete the course at the end of 4th year.

The institute has a research cell named Innovation Cell where multiple student activities happened throughout the year. They organised various events like tech fest, coding competitions etc. They are involved under the supervision of a highly enthusiastic team of faculties.

16. Academic bank of credits (ABC):

CIEM, being an institute affiliated under MAKAUT, has limited scope for change or upgradation of syllabus. Still in its thrive for excellence, it offers maximum number of choice based optional subjects to the students. It also encourages students to participate in various national level competitions and conferences.

17. Skill development:

The institution emphasises on skill development by offering multiple electives and add-on courses.

The Institute organizes various hardware as well as software model based competitions and exhibitions throughout the year (eg. tech fest) which is open to both internal and external students. The judges are eminent personalities from respective fields.

The soft skill development program is an integral part of every student's curriculum.

The Constitution of India is a mandatory course for many B.Tech courses. Values and Ethics course is made mandatory for all to have ethical values inculcated.

Mandatory participation of students in various MOOCs courses (NPTEL, SWAYAM platform, Coursera).

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

As per existing guidelines of MAKAUT there is no provision for introducing regional language based curriculum and the corresponding teaching-learning system. Primary language of communication is English.

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

As per existing guidelines of MAKAUT,
CIEM introduced various assessment methods by taking online quizzes and assignments using google classroom or by physical means. Each subject is assessed with respect to the curse outcome and their attainments, also the programme outcomes and the programme educational objective can be calculated. This helps to get an idea about the student's understanding of the subject and can measure the learning outcomes.

20.Distance education/online education:

Online education through lectures in google classroom platform for both theoretical and practical subjects have been imparted throughout the year. Students are directed to do MOOCs courses in NPTEL, SWAYAM platform.

Extended Profile

1.Programme

1.1	6
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	948
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	183
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	310
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic

3.1	56

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	**68**

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**24**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**1744152**
4.3 Total number of computers on campus for academic purposes	**320**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The Institution follows the curriculum provided by Maulana Abul Kalam Azad University of Technology.The Principal of the Institution conducts meetings with the various department heads to develop strategies for effective implementation of the curriculum. An academic calendar is prepared based on the calendar received from the University, with dates set and fixed for the internal exams and extracurricular events.

Faculties are encouraged to impart the curriculum through innovative teaching methods such as presentations, assignments, discussions, workshops, seminars and industrial visits.

Monthly work load analysis is conducted by HOD. Progress of the

course is monitored by HOD,The Institution follows Outcome-based education (OBE).

The students have mentors who they can approach in case of issues or counselling. For a group of around 15 students a teacher is allocated as Mentor.

The students can use mobile app to access and download course materials, take tests and assignments, and hence learning is not restricted just within the boundaries of the classroom.

Feedback from industry and alumni is given due importance in defining graduate attributes and design of course outcomes.

Timely feedback is obtained from the students and staff. Measures are taken to enforce necessary changes by the HODs and principal.

Institute follows the Continuous Assessment CA1, CA2, CA3 and CA4.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

Before commencement of the academic year, the Institution prepares and publishes an 'Academic calendar'. The academic calendar is published on the website of the college and displayed in the notice boards. The students' academic progress is monitored regularly by adopting the strategy of continuous internal evaluation, seminars, project work, test and semester examinations. For the implementation of the Internal Assessment Process, Examination committee is formed at the college level which monitors the overall internal assessment process.

Measurement ofacademic progress of the students is done by internal assessment, result analysis, attendance and project through academic units and functionaries

- Student's feedback-Institution conducts student feedback process every semester to improve teaching quality, infrastructure and the entire learning experience.

- **Mentoring: – The faculty regularly interacts with the assigned students to access and monitor the progress of each student.**
- **Student's academic evaluation- Each theory class followed workbook assignment as well as Google classroom assignment and online quiz test for performance evaluation.**

File Description	Documents
Upload relevant supporting document	**No File Uploaded**
Link for Additional information	**Nil**

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	**No File Uploaded**
Any additional information	View File

1.2 - Academic Flexibility

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

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

06

File Description	Documents
Any additional information	**No File Uploaded**
Minutes of relevant Academic Council/ BOS meetings	**No File Uploaded**
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

07

File Description	Documents
Any additional information	**No File Uploaded**
Brochure or any other document relating to Add on /Certificate programs	**No File Uploaded**
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

316

File Description	Documents
Any additional information	**No File Uploaded**
Details of the students enrolled in Subjects related to certificate/Add-on programs	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

As the college is an affiliate of the university Maulana Abul Kalam Azad University of Technology (MAKAUT), the college itself do not have much scope and opportunity to develop and design its curriculum. It follows the curriculum suggested by the university. However, the university in recent times has introduced the Choice Based Credit System in which Skill, Enhancement Courses (SEC) and

Discipline Specific Electives (DSE) are incorporated to supplement the, basic Core Courses. In these SECs and DSEs there are several cross cutting issues which are relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability.

The university itself has many courses related to this.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	No File Uploaded

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

01

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

292

File Description	Documents
Any additional information	**No File Uploaded**
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	[View File](#)

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://ciem.co.in/iqac/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	**No File Uploaded**
Any additional information	**No File Uploaded**

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	**No File Uploaded**
URL for feedback report	https://ciem.co.in/iqac/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

170

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	[View File](#)

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

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

31

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	[View File](#)

2.2 - Catering to Student Diversity

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

The students are admitted on the basis of WBJEE Rank. After taking admission, they undergo a bridge course(Physics-ChemistryMathematics) before the commencement of regular classes. This is to help the students from different backgrounds to be at par with each other. Once the classes commence, the learners are evaluated by means of both direct (internal tests) and indirect assessment (tests on soft skills,projects, practical knowledge...). By dint of the data collected in this process, the teachers can easily identify the good, average, and poor learners according to the proficiency in relevant fields of knowledge. The institute makes sure that they receive adequate support for their development. The slow learners are given additional support by conducting Remedial Classes for them beyond class hours to help them cope with the studies. These classes are taken whenever the teacher concerned decides on its necessity. On the other hand, the better learners are given opportunities to work with their teachers in various projects. In addition, since peer-to-peer learning is constantly encouraged the advanced learners get an additional opportunity to reinforce their knowledge. Further,they are given opportunities to deliver presentations in seminars, and participate in group discussions in order that they can improve themselves.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
948	**56**

File Description	Documents
Any additional information	[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

We use multiple project based and laboratory based classes for experiential learning. Students perform in group for giving assignments and presentations. They also go for field training or internship training.

File Description	Documents
Upload any additional information	**No File Uploaded**
Link for additional information	**Nil**

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

All theory and Laboratory classes were heldusing projector and smart classroom.

Institute provides the following Information and Communication Technology (ICT) facilities:

Internet-300 mbps

LCD Projector- 15(8+7)

Desktop- 626

Laptop- 15

Printer-15

Smart Class room-10

Digital Library- 1

Journal-15

E-Journal-2335 (INTERNATIONAL LEVEL: IEEE-206+JGATE-2000+ NATIONAL LEVEL (29))

File Description	Documents
Upload any additional information	**No File Uploaded**
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	**No File Uploaded**

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

56

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	**No File Uploaded**
Circulars pertaining to assigning mentors to mentees	**No File Uploaded**
Mentor/mentee ratio	<u>View File</u>

2.4 - Teacher Profile and Quality

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

56

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	**No File Uploaded**
List of the faculty members authenticated by the Head of HEI	**No File Uploaded**

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

09

File Description	Documents
Any additional information	**No File Uploaded**
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

336

File Description	Documents
Any additional information	**No File Uploaded**
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

At college levelThree CAsin a semester are conducted for internal evaluation.

?CA1 is based on the student centric activities where students present PPT on a topic provided by the respective faculties.

?CA2 is based on Assignment on a topic given by respective faculties.

- CA3 is based on the written examination conducted by our examination cell.
- Apart from these university conduct CA4 examination on online method but all the venues are self college of the student.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

?At college levelThree CAsin a semester are conducted for internal evaluation.

?CA1 is based on the student centric activities where students present PPT on a topic provided by the respective faculties.

?CA2 is based on Assignment on a topic given by respective faculties.

- CA3 is based on the written examination conducted by our examination cell.
- Apart from these university conduct CA4 examination on online method but all the venues are self college of the student.

?The marks are then displayed department wise and a copy of the marks is uploaded on the Controllerof the Examination Section of our University MAKAUT from individual faculty account.

? MAKAUT gives the ultimate internal marks which is 30% of total marks on the basis of all CA examinations.

- **Rest 70% marks is assessed by final semester examination of each paper. The examination is conducted by University but the venue is self college.**

Grievance redressal System:

- **Our Grievance redressal committee have been reforming in every academic year**
- **The structure of the committee is as follows:**

1. **Principal of the Institution(Chairperson)**
2. **Nominated Senior Professor of the Institution(Convenor)**
3. **Chairperson of the CIEM Society(Members)**

1. **Nominated official by Vice Chancellor, Affiliating University(Members)**
2. **Nominated senior Professor of the affiliating university(Members)**

1. **Nominated Senior Professor of the Institution(Members)**
2. **All Head of the department(Members)**

File Description	Documents
Any additional information	**No File Uploaded**
Link for additional information	**Nil**

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) are framed by the department following extensive consultation with all faculty and stakeholders, in strict conformity with the objectives of Outcome Based Education (OBE). Following the achievement of consensus, the information is extensively disseminated and popularized via various methods described below:

1. Website

2. Department Notice Boards

3. Meetings with employers

4. Laboratories

5. Library

6. Induction Programs

7. Faculty meetings

8. Parent meet

9. Alumni meetings The HODs along with the faculty members provide information to students, raise awareness, and stress the importance of achieving the goals. Specified skill requirements to be met by students at the micro level and by the end of the programme known as PSOs. The PSOs are normally prepared by the programme coordinators in cooperation with course coordinators. The BOS of each department, will discuss and approve the proposal after approval by the Principal.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Each course contains a set of COs and evaluation criteria that must be met. The course results are mapped to the POs. Through the mapping of questions to COs and COs to POs and PSOs.the students' performance on examinations over the semester in each course is utilized to compute the level of achievement of the POs and PSOs.

The process of course outcome assessment is by direct or indirect method. The direct method consists of Mid Examinations and Semester End Examination. The indirect assessment is done through the course end survey.

Rubrics are framed for the assessments.

The attainment of each CO is computed by setting the class average mark as the target. The COs of each course are mapped to POs & PSOs with weightages of 3 (Strong), 2 (Medium) and 1 (Weak).

Assessment of CO of courses

A course result should satisfy at least one or more of the program's outcomes.These are the abilities, knowledge that students can display after coursecompletion. CO attainment is calculated using the percentage of pupils whoscore over 80% in each measured criterion.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	**Nil**

2.6.3 - Pass percentage of Students during the year

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

310

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	[View File](#)
Upload any additional information	**No File Uploaded**
Paste link for the annual report	**Nil**

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 weblink)

[Nil](#)

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	No File Uploaded

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	**No File Uploaded**
Any additional information	**No File Uploaded**
Supporting document from Funding Agency	**No File Uploaded**
Paste link to funding agency website	**Nil**

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Institute has a knowledge resource centre. In order to increase the students' employability, the institute has made various certificate programmes. These programmes are aimed to give students practical training in a variety of areas. For the benefit of the students, who are primarily from economically disadvantaged classes, the institute has arranged scholarships and created a facilitation centre. The institute features a separate seminar room where lectures on career counselling and job prospects in different industries are held. The institution fosters the growth of entrepreneurial ideas and skills across all disciplines and forms partnerships with businesses and entrepreneurs to mentor our students and inspire them to become interested in research as well as to launch their own start-ups. There is a well-equipped Innovation cell that organises different technical competitions and exhibitors for Intra College and Intercollegiate students throughout the years.

We support the ideas of students & help them to nourish those ideas into effective actions

plans. Services offered by the Institute:

1. **Guidance from mentors from various fields regarding career development.**
2. **Frequently interactions from industry experts.**
3. **Infrastructure with discussion room & seminar hall for PPT presentation.**

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

01

File Description	Documents
Report of the event	**No File Uploaded**
Any additional information	**No File Uploaded**
List of workshops/seminars during last 5 years (Data Template)	<u>View File</u>

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	**Nil**
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	**No File Uploaded**
Any additional information	**No File Uploaded**

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

09

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

04

File Description	Documents
Any additional information	**No File Uploaded**
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

To help students acquire social ideals and a sense of responsibility, the college has organised a variety of extracurricular activities. Campus cleanliness is regular activities of college. The Institute had organized a neighbourhood street play to raise awareness of the dangers of air pollution. Additionally, campaigns for cleanliness and planting trees are frequently used. Through student activities, groups, seminars, gatherings, and projects with participation from other organisations, the college has included the community in its outreach efforts. These have a huge impact on the students' public consciousness and help in their developmental process. The institution promotes and arranges students' involvement in social activities.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	No File Uploaded
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

24

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in

collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

55

File Description	Documents
Report of the event	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	[View File](#)

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

11

File Description	Documents
e-copies of related Document	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Collaborative activities with institutions/industries for research, Faculty	[View File](#)

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

04

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	[View File](#)

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

Yes, the institution has adequate infrastructure and physical facilities for teaching-learning process. Calcutta Institute of Engineering and Technology, Main Campus, established in the year 2003 is one among the top college in west Bengal State. The college is located on a 2.54-acre campus with 8410 Sq.mts built-up area and is permanently affiliated to MAKAUT. The college is conducting 5 undergraduate and 1 post- graduate programs. CIEM has a state-of-the-art infrastructure, creating an environment for progressive learning and development. We have well-equipped classrooms and laboratories as per the AICTE requirements to cater to the academic needs of the students.

Classrooms:

There are 17 Classrooms and 2 Seminar Halls which are equipped with ICT facilities.

Laboratories:

There are 30 laboratories, 2 R&D centers and 1 Workshops which are well equipped and maintained. Computer laboratories are installed with licensed software as well as open-source software.

Apart from regular labs, we have well-established R&D Labs, Project Lab'S.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

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

Yes- Sports activities occupy a significant part of the college curriculum in calcutta Institute of Engineering and Management.

Cultural Activities:

To encourage student's innate talents the College Cultural Committee conducts events like essay writing, debates, group discussions, general quiz, dumb C,extempore, singing, dance, etc. It allows the students to show their skill, display their leadership qualities, and unleash their latent and hidden talents. We host the Cricket Tournament and Football Tournament inter-collegiate every year. Students with a passion for music and dance are encouraged.

Yoga:

Every year we celebrate yoga day in our yoga center in direction of educated yoga teacher.

Sports & Games:

There is also a dedicated area of 174 Sq.mts for Indoor sports, including Table Tennis, Badminton, Chess, and Caroms and 5023 Sq.mts for outdoor sports, including Football, Badminton, Cricket, and volley ball.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart

class, LMS, etc.

7

File Description	Documents
Upload any additional information	View File
Paste link for additional information	**Nil**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	**No File Uploaded**

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

1744152

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	**No File Uploaded**
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The Knowledge Resource Center of Calcutta Institute of Engineering and management College is the treasure house of information and is one of the important central facilities of the Institution, established in the year 2001, catering to the educational and information needs of faculty and students in Engineering at both UG & PG level.

Library Automation:

The library is fully automated and library software is used for

Circulation, Procurement and Project Reports. All the library documents are bar-coded and books are issued to users by reading the bar-code of the document.

A register is maintained to know the number of users who make use of the library every day.

OPAC

CIEM Library provides a remote access facility to current Students, Faculty Members, and Staff Members to access the subscribed e-resources from an off-campus location, through the "Remote Log" software service.

Name of ILMS software :

LSEase 4 college edition(LIBSYS)

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	Nil

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources B. Any 3 of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	No File Uploaded

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

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

770494

File Description	Documents
Any additional information	View File
Audited statements of accounts	**No File Uploaded**
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

50

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	**No File Uploaded**

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

IT Policy:

CIEM framed and established an Information Technology Policy in the year 2003 to maintain, secures, and ensure the legal and appropriate use of Information technology.

Now, the College has about 50 network connections covering more than four buildings across the campus. Internet & Wi-Fi Facility: Full coverage of Wi-Fi. Extension of Wi-Fi to the canteen. 500 Mbps speed internet. 50+ Wi-Fi access points with extenders provided to cover the entire campus. Internet connectivity to all computers. Wi-Fi facility 24 hours on campus Dedicated Internet Labs

Apart from the computer laboratories setup for syllabus programs the Institute has provided computer centers for general purposes and learning during extra hours.

We have local area wireless technology which allows an electronic device to exchange data or connect to the internet using 100MBPS in our college campus. Cyber-Security:

A new firewall was installed for the security of the campus network with filtering features for handling enhanced load on network and applications, catering to academic and administrative processes, for a secure campus network.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

4.3.2 - Number of Computers

320

File Description	Documents
Upload any additional information	**No File Uploaded**
List of Computers	**No File Uploaded**

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	**No File Uploaded**
Details of available bandwidth of internet connection in the Institution	**No File Uploaded**

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

1679832

File Description	Documents
Upload any additional information	[View File](#)
Audited statements of accounts	**No File Uploaded**
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	**No File Uploaded**

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.

The institution has a structured system for maintaining and utilizing the facilities available at CIEM Campus. The facility management team maintains the physical, academic, and support facilities.

Building Maintenance Committee:

In-charges of this committee will report to the Principal through the Administrator and look after the following works. Civil Engineering Works: Building maintenance, repairs, painting, furniture, etc. .

Maintenance of campus hygiene and cleanliness, drainage system, waste disposal, etc. There will be designated staff stationed in each department to look after departmental hygiene issues under the supervision of the Hod

Equipments Maintenance Committee:

All the laboratories are spacious and well-lit. Do's and Don's/safety precautions are displayed in each laboratory. Every equipment in the lab is bar-coded and records of the same are maintained.

Sports Maintenance Committee:

The sports facilities of CIEM are maintained by the assigned faculty in charge. A stock register and an issue register are maintained to ensure the proper handling of the sports items.

Computers/IT Maintenance Committee:

The campus has optical fiber backbone for inter-connectivity between buildings and each building have their LAN.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

90

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	**No File Uploaded**
Upload any additional information	<u>View File</u>
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<u>View File</u>

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

91

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	No File Uploaded

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

C. 2 of the above

File Description	Documents
Link to Institutional website	Nil
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	No File Uploaded

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

180

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

180

File Description	Documents
Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student

C. Any 2 of the above

grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization 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
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

95

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of student progression to higher education	**No File Uploaded**

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

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

0

File Description	Documents
Upload supporting data for the same	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	**No File Uploaded**

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	No File Uploaded

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

There are active student committees in the institution. The students with the help of the college takes proper initiatives to form the student committee comprising of various conveners' who conduct various activities like organizing the college fresher's, annual fest as well as various other activities including seminars, quiz competitions, debate competition as well as sports meets. The committee shoulders the responsibility of forming various bodies like the cultural club, drama club and other extracurricular activities. The committee also actively takes part by providing members to IQAC and Anti-ragging body. The committees ensure that student interests are adequately represented and their grievances voiced and addressed in the college. The student committees were formed with some objectives, which can be summed up as follows: ? To provide practical exposure and experience to the willing students, through various activities conducted during their tenure in the college. ? To develop various skills in students by involving them in planning and implementation of academic, social and co-curricular activities. ? To act as an effective resource (collaboration with the entrepreneurship cell of the college) for students to help them build successful careers and become great business leaders. Students also play a supportive role in innovative practices.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

7

File Description	Documents
Report of the event	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	<u>View File</u>

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

NIL

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

5.4.2 - Alumni contribution during the year (INR in Lakhs)   **E. <1Lakhs**

File Description	Documents
Upload any additional information	**No File Uploaded**

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

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

Decentralization and participative management of the college is visible in all its academic and administrative spheres. Multi layered transpired governance system is ensured through written policies, systems and procedures, distinct job description and well-knit committee. In CIEM different bodies include the IQAC, Departmental academic committee, and Examination cell, Anti Ragging Committee, Library Committee and Research Committee. The Institution also has Editorial Committee which looks after the publication of the institution's journal. Moreover in liaison with the CIEM Society the Institute has a few more committees in t6he form of Purchase Committee, Building work's Committee and Revenue Generation Committee. All these committees function in accordance to their specific guidelines.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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

Decentralization and participative management of the college is visible in all its academic and administrative spheres. Multi layered transpired governance system is ensured through written policies, systems and procedures, distinct job description and well knit committee. In CIEM different bodies include the IQAC, Departmental academic committee, and Examination cell, Anti Ragging Committee, Library Committee and Research Committee. The Institution also has an Editorial Committee which looks after the publication of the institution's journal. Moreover in liaison with the CIEM Society the Institute has a few more committees in the form of Purchase Committee, Building work's Committee and Revenue Generation Committee. All these committees function in accordance to their specific guidelines.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

As per BOG's plan the Principal and the departmental TiC's execute the operation. At the end of each academic year a review and evaluation is carried out by the BOG. The Principal presents report of the academic performance of the institution in the BoG meeting. The non-compliance or anomalies are spotted by the BOG ,suggests necessary actions to be followed for academic excellence. The measures are taken in the next academic year and the results are presented in the next BoG meeting for evaluation.

1. More emphasis on ICT enabled teaching learning process.

2. Effective use of ICT in non academic platforms too.

3. Thrust on more Add On certificate courses on subjects based on industrial requirements to bridge the industry-academia gap.

4. More emphasis on an Industry-Institute partnership.

5. More emphasis on Extra-Curricular activities such as encouraging effective organisation of Technical Fests, encouraging the students to participate in different technical as well as non technical competitions.

6. To encourage the faculty members to be involved with distinguished Universities in various capacities.

7. To encourage the adoption of means (ratified through BoG) to convert the institute into a "Centre for Excellence".

File Description	Documents
Strategic Plan and deployment documents on the website	[View File](#)
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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.

Implementation of E- governance in areas of operations –

1. **Administration**
2. **Finance and Accounts**
3. **Student admission and support**
4. **Examination**

The data and information for each area will be maintained manually but it was not connected with the ERP system.

File Description	Documents
Paste link for additional information	**Nil**
Link to Organogram of the institution webpage	**Nil**
Upload any additional information	[View File](#)

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	**No File Uploaded**
Screen shots of user inter faces	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

- Provide the list of existing welfare measures for teaching and non- teaching staff

The Institute acknowledges its employees & provides a caring and supportive working environment to all staff which enables them to develop and optimize their full potential.

Existing welfare measures for teaching and non-teaching staff are listed below:

1. Leave for Staff member :

- **Casual Leave – Applicable for 12 days in a year**
- **Earned Leave- Depending on authority, it is granted for 15 days in a year with cumulative effect but not more than 120 days.**
- **Medical Leave- Ten full days or twenty half days sick leave granted in a year.**
- **Maternity Leave – It is granted only for 6 months, if any employee needed more that, will be depending by authority.**
- **Study Leave- Not more than 2 years, and it may be twice within the whole service period by maintaining the gap of 5 years.**

1. EPF (Employee Provident Fund) Scheme
2. Life Insurance Scheme
3. Gratuity, Provident Fund, Employees State Insurance (E.S.I)

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

01

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

01

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	**No File Uploaded**
Reports of Academic Staff College or similar centers	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	[View File](#)

6.3.4 - 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 etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

56

File Description	Documents
IQAC report summary	**No File Uploaded**
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of teachers attending professional development programmes during the year (Data Template)	[View File](#)

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

A performance appraisal system is proposed by IQAC headed by Chairman IQAC, Head of the Institution of the College to be followed in the forthcoming years.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

Institution conducts internal and external financial audits regularly .The Institute conducts both internal and external audit once in every financial year. The internal audit is conducted by account officer and Principal. The entire financial transaction of the institutes fund is examined thoroughly and a statement is prepared. Further the Institute conducts another audit by a certified Auditor. The internal financial audit statement which has been prepared by the internal audit is presented to the external auditor. The external auditor receives it and proceeds for re-examination of the financial transaction and fund management.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	<u>View File</u>

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	**No File Uploaded**

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The institute mobilizes its funds received mainly from students as fees. Apart from students fees resource mobilization is also carried out by following means:

1. Overhead charges from the research grants and project development fund received from various government and non-government authorities.

2. Competitive examinations like WBJEE, JEE, NEET etc. and also various programs are conducted by outside agencies on holidays in our Institute using its existing infrastructure.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	<u>View File</u>

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

Conducting Internal Academic and Administrative Audits and organising External Audits

Successful completion of Add on courses

Arranging Faculty development program

Completion of green audit

Feedback analysis of stake holders

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

- **To improve the result of the students some Remedial classes has been taken in all Department.**

- **In CE Department Add on courses done on STAAD PRO Software and Remote sensing and Gis.**

- **Every day 30 minutes remedial classes taken to improve the results.**

- **Mock Interviews done.**

- **Mentorship done of each student in all Departments.**

- **Continuous monitoring for result improvement.**

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit   **A. All of the above**

recognized by state, national or international agencies (ISO Certification, NBA)

File Description	Documents
Paste web link of Annual reports of Institution	**Nil**
Upload e-copies of the accreditations and certifications	<u>View File</u>
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	<u>View File</u>

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

The institute has effectively installed CCTV cameras at important strategic and sensitive locations such as at corridors, canteen, entry gate and other public places The college has posted male and female security guards at the entry gate to fully curb the entry of outsiders. The college do has an active Women Development Cell and also a redressal body that takes into account any complaints made by the students regarding sexual harassment. For smooth dissemination of information related to all the college notice board displays the names and telephone numbers of the chairperson, secretary, staff members, non-teaching members and student members. Special attention is paid to ensure the safety of female students.The method of registering of complaints is fairly accessible. The complaint about sexual harassment made by the victim is kept confidential. Appropriate arrangement is made to provide emotional support to the victim in the form of counseling. The college has a girls' common room, where the girl students canshare their thoughts and enjoy leisure time. Sanitary Napkin Vending Machine has been installed in the College for the benefit of girl students. The report is reviewed by the IQAC and the recommendations are shared with the Principal

File Description	Documents
Annual gender sensitization action plan	https://ciem.co.in/wp-content/themes/ciem/assets/iqac-docs/others/NOTICE%2021-22_22-23_11zon.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

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

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	No File Uploaded
Any other relevant information	No File Uploaded

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

The waste is segregated into dry and wet waste. The waste is collected in different disposable bins kept at different locations in the college. IQAC has taken the necessary measures to make the campus plastic-free and clean. Vermi-compost is produced from the bio waste matter as organic nutrients for the plantations with the firm endeavor of promoting recycling of waste and dissemination of the practice of organic farming. The eco-friendly waste management system involves a magnetic flux created with controlled oxygen presence which ensures the complete combustion of waste decomposing municipal solid waste material into ash. During the destruction process there is no odour, flies or leaching of contaminants. The college adheres to a strict protocol of liquid waste disposal in its laboratories.The liquid waste is segregated into organic and inorganic waste. The college has taken steps to optimize its repository of computers through reassembling, modification and up gradation by a team of IT Administrator,

faculty members and students of Computer Science Engineering and Information Technology. No discarded computers or printers are lying idle in the office premises. The E wastes generated will be safely disposed through certified E waste recyclers

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	**No File Uploaded**
Geo tagged photographs of the facilities	<u>View File</u>

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   **D. Any 1 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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
Geo tagged photos / videos of the facilities	<u>View File</u>
Various policy documents / decisions circulated for implementation	<u>View File</u>
Any other relevant documents	**No File Uploaded**

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

7.1.6.1 - The institutional environment and energy initiatives 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

`B. Any 3 of the above`

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	[View File](#)
Certification by the auditing agency	[View File](#)
Certificates of the awards received	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

`C. Any 2 of the above`

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Policy documents and information brochures on the support to be provided	[View File](#)
Details of the Software procured for providing the assistance	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e.,

tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

At our institution, communal and linguistic harmony are core values that we celebrate through a myriad of events and initiatives. During our annual tech fest and cultural fest, students from diverse backgrounds come together to showcase their talents, bridging linguistic and communal divides through shared experiences of creativity and innovation. Poster-making events serve as a platform for students to express their cultural identities and perspectives, fostering mutual understanding and appreciation. Furthermore, we commemorate occasions like International Mother Language Day, where the richness of linguistic diversity is celebrated, honoring the unique languages and dialects spoken by our community members. Additionally, the vibrant festival of Holi serves as a joyous occasion for students to come together, regardless of cultural or communal differences, to revel in the spirit of unity and shared celebration. Through these events and celebrations, we uphold the values of communal and linguistic harmony, embracing diversity as a source of strength and enrichment within our institution.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded
Any other relevant information	View File

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

At CIEM College, we are dedicated to nurturing responsible citizens of India, empowering students to uphold their rights and fulfill their responsibilities towards society. Through a range of engaging activities and events, we aim to instill in our students a sense of civic duty and active participation in the democratic process. Additionally, we organize seminars and discussions on topics related to social justice, human rights, and environmental sustainability, providing students with a platform to engage in meaningful dialogue and critical thinking. Furthermore, our community service programs offer students opportunities to volunteer and contribute to the welfare of marginalized communities, promoting empathy and compassion. Through these events and activities, CIEM College not only equips students with

the knowledge and skills they need to succeed academically but also fosters a sense of civic responsibility, preparing them to be active and engaged citizens of India.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	**Nil**
Any other relevant information	https://ciem.co.in/wp-content/themes/ciem/assets/iqac-docs/others/NOTICE%2021-22_22-23_11zon.pdf

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 4. Annual awareness programmes on Code of Conduct are organized

C. Any 2 of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	**No File Uploaded**
Any other relevant information	View File

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

At our institution, we take pride in celebrating a diverse array of cultural and national festivals, honoring the rich tapestry of traditions that define our identity as Indians. From the vibrant

colors of Holi to the solemn reverence of Saraswati Puja, each festival holds a special place in our hearts and serves as an opportunity for communal bonding and reflection. We pay homage to the craftsmanship and ingenuity of our workforce during Viswakarma Puja and reaffirm the bonds of love and protection on Raksha Bandhan Utsav. Moreover, our celebrations extend to significant national events such as Independence Day, Republic Day, Gandhi Jayanti, and Swami Vivekananda Jayanti, where we commemorate the sacrifices and ideals that have shaped our nation's history. These occasions are marked with flag hoisting ceremonies, cultural performances, and inspirational speeches, fostering a sense of patriotism and unity among our students and faculty. Through our collective observance of these festivals and commemorative days, we strive to uphold the values of diversity, inclusivity, and national pride that define our institution's ethos.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	**No File Uploaded**
Geo tagged photographs of some of the events	**No File Uploaded**
Any other relevant information	<u>View File</u>

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Cross Departmental Mentoring of the students The basic objective of this practice is to help the students to get rid of several impediments and hindrances towards successfully concentrating on their studies. The practice helps to address the problems of the students as far as possible. The practice also enables some students to share their confidentiality regarding some problems with their mentors. The mentor has to clearly understand the problems stated by the students and then to solve it accordingly in line with the psychology of the students, the practice is very important in also addressing issues for the students concerned confined not only to institute but also outside.

2. ICT-based teaching-learning is to encourage all the faculty members and the students of the institute to acclamatize themselves with the most modern methods of teaching learning. The

practice enables the faculty members and the students to establish more close linkages with one another through this platform. The practice is aimed at making the institute rise up in the present context of teaching learning processes.

File Description	Documents
Best practices in the Institutional website	https://docs.google.com/document/d/1qGOPVXeox_ALTrMOZcjBoHpsXo08Gkjm/edit?pli=1
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Keeping in linewith the vision, the institutehas resulted in students outperforming themselves and depicting exemplary results at the university level. Additionally, the faculty has also been actively participating in various national and international seminars and conferences, faculty development programs along with conducting extensive research. Furthermore, the administrative staff has also been motivated to participate in various training programs to increase their efficiency levels, which has been observed in their ability to perform daily tasks. This, in fact also relates to the mission of the institute Surpassing all these, the most notable feature of the institute is its contribution to the society, even in this present day of lust for more profit by the different stakeholders of different private institutes, CIEM keeps its head high and feet rooted to the ground, believes in excelling and to rise through quality and by contributing in every respect to the betterment of the society. The very fact that it is a non-profitable organization is well reflected in its activities, for instance to give scholarships to needy and deserving and enable them to rise high in the society along with the institute

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The Institution follows the curriculum provided by Maulana Abul Kalam Azad University of Technology.The Principal of the Institution conducts meetings with the various department heads to develop strategies for effective implementation of the curriculum. An academic calendar is prepared based on the calendar received from the University, with dates set and fixed for the internal exams and extracurricular events.

Faculties are encouraged to impart the curriculum through innovative teaching methods such as presentations, assignments, discussions, workshops, seminars and industrial visits.

Monthly work load analysis is conducted by HOD. Progress of the course is monitored by HOD,The Institution follows Outcome-based education (OBE).

The students have mentors who they can approach in case of issues or counselling. For a group of around 15 students a teacher is allocated as Mentor.

The students can use mobile app to access and download course materials, take tests and assignments, and hence learning is not restricted just within the boundaries of the classroom.

Feedback from industry and alumni is given due importance in defining graduate attributes and design of course outcomes.

Timely feedback is obtained from the students and staff. Measures are taken to enforce necessary changes by the HODs and principal.

Institute follows the Continuous Assessment CA1, CA2, CA3 and CA4.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

Before commencement of the academic year, the Institution prepares and publishes an 'Academic calendar'. The academic calendar is published on the website of the college and displayed in the notice boards. The students' academic progress is monitored regularly by adopting the strategy of continuous internal evaluation, seminars, project work, test and semester examinations. For the implementation of the Internal Assessment Process, Examination committee is formed at the college level which monitors the overall internal assessment process.

Measurement ofacademic progress of the students is done by internal assessment, result analysis, attendance and project through academic units and functionaries

- Student's feedback–Institution conducts student feedback process every semester to improve teaching quality, infrastructure and the entire learning experience.
- Mentoring: – The faculty regularly interacts with the assigned students to access and monitor the progress of each student.
- Student's academic evaluation– Each theory class followed workbook assignment as well as Google classroom assignment and online quiz test for performance evaluation.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to	B. Any 3 of the above

curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	**No File Uploaded**
Any additional information	<u>View File</u>

1.2 - Academic Flexibility

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

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

06

File Description	Documents
Any additional information	**No File Uploaded**
Minutes of relevant Academic Council/ BOS meetings	**No File Uploaded**
Institutional data in prescribed format (Data Template)	<u>View File</u>

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

07

File Description	Documents
Any additional information	**No File Uploaded**
Brochure or any other document relating to Add on /Certificate programs	**No File Uploaded**
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

316

File Description	Documents
Any additional information	**No File Uploaded**
Details of the students enrolled in Subjects related to certificate/Add-on programs	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

As the college is an affiliate of the university Maulana Abul Kalam Azad University of Technology (MAKAUT), the college itself do not have much scope and opportunity to develop and design its curriculum. It follows the curriculum suggested by the university. However, the university in recent times has introduced the Choice Based Credit System in which Skill, Enhancement Courses (SEC) and Discipline Specific Electives (DSE) are incorporated to supplement the, basic Core Courses. In these SECs and DSEs there are several cross cutting issues which are relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability.

The university itself has many courses related to this.

File Description	Documents
Any additional information	**No File Uploaded**
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	**No File Uploaded**

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

01

File Description	Documents
Any additional information	**No File Uploaded**
Programme / Curriculum/ Syllabus of the courses	**No File Uploaded**
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	**No File Uploaded**
MoU's with relevant organizations for these courses, if any	**No File Uploaded**
Institutional Data in Prescribed Format	<u>View File</u>

1.3.3 - Number of students undertaking project work/field work/ internships

292

File Description	Documents
Any additional information	**No File Uploaded**
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<u>View File</u>

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the	**A. All of the above**

institution from the following stakeholders Students Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	https://ciem.co.in/iqac/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	**No File Uploaded**
Any additional information	**No File Uploaded**

1.4.2 - Feedback process of the Institution may be classified as follows	**A. Feedback collected, analyzed and action taken and feedback available on website**

File Description	Documents
Upload any additional information	**No File Uploaded**
URL for feedback report	https://ciem.co.in/iqac/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

170

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

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

31

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	[View File](#)

2.2 - Catering to Student Diversity

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

The students are admitted on the basis of WBJEE Rank. After taking admission, they undergo a bridge course(Physics-ChemistryMathematics) before the commencement of regular classes. This is to help the students from different backgrounds to be at par with each other. Once the classes commence, the learners are evaluated by means of both direct (internal tests) and indirect assessment (tests on soft skills,projects, practical knowledge...). By dint of the data collected in this process, the teachers can easily identify the good, average, and poor learners according to the proficiency in relevant fields of knowledge. The institute makes sure that they receive adequate support for their development. The slow learners are given additional support by conducting Remedial Classes for them beyond class hours to help them cope with the studies. These classes are taken whenever the teacher concerned decides on its necessity. On the other hand, the better learners are given opportunities to work with their teachers in various projects. In addition, since peer-to-peer learning is constantly encouraged the advanced learners get an additional opportunity to reinforce their knowledge. Further,they are given opportunities to deliver presentations in seminars, and participate in group discussions in order that they can improve themselves.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
948	**56**

File Description	Documents
Any additional information	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

We use multiple project based and laboratory based classes for experiential learning. Students perform in group for giving assignments and presentations. They also go for field training or internship training.

File Description	Documents
Upload any additional information	**No File Uploaded**
Link for additional information	**Nil**

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

All theory and Laboratory classes were heldusing projector and smart classroom.

Institute provides the following Information and Communication Technology (ICT) facilities:

Internet-300 mbps

LCD Projector- 15(8+7)

Desktop- 626

Laptop- 15

Printer-15

Smart Class room-10

Digital Library- 1

Journal-15

E-Journal-2335 (INTERNATIONAL LEVEL: IEEE-206+JGATE-2000+ NATIONAL LEVEL (29))

File Description	Documents
Upload any additional information	**No File Uploaded**
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	**No File Uploaded**

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

56

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	**No File Uploaded**
Circulars pertaining to assigning mentors to mentees	**No File Uploaded**
Mentor/mentee ratio	[View File](#)

2.4 - Teacher Profile and Quality

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

56

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	[View File](#)
Any additional information	**No File Uploaded**
List of the faculty members authenticated by the Head of HEI	**No File Uploaded**

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality /

D.Sc. / D.Litt. during the year

09

File Description	Documents
Any additional information	**No File Uploaded**
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

336

File Description	Documents
Any additional information	**No File Uploaded**
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

At college levelThree CAsin a semester are conducted for internal evaluation.

?CA1 is based on the student centric activities where students present PPT on a topic provided by the respective faculties.

?CA2 is based on Assignment on a topic given by respective faculties.

- **CA3 is based on the written examination conducted by our examination cell.**
- **Apart from these university conduct CA4 examination on online method but all the venues are self college of the student.**

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

?At college levelThree CAsin a semester are conducted for internal evaluation.

?CA1 is based on the student centric activities where students present PPT on a topic provided by the respective faculties.

?CA2 is based on Assignment on a topic given by respective faculties.

- CA3 is based on the written examination conducted by our examination cell.
- Apart from these university conduct CA4 examination on online method but all the venues are self college of the student.

?The marks are then displayed department wise and a copy of the marks is uploaded on the Controllerof the Examination Section of our University MAKAUT from individual faculty account.

? MAKAUT gives the ultimate internal marks which is 30% of total marks on the basis of all CA examinations.

- Rest 70% marks is assessed by final semester examination of each paper. The examination is conducted by University but the venue is self college.

Grievance redressal System:

- Our Grievance redressal committee have been reforming in every academic year
- The structure of the committee is as follows:

1. Principal of the Institution(Chairperson)
2. Nominated Senior Professor of the Institution(Convenor)
3. Chairperson of the CIEM Society(Members)

1. Nominated official by Vice Chancellor, Affiliating University(Members)
2. Nominated senior Professor of the affiliating university(Members)

1. Nominated Senior Professor of the Institution(Members)
2. All Head of the department(Members)

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) are framed by the department following extensive consultation with all faculty and stakeholders, in strict conformity with the objectives of Outcome Based Education (OBE). Following the achievement of consensus, the information is extensively disseminated and popularized via various methods described below:

1. Website

2. Department Notice Boards

3. Meetings with employers

4. Laboratories

5. Library

6. Induction Programs

7. Faculty meetings

8. Parent meet

9. Alumni meetings The HODs along with the faculty members provide information to students, raise awareness, and stress the importance of achieving the goals. Specified skill requirements to be met by students at the micro level and by the end of the programme known as PSOs. The PSOs are normally prepared by the programme coordinators in cooperation with course coordinators. The BOS of each department, will discuss and approve the proposal after approval by the Principal.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	**Nil**
Upload COs for all Programmes (exemplars from Glossary)	[View File](#)

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Each course contains a set of COs and evaluation criteria that must be met. The course results are mapped to the POs. Through the mapping of questions to COs and COs to POs and PSOs.the students' performance on examinations over the semester in each course is utilized to compute the level of achievement of the POs and PSOs.

The process of course outcome assessment is by direct or indirect method. The direct method consists of Mid Examinations and Semester End Examination. The indirect assessment is done through the course end survey.

Rubrics are framed for the assessments.

The attainment of each CO is computed by setting the class average mark as the target. The COs of each course are mapped to POs & PSOs with weightages of 3 (Strong), 2 (Medium) and 1 (Weak).

Assessment of CO of courses

A course result should satisfy at least one or more of the program's outcomes.These are the abilities, knowledge that students can display after coursecompletion. CO attainment is

calculated using the percentage of pupils whoscore over 80% in each measured criterion.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil

2.6.3 - Pass percentage of Students during the year

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

310

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

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 weblink)

Nil

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	No File Uploaded

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Institute has a knowledge resource centre. In order to increase the students' employability, the institute has made various certificate programmes. These programmes are aimed to give students practical training in a variety of areas. For the benefit of the students, who are primarily from economically disadvantaged classes, the institute has arranged scholarships and created a facilitation centre. The institute features a separate seminar room where lectures on career counselling and job prospects in different industries are held. The institution fosters the growth of entrepreneurial ideas and skills across all disciplines and forms partnerships with businesses and entrepreneurs to mentor our students and inspire them to become interested in research as well as to launch their own start-ups. There is a well-equipped Innovation cell that organises different technical competitions and exhibitors for Intra College and Intercollegiate students throughout the years.

We support the ideas of students & help them to nourish those ideas into effective actions

plans. Services offered by the Institute:

1. Guidance from mentors from various fields regarding career development.
2. Frequently interactions from industry experts.
3. Infrastructure with discussion room & seminar hall for PPT presentation.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

01

File Description	Documents
Report of the event	**No File Uploaded**
Any additional information	**No File Uploaded**
List of workshops/seminars during last 5 years (Data Template)	[View File](#)

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	**Nil**
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	**No File Uploaded**
Any additional information	**No File Uploaded**

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

09

File Description	Documents
Any additional information	[View File](#)
List of research papers by title, author, department, name and year of publication (Data Template)	[View File](#)

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

04

File Description	Documents
Any additional information	**No File Uploaded**
List books and chapters edited volumes/ books published (Data Template)	[View File](#)

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

To help students acquire social ideals and a sense of responsibility, the college has organised a variety of extracurricular activities. Campus cleanliness is regular activities of college. The Institute had organized a neighbourhood street play to raise awareness of the dangers of air pollution. Additionally, campaigns for cleanliness and planting trees are frequently used. Through student activities, groups, seminars, gatherings, and projects with participation from other organisations, the college has included the community in its outreach efforts. These have a huge impact on the students' public consciousness and help in their developmental process. The institution promotes and arranges students' involvement in social activities.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

0

File Description	Documents
Any additional information	**No File Uploaded**
Number of awards for extension activities in last 5 year (Data Template)	**No File Uploaded**
e-copy of the award letters	**No File Uploaded**

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

24

File Description	Documents
Reports of the event organized	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	[View File](#)

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

55

File Description	Documents
Report of the event	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	[View File](#)

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

11

File Description	Documents
e-copies of related Document	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

04

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

Yes, the institution has adequate infrastructure and physical facilities for teaching-learning process. Calcutta Institute of Engineering and Technology, Main Campus, established in the

year 2003 is one among the top college in west Bengal State. The college is located on a 2.54-acre campus with 8410 Sq.mts built- up area and is permanently affiliated to MAKAUT. The college is conducting 5 undergraduate and 1 post- graduate programs. CIEM has a state-of-the-art infrastructure, creating an environment for progressive learning and development. We have well-equipped classrooms and laboratories as per the AICTE requirements to cater to the academic needs of the students.

Classrooms:

There are 17 Classrooms and 2 Seminar Halls which are equipped with ICT facilities.

Laboratories:

There are 30 laboratories, 2 R&D centers and 1 Workshops which are well equipped and maintained. Computer laboratories are installed with licensed software as well as open-source software.

Apart from regular labs, we have well-established R&D Labs, Project Lab'S.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

Yes- Sports activities occupy a significant part of the college curriculum in calcutta Institute of Engineering and Management.

Cultural Activities:

To encourage student's innate talents the College Cultural Committee conducts events like essay writing, debates, group discussions, general quiz, dumb C,extempore, singing, dance, etc. It allows the students to show their skill, display their leadership qualities, and unleash their latent and hidden

talents. We host the Cricket Tournament and Football Tournament inter-collegiate every year. Students with a passion for music and dance are encouraged.

Yoga:

Every year we celebrate yoga day in our yoga center in direction of educated yoga teacher.

Sports & Games:

There is also a dedicated area of 174 Sq.mts for Indoor sports, including Table Tennis, Badminton, Chess, and Caroms and 5023 Sq.mts for outdoor sports, including Football, Badminton, Cricket, and volley ball.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

7

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	No File Uploaded

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

1744152

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	**No File Uploaded**
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The Knowledge Resource Center of Calcutta Institute of Engineering and management College is the treasure house of information and is one of the important central facilities of the Institution, established in the year 2001, catering to the educational and information needs of faculty and students in Engineering at both UG & PG level.

Library Automation:

The library is fully automated and library software is used for Circulation, Procurement and Project Reports. All the library documents are bar-coded and books are issued to users by reading the bar-code of the document.

A register is maintained to know the number of users who make use of the library every day.

OPAC

CIEM Library provides a remote access facility to current Students, Faculty Members, and Staff Members to access the subscribed e-resources from an off-campus location, through the "Remote Log" software service.

Name of ILMS software :

LSEase 4 college edition(LIBSYS)

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	**Nil**

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	**B. Any 3 of the above**

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	**No File Uploaded**

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

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

770494

File Description	Documents
Any additional information	View File
Audited statements of accounts	**No File Uploaded**
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

50

File Description	Documents
Any additional information	[View File](#)
Details of library usage by teachers and students	**No File Uploaded**

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

IT Policy:

CIEM framed and established an Information Technology Policy in the year 2003 to maintain, secures, and ensure the legal and appropriate use of Information technology.

Now, the College has about 50 network connections covering more than four buildings across the campus. Internet & Wi-Fi Facility: Full coverage of Wi-Fi. Extension of Wi-Fi to the canteen. 500 Mbps speed internet. 50+ Wi-Fi access points with extenders provided to cover the entire campus. Internet connectivity to all computers. Wi-Fi facility 24 hours on campus Dedicated Internet Labs

Apart from the computer laboratories setup for syllabus programs the Institute has provided computer centers for general purposes and learning during extra hours.

We have local area wireless technology which allows an electronic device to exchange data or connect to the internet using 100MBPS in our college campus. Cyber-Security:

A new firewall was installed for the security of the campus network with filtering features for handling enhanced load on network and applications, catering to academic and administrative processes, for a secure campus network.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

4.3.2 - Number of Computers

320

File Description	Documents
Upload any additional information	**No File Uploaded**
List of Computers	**No File Uploaded**

4.3.3 - Bandwidth of internet connection in the Institution	**A. ? 50MBPS**

File Description	Documents
Upload any additional Information	**No File Uploaded**
Details of available bandwidth of internet connection in the Institution	**No File Uploaded**

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

1679832

File Description	Documents
Upload any additional information	[View File](#)
Audited statements of accounts	**No File Uploaded**
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	**No File Uploaded**

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.

The institution has a structured system for maintaining and utilizing the facilities available at CIEM Campus. The facility management team maintains the physical, academic, and support facilities.

Building Maintenance Committee:

In-charges of this committee will report to the Principal through the Administrator and look after the following works. Civil Engineering Works: Building maintenance, repairs, painting, furniture, etc. .

Maintenance of campus hygiene and cleanliness, drainage system, waste disposal, etc. There will be designated staff stationed in each department to look after departmental hygiene issues under the supervision of the Hod

Equipments Maintenance Committee:

All the laboratories are spacious and well-lit. Do's and Don's/safety precautions are displayed in each laboratory. Every equipment in the lab is bar-coded and records of the same are maintained.

Sports Maintenance Committee:

The sports facilities of CIEM are maintained by the assigned faculty in charge. A stock register and an issue register are maintained to ensure the proper handling of the sports items.

Computers/IT Maintenance Committee:

The campus has optical fiber backbone for inter-connectivity between buildings and each building have their LAN.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

90

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	**No File Uploaded**
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

91

File Description	Documents
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	**No File Uploaded**

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	**C. 2 of the above**

File Description	Documents
Link to Institutional website	**Nil**
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	**No File Uploaded**

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

180

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

180

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization 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	**C. Any 2 of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

95

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	No File Uploaded

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State

government examinations)

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

0

File Description	Documents
Upload supporting data for the same	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	**No File Uploaded**

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

0

File Description	Documents
e-copies of award letters and certificates	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	**No File Uploaded**

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

There are active student committees in the institution. The students with the help of the college takes proper initiatives

to form the student committee comprising of various conveners' who conduct various activities like organizing the college fresher's, annual fest as well as various other activities including seminars, quiz competitions, debate competition as well as sports meets. The committee shoulders the responsibility of forming various bodies like the cultural club, drama club and other extracurricular activities. The committee also actively takes part by providing members to IQAC and Anti-ragging body. The committees ensure that student interests are adequately represented and their grievances voiced and addressed in the college. The student committees were formed with some objectives, which can be summed up as follows: ? To provide practical exposure and experience to the willing students, through various activities conducted during their tenure in the college. ? To develop various skills in students by involving them in planning and implementation of academic, social and co-curricular activities. ? To act as an effective resource (collaboration with the entrepreneurship cell of the college) for students to help them build successful careers and become great business leaders. Students also play a supportive role in innovative practices.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	[View File]

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

7

File Description	Documents
Report of the event	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	[View File](#)

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

NIL

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

5.4.2 - Alumni contribution during the year (INR in Lakhs)	**E. <1Lakhs**

File Description	Documents
Upload any additional information	**No File Uploaded**

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

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

Decentralization and participative management of the college is visible in all its academic and administrative spheres. Multi

layered transpired governance system is ensured through written policies, systems and procedures, distinct job description and well-knit committee. In CIEM different bodies include the IQAC, Departmental academic committee, and Examination cell, Anti Ragging Committee, Library Committee and Research Committee. The Institution also has Editorial Committee which looks after the publication of the institution's journal. Moreover in liaison with the CIEM Society the Institute has a few more committees in t6he form of Purchase Committee, Building work's Committee and Revenue Generation Committee. All these committees function in accordance to their specific guidelines.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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

Decentralization and participative management of the college is visible in all its academic and administrative spheres. Multi layered transpired governance system is ensured through written policies, systems and procedures, distinct job description and well knit committee. In CIEM different bodies include the IQAC, Departmental academic committee, and Examination cell, Anti Ragging Committee, Library Committee and Research Committee. The Institution also has an Editorial Committee which looks after the publication of the institution's journal. Moreover in liaison with the CIEM Society the Institute has a few more committees in the form of Purchase Committee, Building work's Committee and Revenue Generation Committee. All these committees function in accordance to their specific guidelines.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

As per BOG's plan the Principal and the departmental TiC's execute the operation. At the end of each academic year a review and evaluation is carried out by the BOG. The Principal presents report of the academic performance of the institution in the BoG meeting. The non-compliance or anomalies are spotted by the BOG ,suggests necessary actions to be followed for academic excellence. The measures are taken in the next academic year and the results are presented in the next BoG meeting for evaluation.

1. More emphasis on ICT enabled teaching learning process.

2. Effective use of ICT in non academic platforms too.

3. Thrust on more Add On certificate courses on subjects based on industrial requirements to bridge the industry-academia gap.

4. More emphasis on an Industry-Institute partnership.

5. More emphasis on Extra-Curricular activities such as encouraging effective organisation of Technical Fests, encouraging the students to participate in different technical as well as non technical competitions.

6. To encourage the faculty members to be involved with distinguished Universities in various capacities.

7. To encourage the adoption of means (ratified through BoG) to convert the institute into a "Centre for Excellence".

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

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.

Implementation of E- governance in areas of operations –

    1. **Administration**
    2. **Finance and Accounts**
    3. **Student admission and support**
    4. **Examination**

The data and information for each area will be maintained manually but it was not connected with the ERP system.

File Description	Documents
Paste link for additional information	**Nil**
Link to Organogram of the institution webpage	**Nil**
Upload any additional information	<u>View File</u>

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	**A. All of the above**

File Description	Documents
ERP (Enterprise Resource Planning)Document	**No File Uploaded**
Screen shots of user inter faces	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<u>View File</u>

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

- Provide the list of existing welfare measures for teaching and non- teaching staff

The Institute acknowledges its employees & provides a caring

and supportive working environment to all staff which enables them to develop and optimize their full potential.

Existing welfare measures for teaching and non-teaching staff are listed below:

1. Leave for Staff member :

*   Casual Leave – Applicable for 12 days in a year
*   Earned Leave- Depending on authority, it is granted for 15 days in a year with cumulative effect but not more than 120 days.
*   Medical Leave- Ten full days or twenty half days sick leave granted in a year.
*   Maternity Leave – It is granted only for 6 months, if any employee needed more that, will be depending by authority.
*   Study Leave- Not more than 2 years, and it may be twice within the whole service period by maintaining the gap of 5 years.

1. EPF (Employee Provident Fund) Scheme
2. Life Insurance Scheme
3. Gratuity, Provident Fund, Employees State Insurance (E.S.I)

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

01

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<u>View File</u>

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

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

01

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	**No File Uploaded**
Reports of Academic Staff College or similar centers	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<u>View File</u>

6.3.4 - 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 etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

56

File Description	Documents
IQAC report summary	**No File Uploaded**
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

A performance appraisal system is proposed by IQAC headed by Chairman IQAC, Head of the Institution of the College to be followed in the forthcoming years.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

Institution conducts internal and external financial audits regularly .The Institute conducts both internal and external audit once in every financial year. The internal audit is conducted by account officer and Principal. The entire financial transaction of the institutes fund is examined thoroughly and a statement is prepared. Further the Institute conducts another audit by a certified Auditor. The internal financial audit statement which has been prepared by the internal audit is presented to the external auditor. The external auditor receives it and proceeds for re-examination of the financial transaction and fund management.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	**No File Uploaded**

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The institute mobilizes its funds received mainly from students as fees. Apart from students fees resource mobilization is also carried out by following means:

1. Overhead charges from the research grants and project development fund received from various government and non-government authorities.

2. Competitive examinations like WBJEE, JEE, NEET etc. and also various programs are conducted by outside agencies on holidays in our Institute using its existing infrastructure.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	<u>View File</u>

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

Conducting Internal Academic and Administrative Audits and organising External Audits

Successful completion of Add on courses

Arranging Faculty development program

Completion of green audit

Feedback analysis of stake holders

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	<u>View File</u>

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

- **To improve the result of the students some Remedial classes has been taken in all Department.**

- **In CE Department Add on courses done on STAAD PRO Software and Remote sensing and Gis.**

- **Every day 30 minutes remedial classes taken to improve the results.**

- **Mock Interviews done.**

- **Mentorship done of each student in all Departments.**

- **Continuous monitoring for result improvement.**

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	**A. All of the above**

File Description	Documents
Paste web link of Annual reports of Institution	**Nil**
Upload e-copies of the accreditations and certifications	[View File](#)
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	[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

The institute has effectively installed CCTV cameras at important strategic and sensitive locations such as at corridors, canteen, entry gate and other public places The

college has posted male and female security guards at the entry gate to fully curb the entry of outsiders. The college do has an active Women Development Cell and also a redressal body that takes into account any complaints made by the students regarding sexual harassment. For smooth dissemination of information related to all the college notice board displays the names and telephone numbers of the chairperson, secretary, staff members, non-teaching members and student members. Special attention is paid to ensure the safety of female students.The method of registering of complaints is fairly accessible. The complaint about sexual harassment made by the victim is kept confidential. Appropriate arrangement is made to provide emotional support to the victim in the form of counseling. The college has a girls' common room, where the girl students canshare their thoughts and enjoy leisure time. Sanitary Napkin Vending Machine has been installed in the College for the benefit of girl students. The report is reviewed by the IQAC and the recommendations are shared with the Principal

File Description	Documents
Annual gender sensitization action plan	https://ciem.co.in/wp-content/themes/ciem/assets/iqac-docs/others/NOTICE%2021-22_22-23_11zon.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures   Solar energy   Biogas plant Wheeling to the Grid   Sensor-based energy conservation Use of LED bulbs/ power efficient equipment | D. Any 1 of the above |

File Description	Documents
Geo tagged Photographs	No File Uploaded
Any other relevant information	No File Uploaded

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

The waste is segregated into dry and wet waste. The waste is collected in different disposable bins kept at different locations in the college. IQAC has taken the necessary measures to make the campus plastic-free and clean. Vermi-compost is produced from the bio waste matter as organic nutrients for the plantations with the firm endeavor of promoting recycling of waste and dissemination of the practice of organic farming. The eco-friendly waste management system involves a magnetic flux created with controlled oxygen presence which ensures the complete combustion of waste decomposing municipal solid waste material into ash. During the destruction process there is no odour, flies or leaching of contaminants. The college adheres to a strict protocol of liquid waste disposal in its laboratories.The liquid waste is segregated into organic and inorganic waste. The college has taken steps to optimize its repository of computers through reassembling, modification and up gradation by a team of IT Administrator, faculty members and students of Computer Science Engineering and Information Technology. No discarded computers or printers are lying idle in the office premises. The E wastes generated will be safely disposed through certified E waste recyclers

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	**No File Uploaded**
Geo tagged photographs of the facilities	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	**D. Any 1 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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
Geo tagged photos / videos of the facilities	<u>View File</u>
Various policy documents / decisions circulated for implementation	<u>View File</u>
Any other relevant documents	**No File Uploaded**

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

7.1.6.1 - The institutional environment and energy initiatives 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	**B. Any 3 of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

At our institution, communal and linguistic harmony are core values that we celebrate through a myriad of events and initiatives. During our annual tech fest and cultural fest, students from diverse backgrounds come together to showcase

their talents, bridging linguistic and communal divides through shared experiences of creativity and innovation. Poster-making events serve as a platform for students to express their cultural identities and perspectives, fostering mutual understanding and appreciation. Furthermore, we commemorate occasions like International Mother Language Day, where the richness of linguistic diversity is celebrated, honoring the unique languages and dialects spoken by our community members. Additionally, the vibrant festival of Holi serves as a joyous occasion for students to come together, regardless of cultural or communal differences, to revel in the spirit of unity and shared celebration. Through these events and celebrations, we uphold the values of communal and linguistic harmony, embracing diversity as a source of strength and enrichment within our institution.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	**No File Uploaded**
Any other relevant information	<u>View File</u>

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

At CIEM College, we are dedicated to nurturing responsible citizens of India, empowering students to uphold their rights and fulfill their responsibilities towards society. Through a range of engaging activities and events, we aim to instill in our students a sense of civic duty and active participation in the democratic process. Additionally, we organize seminars and discussions on topics related to social justice, human rights, and environmental sustainability, providing students with a platform to engage in meaningful dialogue and critical thinking. Furthermore, our community service programs offer students opportunities to volunteer and contribute to the welfare of marginalized communities, promoting empathy and compassion. Through these events and activities, CIEM College not only equips students with the knowledge and skills they need to succeed academically but also fosters a sense of civic responsibility, preparing them to be active and engaged citizens of India.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	**Nil**
Any other relevant information	https://ciem.co.in/wp-content/themes/ciem/assets/iqac-docs/others/NOTICE%2021-22_22-23_11zon.pdf

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 4. Annual awareness programmes on Code of Conduct are organized	**C. Any 2 of the above**

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	**No File Uploaded**
Any other relevant information	View File

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

At our institution, we take pride in celebrating a diverse array of cultural and national festivals, honoring the rich tapestry of traditions that define our identity as Indians. From the vibrant colors of Holi to the solemn reverence of Saraswati Puja, each festival holds a special place in our hearts and serves as an opportunity for communal bonding and

reflection. We pay homage to the craftsmanship and ingenuity of our workforce during Viswakarma Puja and reaffirm the bonds of love and protection on Raksha Bandhan Utsav. Moreover, our celebrations extend to significant national events such as Independence Day, Republic Day, Gandhi Jayanti, and Swami Vivekananda Jayanti, where we commemorate the sacrifices and ideals that have shaped our nation's history. These occasions are marked with flag hoisting ceremonies, cultural performances, and inspirational speeches, fostering a sense of patriotism and unity among our students and faculty. Through our collective observance of these festivals and commemorative days, we strive to uphold the values of diversity, inclusivity, and national pride that define our institution's ethos.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	**No File Uploaded**
Geo tagged photographs of some of the events	**No File Uploaded**
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Cross Departmental Mentoring of the students The basic objective of this practice is to help the students to get rid of several impediments and hindrances towards successfully concentrating on their studies. The practice helps to address the problems of the students as far as possible. The practice also enables some students to share their confidentiality regarding some problems with their mentors. The mentor has to clearly understand the problems stated by the students and then to solve it accordingly in line with the psychology of the students, the practice is very important in also addressing issues for the students concerned confined not only to institute but also outside.

2. ICT-based teaching-learning is to encourage all the faculty members and the students of the institute to acclamatize themselves with the most modern methods of teaching learning. The practice enables the faculty members and the students to

establish more close linkages with one another through this platform. The practice is aimed at making the institute rise up in the present context of teaching learning processes.

File Description	Documents
Best practices in the Institutional website	https://docs.google.com/document/d/1qGOPVXeox_ALTrMOZcjBoHpsXo08Gkjm/edit?pli=1
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Keeping in linewith the vision, the institutehas resulted in students outperforming themselves and depicting exemplary results at the university level. Additionally, the faculty has also been actively participating in various national and international seminars and conferences, faculty development programs along with conducting extensive research. Furthermore, the administrative staff has also been motivated to participate in various training programs to increase their efficiency levels, which has been observed in their ability to perform daily tasks. This, in fact also relates to the mission of the institute Surpassing all these, the most notable feature of the institute is its contribution to the society, even in this present day of lust for more profit by the different stakeholders of different private institutes, CIEM keeps its head high and feet rooted to the ground, believes in excelling and to rise through quality and by contributing in every respect to the betterment of the society. The very fact that it is a non-profitable organization is well reflected in its activities, for instance to give scholarships to needy and deserving and enable them to rise high in the society along with the institute

File Description	Documents
Appropriate web in the Institutional website	No File Uploaded
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

1. To Improve On-campus placement: The Institute plans to collaborate with some of the reputed industries so that there will be regular campus placement drive from these companies. 2. To establish a research lab in the respective departments. 3. To submit proposals to funding agencies for research and modernization of laboratories. 4. To sign MOU with industries to get Industry sponsored projects and internship, training of students. 5. To enhance outreach programs for the members of the backward community. 6. To enhance the number of smart class rooms in the departments. 7. To introduce fully ERP system for different examination, administrative processes like, admission, result publication, etc. 8. To appoint student counsellor for addressing student grievances.