



**INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)**

Accreditation - (Cycle - 2)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
SCHOOL OF MANAGEMENT SCIENCES LUCKNOW
C-12773**

**Lucknow
Uttar pradesh
226501**

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

Section I:GENERAL INFORMATION

1.Name & Address of the institution:	SCHOOL OF MANAGEMENT SCIENCES LUCKNOW Lucknow Uttar pradesh 226501	
2.Year of Establishment	2008	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	2	
Departments/Centres:	10	
Programmes/Course offered:	14	
Permanent Faculty Members:	84	
Permanent Support Staff:	63	
Students:	1810	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. CV Raman Centre for Research and Innovation as well as Vedic Science Centre 2. Proactive and caring Management 3. Satisfied students and Alumni	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 17-07-2023 To : 18-07-2023	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. SHARAD MHAISKAR	Pro-Vice Chancellor,NARSEE MONJEE INSTITTUE OF MANAGEMENT STUDIES
Member Co-ordinator:	DR. RAJASHEKAR PATIL	Professor,CMR UNIVERSITY
Member:	DR. RATHINAVELU ARUMUGAM	FormerPrincipal,DR MAHALINGAM COLLEGE OF ENGINEERING AND TECHNOLOGY
NAAC Co - ordinator:	Dr. L. Manjunatha Rao	

Section II: CRITERION WISE ANALYSIS

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

Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics (QIM) in Criterion 1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

School of Management Sciences, (SMS) Lucknow is a college affiliated to the University of Lucknow and Dr. APJ Abdul Kalam Technical University. (AKTU) Lucknow. It follows the syllabus prescribed by AKTU. The college innovates within the established academic structures, and the four pillars of the institution's educational philosophy- knowledge, skills, values and attitude. Most of the programs also provide for Choice-based Credit System. Academic processes in SMS are streamlined, with timetables, workloads and other administrative tasks prepared well in advance of the teaching sessions. SMS offers various add-on/ certificate courses to the students in order to bridge the gap between the university prescribed syllabus and the requirements of the industry. The faculty members of SMS are provided support of relevant ICT tools and facilities that enrich the teaching-learning process. Faculty members participate in curriculum reviews, question paper setting and assessment/evaluation, process of the University. Experiential learning through internships, academic projects and fieldwork are in place. Cross cutting issues relevant to environmental sustainability, professional ethics, human values and gender have been addressed through the curriculum of various programmes. Supporting these goals is the tutorial and mentor-mentee system. Smaller groups of students are created, so that academic and other discussions are individualized. At SMS, the feedback system provides transparency and accountability. Feedback is taken through Google forms; the data is compiled, analysed and shared with each Department for prompt action. Channels for communication with different stakeholders are maintained by responding to the diverse needs.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Student Teacher Ratio
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences using ICT tools
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

The School of Management Sciences (SMS) adheres to the admission and seat reservation policy of the government ensuring transparency, inclusivity and equity. Right from admission, SMS follows a well-administered and transparent procedure with ease of availability of information on website. A rigorous process is followed in the recruitment and selection of the faculty members. The institute makes efforts to maintain the required students-faculty ratio as per the norms spelled out by the regulatory bodies. Experiential learning is attempted through industrial visits, field trips, internships, projects, role plays and educational tours. Participatory learning and problem-solving methodologies like discussions and case studies and group assignments are practiced in the domain knowledge and help addressing real-life problems. The mechanism for internal and external evaluation is disseminated during the orientation program and reinforced during subsequent classes to ensure effective implementation. Students are assessed on a continuous basis through several techniques such as assignments, presentations, quizzes, written tests, practical sessions and projects. The Program Outcomes (POs) and Course Outcomes (COs) are displayed on the website and the Notice Boards. The concerned course instructor also highlights the COs to the students. The PO and CO attainment is assessed at the end of the academic year. Remedial classes and tutorial sessions are aimed at supporting learners with different learning abilities and pace. Students are also supported through a well-designed mentor-mentee system. Students with advanced needs are encouraged to conduct research and mentoring is offered to slow learners. The percentage of students passing out every year shows a steady percentage of around 95%. There is also a feedback system in place, which is critically analysed and addressed, to ensure quality enhancement.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.
3.4.2 QIM	Awards and recognitions received for extension activities from government / government recognised bodies
3.5	Collaboration

Qualitative analysis of Criterion 3

SMS has created an ecosystem for innovations and research activities. The "Sir C.V. Raman Centre for Research and Innovation" conducts research studies and projects and some of them have been globally acclaimed (Limca Book of Records) and awarded. SMS Lucknow has also earned first position among 615 colleges of AKTU under 7th Edition of TEQUIP, for Innovation and Start-up activities in the year 2018. The research output of the college has increased manifold since the last cycle. 89 research papers in UGC care listed Journals, 154 books/chapters in books published and 8 patents have been published / granted during the review period. Research and publication incentive policy is implemented to promote research output and patents amongst faculty members. The Institute organizes Conferences and Seminars. An International Seminar on "Sources of Planet Energy, Environmental and Disaster Science: Challenges and Strategies" - SPEEDS-2017; All India Seminar SPEEDS-2018; and International Seminar SPEEDS-2019 were organized. A two days National Conference on "Achieving Business Synergy through Social, Spiritual and Technological Dimensions" in February, 2018; another on "Transforming from Developing to a Developed Economy" in March, 2019; and a Seminar on "The Implementation of National Education Policy-2020" in March, 2021 were conducted. SMS has also conducted 52 workshops on Research Methodology, IPR, OBE, and Entrepreneurship were conducted during the assessment period. SMS also publishes ADHYAYAN - A peer reviewed Bi- Annual Journal of Management Sciences (online); and SAMRIDDHI - An UGC Approved, Quarterly International Journal of Physical Sciences, Engineering & Technology (online). Extension Activities are organized on a regular basis by SMS through the efforts of the Social Responsibility Committee, the National Service Scheme (NSS), and Unnat Bharat Abhiyan 2.0 (UBA). Five villages in the vicinity of the college have been adopted under UBA 2.0. Few notable awards / recognitions have also been received for the extension activities of the Institute including one from the Governor of Uttar Pradesh. There are number of MOUs / Collaborations / Linkages with other academic institutions, industry and industry associations that promote Internships, fieldtrips, trainings, live-projects, and other academic activities benefitting both the students as well as the faculty members.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection
4.4	Maintenance of Campus Infrastructure

Qualitative analysis of Criterion 4

Set against the backdrop of extensive green cover, School of Management Sciences, Lucknow has aesthetically designed buildings which are architecturally striking and responsive to environmental concerns. The infrastructure provides easy access to differently-abled people thereby making it infrastructurally inclusive. The teaching blocks have well-designed and spacious with few ICT enabled classrooms, tutorial and department. Six classrooms are fitted with interactive smart-boards for enhanced teaching-learning experience. The Computer departments have labs that are well-designed and adequately equipped with learning resources. The Mechanical Workshop and other engineering labs are well equipped. The Library is equipped with sufficient books and Journals on Management, Commerce, Engineering and Sciences. The functions of the library are partially computerized that work on SOUL 3.0 software. The library also has an access to DELNET database, NDL, e-books, and e-journals. The air-conditioned Multi Purpose Hall and Conference Halls are fitted with world class Bose audio system and equipped with audio-visual facilities. These halls provide the right space for the conduct of various cultural activities, workshops, seminars and conferences. The college also takes provides sports and fitness infrastructure. The outdoor sports facilities include a Football court, Cricket pitch, basketball, Volleyball, Badminton, open space for yoga etc. Indoor arrangements include table tennis, polo, carom, and chess. An adequately equipped gymnasium having the exercise machines. The institute has a rooftop solar plant that takes care of around 14 percent energy requirement of the institute. SMS ensures regular maintenance and upkeep of all facilities through trained and efficient staff and a system of periodic checks

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.4	Alumni Engagement
5.4.1 QIM	There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Qualitative analysis of Criterion 5

SMS provides a number of scholarships and fellowships to the students in addition to the government. SMS has in place students' grievance redressal mechanisms that help them seek redressal for complaints, including those about sexual harassment and ragging through well formulated Grievance Redressal Committee, Proctorial Board, Anti-ragging Committee and Internal Complaints Committee. The Employability

Enhancement Cell has several trainers that prepare the students of professional programs on aptitude skills, soft skills, communication and other life skills and make them ready for the corporate world. The Training and Placement Cell facilitates the students' professional growth and success as many leading Corporates like BYJUs, Mother Dairy, Berger Paints, ITC, ICICI Securities, Axis Bank, Infosys, NTT Global etc. for recruiting students from the school SMS also facilitates students' representation and engagement in various administrative committees and in co-curricular activities through an active students club. The institution organizes various co-curricular, cultural and sports activities to ensure the holistic development of the students. The students are also encouraged to participate in similar events organized by other colleges, university and national level. Few students have won prizes in events at the university / national level. The Alumni Association of the Institute has been registered in 2022. The Alumni Cell keeps in touch with the Alumni through social media, conduct of Alumni Meets and through tab of Alumni on the SMS website.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance
6.2	Strategy Development and Deployment
6.2.1 QIM	The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Qualitative analysis of Criterion 6

SMS has a transparent and multi layered governance system. The Governing Council of the institute meets on a regular basis to discuss issues related to the overall development of the institution. Similarly, Academic Council meetings are held periodically for the effective planning and implementation of teaching, learning and administrative functions. The required qualification and eligibility norms of the government are followed in the appointment of teachers in the college. SMS has a well defined HR Policies through which the welfare schemes, and a range of development programmes for the teaching and non-teaching staff are implemented. Faculty have been provided with financial support to attend conferences & FDPs. ERP is being gradually implemented for improved academic, administrative and governance of finance and accounts. Feedback from various stakeholders is obtained which is then analysed, and appropriate action is taken. IQAC monitors the quality of the teaching-learning process, while the management facilitates smooth functioning of teaching and support systems. SMS organizes several FDPs regularly and the faculty members

are also encouraged to attend FDPs organized by other colleges. Teachers are encouraged to participate in training programs Teachers are required to carry out a self-appraisal every year so as to gain insight into the effectiveness of their teaching style and its impact on students. Promotions, rewards and / or actions are initiated based on the analysis and scrutiny of the performance appraisal formats of all the employees. The institute conducts internal and external financial audits on a regular basis. Besides this, external academic audit is also conducted regularly. SMS Lucknow is ISO 9001:2015 certified and aiming to get NBA accreditation.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years
7.1.4 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)
7.2	Best Practices
7.2.1 QIM	Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual
7.3	Institutional Distinctiveness
7.3.1 QIM	Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Qualitative analysis of Criterion 7	
<p>Gender equity and sensitization is addressed in the creation of facilities, curricular and co-curricular activities. National and international commemorative days, events and festivals are organized on a regular basis to instil national integration and harmony. Facilities for alternative sources of energy- solar power plant, wheeling to the grid, sensor-based technology, LED bulbs and power-efficient equipment have been installed. Nearly 14% of the power requirement is met through renewable energy sources. Water conservation facilities such as rain water harvesting, borewell recharge, water tanks, wastewater recycling, water bodies and distribution system are maintained. SMS is a Plastic Free Campus that bans single-use plastic items. Greening of the campus has been done by planting and nurturing around 600 trees. Solid waste, liquid waste and e-waste are managed effectively. Responding to the needs of differently-abled persons the campus has disabled-friendly washrooms, wheelchair and signages and provision for enquiry and information. Pedestrian-friendly pathway in campus restricts the entry of vehicles. The campus also has battery-powered vehicles. Quality audits such as Green audits, Energy audits, Environmental audits are undertaken at periodic intervals. Various promotional initiatives are undertaken taken for spreading awareness about preservation of environment and minimize the impact of climatic change. SMS educates students about their Fundamental Rights and Duties, tolerance, inclusiveness and living in harmony through various programmes organized by Departments/Societies. The best practice “Employability Enhancement Program” helps students through better employability, and making them socially, politically and economically active and responsible citizens. The best practice of placement assistance to students is a remarkable feature.</p>	

Section III: OVERALL ANALYSIS based on Institutional strengths, Weaknesses, Opportunities &

Challenges(SWOC)(up to 500 words)

Overall Analysis

Strength:

- SMS Lucknow has a structured system of Governance that provides leadership and support in all areas of functioning of the Institute.
- Faculty and staff contented with management
- Institute has sound infrastructure.
- Continuous improvements in curricular inputs with stress on experiential learning, use of ICT tools, regular feedback etc. is visible.
- Various extra-curricular activities help in the holistic development of the students.
- Recruitment of faculty members is done through a well laid selection process following all norms of the affiliating universities.
- SMS Lucknow is also the approved Remote Centre and Resource Centre of IIT Bombay and Local Chapter of NPTEL from IIT Madras that provides MOOC courses, workshops and FDPs for students and teachers.
- The IQAC plays active role in the monitoring, augmentation and sustenance of the overall quality of the institution.
- The structured T&P Cell provides adequate support to the students for their placement and summer training needs.
- The evidence of quality performance is in the various Awards and recognitions received by the Institute over the past years.

Contented students, parents and alumni

Weaknesses:

- Student faculty ratio and cadre needs to be improved
- Despite sound infrastructural facilities there are limitations on the choice of intake, due to intense competition. Computer systems need to be upgraded
- The Branding of the institute is yet not seen at par with the older institutions within the city offering similar programs.
- The medium of education being English and the background of students from rural Hindi speaking belt create a gap and hamper the understanding of technical subjects.
- In the University governed programmes the syllabus is static and does not allow for flexibility in

curriculum design and delivery.

- For enhancement of institutional growth and development, the number of permanent teaching staff in the institute needs to be increased.
- Resources are limited in the use of digital technology, to enhance teaching-learning on campus.
- Efforts to Secure consultancy assignments and conduct of MDP's are required .

Lack of funds from external sources also limits the growth, expansion and upgradation of campus facilities.

Opportunities:

- SMS is well known for established pro-faculty policies which can help to attract good talent among the teaching fraternity.
- Lucknow has gradually emerged as a hub for providing professional education and commencing a Special IT Zone that will provide ample placement opportunities and will attract more students from neighbouring districts.
- The Government's promotion of skill based education has opened opportunities for B.Voc. Programmes that will gradually become more demanded.
- Highly qualified, efficient and committed faculty members who are capable of organizing and conducting high quality seminars, conferences, FDP's, workshops, etc
- Institute has developed credible relations with the industry and has the expertise to take up projects from the industry. Linkages with reputed industries should be explored
- Scope to increase setting-up of solar plants on each building blocks for its energy needs.
- Opportunity exists in focusing on securing Patents and Copyrights.
- Opportunity for setting up Technology Business Incubation Centre.

Scope to promote and create a more harmonious and peaceful world through its students who are groomed to be agents of social transformation in keeping with its vision and mission.

Challenges:

- Screening the right type of admissions and getting adequate numbers is the major challenge faced by the Institute.
- Getting qualified and competent faculty and technical support staff for Civil Engineering and Computer Science & Engineering is a major challenge.
- Declining interest in traditional (CE, ME, EE) engineering programs and saturation of the engineering education market.

- It is a challenge to obtain the Grants and Funding (government as well as non-government) for pursuing research projects.
- The initiation of any new academic programme requires a long and complicated procedure for getting permissions from multiple authorities which often delays the process.
- Enhance teaching learning process

Implementation of NEP 2020 provisions is a challenge without the support of the affiliating universities.

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- Enhance visibility of SMS to attract students
- Strengthening Research initiatives and output
- Motivate and encourage faculty to pursue research leading to Ph.D.
- Efforts to recruit , retain faculty and filling positions at senior levels
- Enhance co-curricular and extra curricular activities
- Strengthen the OBE process
- Explore collaboration with International universities and reputed industries
- Apply for NBA accreditation for eligible programs
- Encourage faculty to staff to upgrade emerging skills through FDP's and other programs
- • Make efforts to mobilize funding for projects and other activities

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

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. SHARAD MHAISKAR	Chairperson	
2	DR. RAJASHEKAR PATIL	Member Co-ordinator	
3	DR. RATHINAVELU ARUMUGAM	Member	
4	Dr. L. Manjunatha Rao	NAAC Co - ordinator	

Place

Date